

# 2021 Annual Security & Fire Safety Report

*Statistics for 2018, 2019 & 2020*



**Penn**  
UNIVERSITY OF PENNSYLVANIA

**2021 Annual Security & Fire Safety Report**  
*for the University of Pennsylvania Main Campus,*  
*West Philadelphia, PA 19104*

*and four non-contiguous University properties:*

- University Boathouse, #11 Kelly Drive, Philadelphia, PA 19130
- Morris Arboretum, 100 East Northwestern Avenue, Philadelphia, PA 19118
- New Bolton Center Hospital for Large Animals, 382 West Street Road, Kennett Square, PA 19348
- Wharton, 2401 Walnut Street, 8th Floor, Philadelphia, PA 19103

*University of Pennsylvania Nondiscrimination Statement*

*The University of Pennsylvania values diversity and seeks talented students, faculty and staff from diverse backgrounds. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, creed, national or ethnic origin, citizenship status, age, disability, veteran status or any other legally protected class status in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to the Executive Director of the Office of Affirmative Action and Equal Opportunity Programs, 3451 Walnut Street, Room 421, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice) or (215) 746-7088 (FAX).*

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*Cover: Quadrangle, University of Pennsylvania*  
*Photo by Scott Spitzer*

# Contents

<b>Campus Safety &amp; Security: “A Shared Responsibility”</b>	<b>4</b>
<b>The University of Pennsylvania Campus</b>	<b>4</b>
<b>The Division of Public Safety (DPS)</b>	<b>4</b>
Report A Crime, Fire, Hazardous Condition or Suspicious Behavior	8
Timely Warnings	9
Emergency Preparedness	9
Emergency Notification System	10
The HELP Line (215) 898-HELP	11
Crime Prevention Education and Awareness	11
<b>Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking</b>	<b>14</b>
Prevention and Education	16
Campus Sex Crime Prevention: Pennsylvania Sex Offenders Information (Megan’s Law)	17
University of Pennsylvania Sexual Misconduct Policy, Resource Offices and Complaint Procedures	18
I. Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy	20
II. Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings	25
III. Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct	27
IV. Procedures for Resolving Complaints of Sexual Misconduct Against Faculty	35
V. Procedures for Resolving Complaints of Sexual Misconduct Against Staff	44
<b>University Policies and Procedures</b>	<b>53</b>
Alcohol and Drugs Policy	53
Weapons Policy	54
Disciplinary Policies	55
Missing Persons	55
Student Residences	57

# Contents

The Hospital of the University of Pennsylvania (HUP)	59
Penn Presbyterian Medical Center	60
<b>The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act)</b>	<b>62</b>
Campus Security Authority (CSA)	65
Campus Crime Statistics for the University of Pennsylvania	66
Crime Statistics for Non-contiguous Properties of the University of Pennsylvania	70
<b>The Pennsylvania Uniform Crime Reporting Act</b>	<b>75</b>
<b>Daily Crime and Fire Log</b>	<b>76</b>
<b>Annual Fire Safety Report</b>	<b>76</b>
Fire Definitions	78
Fire Policies for On-Campus Student Housing Facilities	78
Reported Fires by Building Location For All University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities	81
Residential Fire Safety Amenities by Building Location For All University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities	88
Residential Fire Safety Amenities by Building Location For All University of Pennsylvania Non-contiguous Residence Halls	91

# Emergency Contacts

All Emergencies (24/7)

215-573-3333

511 (from campus phone)

HELP Line (24/7)

215-898-HELP(4357)

## *University of Pennsylvania Division of Public Safety*

General Information	215-898-7297
Office of the Vice President & Superintendent of Police	215-898-7515
Special Services	215-898-4481
	215-898-6600 (off-hours)
Fire & Emergency Services	215-573-7857
Security Technology	215-898-4484
PennComm & Emergency Communications	215-573-6687
Finance & Administration	215-898-6696
Security Services	215-573-0644
Penn Police Detective Unit	215-898-4485
Penn Police Records Department	215-898-4482

## *Additional University of Pennsylvania Departments*

Counseling & Psychological Services (CAPS) Office	215-898-7021
Employee Assistance Program (EAP)	1-866-799-2329
Human Resources	215-898-7281
Office of Alcohol & Other Drug Program Initiatives	215-573-3525
Office of the Associate Vice President for Equity & Title IX Officer	215-898-2887
Office of the Chaplain	215-898-8456
Office of Student Affairs	215-898-6533
Office of Student Conduct	215-898-5651
Penn Women's Center	215-898-8611
Student Health Service	215-746-3535
Office of Affirmative Action	215-898-6993
Vice Provost for University Life (VPUL)	215-898-6081
Student Intervention Services (SIS)	215-898-6081
Wellness at Penn	215-746-9355

## *Hospitals*

Penn Presbyterian Medical Center Security	215-662-8238
Hospital of the University of Pennsylvania Security Department	215-662-2677



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## PREPARATION OF THE ANNUAL SECURITY REPORT AND DISCLOSURE OF CRIME STATISTICS

The Division of Public Safety publishes this report to inform the Penn community about campus security policies, initiatives to prevent and respond to crime and emergencies, and the occurrence of crime on campus. This report complies with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act as amended and uses information collected by the Division of Public Safety Police Department; information provided by other University offices such as Student Affairs, College Houses & Academic Services, Office of Student Conduct, the Office of the Associate Vice President for Equity & Title IX Officer, Admissions, Human Resources, and Campus Security Authorities; and information provided by the Philadelphia Police Department. Each of these agencies provides updated policy information and crime data to the Division of Public Safety.

This report provides statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned, leased, or controlled by the University of Pennsylvania.

This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, alcohol, and other drugs.

The Division of Public Safety distributes a notice of the availability of this Annual Security and Fire Safety Report by October 1 of each year to every member of the University community.

Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the Division of Public Safety at (215) 898-7515 or can access an electronic copy of the Annual Security and Fire Safety Report at the following link:

[www.publicsafety.upenn.edu/ASR/2021\\_ASR\\_PENN.pdf](http://www.publicsafety.upenn.edu/ASR/2021_ASR_PENN.pdf)

## » **Campus Safety & Security: “A Shared Responsibility”**

Campus safety and security at the University of Pennsylvania is a shared responsibility. Clearly, the best protection against campus crime is an aware, informed, alert campus community—students, faculty and staff who use reason and caution—along with a well-trained, active, community-based public safety division.

The vast majority of our students, faculty, staff and visitors do not experience crime at the University of Pennsylvania. However, despite our best efforts, crimes may occur. This information is provided because of our commitment to campus safety and security and in compliance with the federal law, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act), the Pennsylvania Uniform Crime Reporting Act (UCR, formerly known as the College and University Security Information Act) and the amendments to the VAWA (Violence Against Women Act) of March 7, 2013. It is meant to be useful to you. If you have concerns, questions or comments about federal or state law requirements or Penn’s compliance with these laws, please contact the office of the Vice President for Public Safety at (215) 898-7515.

## » **The University of Pennsylvania Campus**

The University of Pennsylvania main campus is located just west of Center City Philadelphia and encompasses 302 acres. The core of the Penn campus, between Walnut and Spruce Streets from 33rd to 40th Streets, is connected by a network of pedestrian walkways. Locust Walk, running from College Green to Hamilton Village, acts as both a major pedestrian thoroughfare and a hub of campus life for the entire Penn community. The specific perimeters of the Penn campus change from time to time. As such, the preceding description is meant to provide an approximation of the boundaries of the campus, but is in no way intended to detail the specific contour of the campus’s frequently changing boundaries.

We also have a co-located emergency back-up facility with Drexel University’s Division of Public Safety at the Penovation Works, purchased by the University in 2011.

In addition, there are five satellite campuses:

New Bolton Center Hospital for Large Animals, 382 West Street Road, Kennett Square, PA 19348, which covers 700 acres;

Morris Arboretum, a historic public garden and educational institution, 100 East Northwestern Avenue, Philadelphia, PA 19118, which covers 92 acres;

Wharton San Francisco, #2 Harrison Street, 6th Floor, San Francisco, CA, which operates Monday-Friday 9 a.m.-5 p.m., and Saturday 9 a.m.-4 p.m. on class weekends, which covers 35,000 square feet;

Wharton, 2401 Walnut Street, 8th Floor, Philadelphia, PA 19103, summer hours: Monday-Friday 4 p.m.-8 p.m., Saturday and Sunday 10 a.m.-8 p.m.; academic year: Monday-Friday 5 p.m.-2 a.m., Saturday and Sunday 10 a.m.-12 a.m., which covers 19,613 square feet;

University Boathouse, #11 Kelly Drive, Philadelphia, PA 19130, utilized by Penn Athletics for sculling events on the Schuylkill River, which covers 8,500 square feet.

## » **The Division of Public Safety (DPS)**

The Division of Public Safety is committed to enhancing the quality of life of the campus community, integrating the best practices of public and private policing with state-of-the-art security technology. Its 182 full-time employees and more than 550 contract employees work in seven departments that report to the Office of the Vice President and Superintendent

of Police: University of Pennsylvania Police Department, Special Services, Fire & Emergency Services, Security Technology, PennComm & Emergency Communications, Security Services and Finance & Administration.

## **Office of the Vice President (VPO) and Superintendent of Police**

Under the leadership of Vice President Maureen S. Rush, the Office of the Vice President and Superintendent of Police, along with the Division's seven directors, facilitates the strategic and operational mission of the Division of Public Safety.

The Office of the Vice President and Superintendent of Police manages all internal and external communication in conjunction with Penn's Office of University Communications. The office also designs, brands and distributes all safety and security collateral.

The Vice President and Superintendent of Police is the chief liaison officer for city, state, and federal public safety agencies and collaborates daily with these agencies in an effort to ensure the highest level of safety and security for the University community.

## **University of Pennsylvania Police Department (UPPD)**

The University of Pennsylvania Police Department (UPPD) maintains 24/7 police patrols on campus—by foot, car, motorcycle and bicycle. With a police force of 121 sworn officers, the UPPD is the largest private police force in the Commonwealth of Pennsylvania. The UPPD also works closely with the Philadelphia Police Department (PPD), as both agencies patrol and respond within the Penn patrol zone, from 30th Street to 43rd Street and from Market Street to Baltimore Avenue. UPPD officers have full law enforcement powers, including the authority to make arrests for criminal violations. University police officers are authorized by the Commonwealth of Pennsylvania Municipal Police Officers Act to carry firearms when on duty, and they do so. Otherwise, the possession of air rifles, pistols, firearms, ammunition, gunpowder or other dangerous articles or substances is strictly prohibited on Penn property or at University-sponsored events. Any exception to this rule must be approved by the Vice President for Public Safety and Superintendent of Police.

UPPD officers have completed rigorous training prescribed by the Commonwealth of Pennsylvania under the Municipal Police Officers' Education and Training Commission. Once an officer has completed police academy training, they participate in a Field Training Program, developed and coordinated through the Division of Public Safety. Officers remain in probationary status following graduation from the police academy and an annual in-service training is provided in accordance with established standards for continuing professional education for municipal police officers. The UPPD received international accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA) on March 1, 2001. On March 19, 2020, the UPPD was awarded re-accreditation at the Advanced Law Enforcement Accreditation level. This was the 7th cycle for a total of 19 consecutive years of accreditation.

The Vice President for the Division of Public Safety and Superintendent of Police serves as UPPD's law enforcement liaison with city, state and federal law enforcement officials and neighborhood town watch organizations, community and civic groups and the Police Athletic League. An existing Memorandum of Understanding (MOU) between the UPPD and the Philadelphia Police Department clarifies the Penn Patrol boundaries as well as the roles and responsibilities of the UPPD. The UPPD conducts investigations in cases with the exception of homicides, sexual assaults, narcotics in excess of district level arrests, barricaded individuals and hostage situations, police involved shootings, arson, hate crimes, labor issues, juvenile offenders, civil disobedience and fatal automobile accidents.

The existing MOU provides for radio interoperability and data interoperability between the UPPD and the Philadelphia Police Department. This includes access to the Philadelphia



Computer Aided Dispatch (CAD) system and Philadelphia crime reports. The ability to access city crime data ensures that all Clery Act & UCR crimes reported to city police are included in this annual safety report.

The UPPD maintains a full-service detective unit headed by the department's Deputy Chief of Investigations. Criminal incidents are assigned to a detective within the detective unit, who is responsible for the investigation of the crime or coordination with the Philadelphia Police Department. If the incident involves a student who has violated policies, procedures, codes of conduct, or the law, the Penn Police will advise the victim or complainant of the option to report the incident to the Office of Student Conduct or the responsible University office. Consistent with legal requirements, information regarding persons arrested by University Police is available to the public.

## **Security Technology**

The Department of Security Technology is responsible for the design, installation and maintenance of a state-of-the-art electronic security infrastructure for the University. This includes over 700 emergency phones connected directly to our PennComm emergency radio dispatch center, 145 pan-tilt-zoom closed-circuit television (CCTV) cameras, and hundreds of fixed CCTV cameras throughout campus. Electronic access control card readers, burglar and door alarms, sensors, and duress alarms installed in restrooms are the other key features of the security technology program located in Penn-owned buildings throughout campus.

## **PennComm & Emergency Communications**

All of our security technology reports back to our PennComm Communications Center. The PennComm operations team provides emergency communications and response between all members of the Penn and University City communities and police, fire and medical emergency responders 24 hours a day, 7 days a week. Over 63,132 calls for service were processed directly by the PennComm Center in 2020, including calls for Walking Escort services. The dispatching center utilizes a state-of-the-art Computer Aided Dispatch (CAD) System to record all requests for service from the Penn Community, and is responsible for monitoring all alarms throughout campus, including burglar alarms, duress alarms and fire alarm systems. The Dispatchers can also see the City of Philadelphia's 9-1-1 calls and respond quickly to any calls within the Penn patrol zone.

PennComm operators, like the police officers assigned to various sectors for active walking, bike, and vehicle patrol, are trained to view the Penn patrol zone using the CCTV cameras through virtual patrol on a 24/7 basis for the purposes of crime prevention and abatement.

## **Special Services**

The Department of Special Services offers emotional support, guidance and options counseling to any Penn affiliate who is a victim of any crime. Special Services focuses on the investigation of certain interpersonal crimes, including dating and domestic violence, harassment and stalking, and provides specialized support to victims of rape and sexual assault. Highly trained personnel are available to offer emergency assistance, including crisis intervention, accompaniment to legal and medical proceedings, options counseling and advocacy, and linkages to other University and community resources, including Penn Police, Student Health Services, Counseling and Psychological Services, Penn Women's Center, The Office of the Sexual Violence Investigative Officer, Penn Violence Prevention, VPUL (Vice Provost of University Life) as well as city, state and federal resources.

The department is headed by a Director, who serves as the University coordinator for support services for interpersonal crimes such as rape, sexual assault, dating and domestic violence, stalking and harassment. The Director serves on various University committees that review

and develop policies on these and related issues. The Director also interacts with academic departments, College Houses, Housing and Conference Services, and many other divisions across the University, given the individual's authorization, to coordinate victim support services. Every effort is made to protect the confidentiality of all victims and/or complainants.

The Special Services Department, in conjunction with the University of Pennsylvania Detective Unit, provides over 200 safety workshops and forums each year to student groups and members of the faculty and staff. Self-defense clinics and other workshops or special presentations can be designed to meet the particular needs of the group requesting services. Special Services personnel are available to consult with individuals or departments regarding crime prevention and safety issues and are available to offer assistance and support to victims of crime. Additionally, schools and centers may request safety presentations from members of Special Services by submitting a request on the DPS website at <https://www.publicsafety.upenn.edu/contact/presentation-request-form/>.

To contact the Special Services Department during normal business hours, call (215) 898-4481. For emergency support 24 hours a day, 7 days a week, call (215) 898-6600. On evenings or weekends, PennComm will answer all calls to (215) 898-6600 and will notify Special Services personnel. Self-defense registration can be found here: <https://www.publicsafety.upenn.edu/safety-initiatives/rad-self-defense-courses/> or call (215) 898-4481.

## **Fire & Emergency Services (FES)**

The Department of Fire & Emergency Services (FES) manages the University's fire and emergency services programs, working in collaboration with the City of Philadelphia Departments of Fire and Licenses and Inspections to monitor and enhance compliance with local, state and federal codes through periodic building inspections. Under the direction of a Chief, FES serves as the lead agency for the University's crisis and emergency planning functions by preparing people to respond appropriately in the event of an emergency and to oversee the readiness of all campus building life safety systems and equipment. In addition to its planning functions, FES liaisons with governmental agencies, organizations in University City, the schools and centers at Penn and all members of the Division of Public Safety to prevent, prepare for, respond to and recover from crisis events on or near the campus.

The department provides numerous additional services, including monitoring emergency drills, safety training to new students and employees, acting as the liaison with the University's property insurance carrier and developing building-specific crisis management action plan books. FES specialists work with the University's real estate partners, University City Associates (UCA) and the Office of Off-Campus Services, to help promote safety in off-campus residences.

To contact the Department of Fire & Emergency Services during normal business hours, call (215) 573-7857. To contact the department in an emergency, dial 5-1-1 from a campus telephone, or dial (215) 573-3333 from off-campus/cell phones.

## **Security Services**

The University of Pennsylvania contracts with Allied Universal Security Services to provide comprehensive security services for the University of Pennsylvania and the University City District. Allied Universal is an acknowledged leader in the contract security industry in terms of trainings, management, technology and procedures. Over 550 Allied Universal Security Officers managed under Security Services provide coverage in academic buildings and all residential buildings as well as highly visible foot, bicycle and motorized patrol including 24/7 walking escorts.

## » **Report A Crime, Fire, Hazardous Condition or Suspicious Behavior**

All criminal and fire-related incidents should be reported to the Division of Public Safety for timely response and accurate documentation. Incidents commonly known as Part I crimes that are identified by the Division of Public Safety are reported to the Philadelphia Police Department (PPD). We do this to ensure that all agencies charged with providing services are aware of these incidents.

The relationship and exchange of information with city, state and federal authorities are extremely important, and are ongoing processes. The Philadelphia Police Department alerts the Division of Public Safety of reported criminal incidents and calls for service made to the city 9-1-1 Center in the neighborhoods that are jointly patrolled by both University Police and the Philadelphia Police Department. Any incidents involving any member of the Penn community at non-campus locations that fall within the Penn patrol zone, including incidents involving members of student organizations affiliated with the University, are brought to the attention of the Division of Public Safety by the Philadelphia Police Department directly by contacting Penn Police over the city police radio system to which Penn Police have access. Our PennComm center monitors all calls for service made directly to the city 9-1-1 Center 24/7 as well as information shared directly during weekly crime meetings held between the Division of Public Safety with Police Supervisors from the Philadelphia Police Department. On a daily basis, the DPS Crime Analysis Unit reconciles all crime reported to the Philadelphia Police Department, which may involve members of the Penn Community who live in the surrounding neighborhoods. UPPD has online access to the Philadelphia Police Incident Transmittal System, which captures the location, date, time, type of incident and reporting party information.

Report a Crime 24/7 to trained dispatchers and security personnel

### **University City Campus**

By Phone:

Dial Penn Police: 5-1-1 from any campus phone or 215-573-3333

Dial Philadelphia Police: 9-1-1

Pick up any Bluelight emergency phone

In Person:

To any Security Officer

To any Penn Police Officer

At UPPD Headquarters, 4040 Chestnut Street, Philadelphia PA 19104

At the Public Safety Annex, 108 South 40th Street, Philadelphia, PA 19104

Online:

<http://www.publicsafety.upenn.edu/clery/report-a-crime>

### **Other Campus Locations**

Wharton, 2401 Walnut Street, 8th Floor; Morris Arboretum; University Boathouse:

Dial Philadelphia County Police at 9-1-1

Wharton San Francisco: Dial San Francisco police at 9-1-1

New Bolton: Dial Chester County Police at 9-1-1

## Confidential Crime Reporting

Except for communication made to pastoral counselors and licensed professional counselors, all University Campus Security Authorities (CSAs) have the obligation to report all offenses to the Division of Public Safety. It is important for University employees to report statistical information, which may not include personal identifiers. Confidential reports that provide sufficient detailed information for classification of the offense by law enforcement officials using FBI Uniform Crime Reporting Guidelines will be included in crime statistics. Crimes may be reported online at <https://www.publicsafety.upenn.edu/clery/report-a-crime/>.

Reported crimes are entered into a UPPD computerized database, including those that occur on campus, those that occur in the surrounding neighborhood and those that occur well beyond the campus community. This data serves as the basis for crime statistics reported to the FBI Uniform Crime Reporting System, for compliance with the Clery Act and the Pennsylvania Uniform Crime Reporting Act and for reporting crime statistics to the campus community. Our annual report also includes data from non-police sources, including certain school officials

### » Timely Warnings

When the Division of Public Safety becomes aware of criminal incidents that in the judgment of DPS and the University's senior leadership constitute a serious or continuing threat to the campus community, DPS issues a timely warning to notify the community. Depending on the particular circumstances, a timely warning may be disseminated by using one or a combination of the following: email distribution; various campus publications; the Public Safety and University website; crime alerts; flyers posted at various locations on campus; social media; and/or activation of the UPennAlert system, which employs personal electronic devices, Penn Siren Outdoor System (Penn SOS) and/or digital displays to advise the community of the situation.

Timely warnings are considered on a case-by-case basis. Any timely warning issued shall not contain the names of any victim/s or other identifying information on a victim such as their residence.

### » Emergency Preparedness

Emergency preparedness at the University of Pennsylvania is managed under the PennReady program. PennReady is part of the University's Mission Continuity Plan. Being PennReady means to prevent, prepare for, respond to and recover from any and all emergencies that could affect the Penn and University City communities. It means having a comprehensive plan extending from all levels of emergency personnel down through the individuals that make up our community to prevent situations that cause emergencies; preparing people on the procedures to follow should a crisis occur; having a well collaborated response approach from University officials and city, state and federal agencies to effectively mitigate any crisis; and being ready and able to recover quickly from emergency events to keep Penn's mission actively moving forward.

Following the direction of the University of Pennsylvania Crisis Management Plan, the Blue Book Program was developed and put into action in the spring of 2006. Blue Books are building-specific crisis management action plans (C-MAP) examining all emergency preparedness aspects of campus buildings in the pre-emergency environment. These books document the readiness of the Penn community's response in an all-hazards approach to emergency management and provide information for emergency responders to manage a crisis event as it unfolds.

To view the Blue Book specific to your building contact your Building Administrator or Emergency Team Leader. Additionally, Emergency Procedures Bulletins are located on the [Division of Public Safety website at www.publicsafety.upenn.edu](http://www.publicsafety.upenn.edu).

Various drills and exercises are conducted throughout the year to familiarize students, faculty and staff with emergency procedures and individual roles.

Each year FES facilitates four emergency evacuation drills targeting all residence halls, fraternities and sororities. In accordance with the Philadelphia Fire Code all academic and administrative buildings undergo the required number of emergency evacuation drills each year. Any building that does not fall under the Philadelphia Fire Code requirements also undergoes a minimum of one emergency evacuation drill each year.

Additionally, all University buildings are required to participate in an annual Shelter-In-Place Awareness Drill. The entire Penn community is notified of the purpose of this drill via a campus-wide email. All drills and tests are documented by staff assigned to Fire and Emergency Services, noting the date of the drill, location, and time each drill was conducted. This information is maintained by DPS in a database.

To learn more about the University's comprehensive PennReady Emergency Preparedness Program, visit [www.publicsafety.upenn.edu/pennready](http://www.publicsafety.upenn.edu/pennready).

## » **Emergency Notification System**

### [UPennAlert and Penn Siren Outdoor System \(PennSOS\)](#)

The UPennAlert Emergency Notification System enables the University to quickly notify the Penn and surrounding Philadelphia community of critical information during a significant emergency. This is performed without delay once a serious incident is confirmed by law enforcement and is accomplished through three key delivery methods: Personal Electronic Devices; Siren and Public Address Systems; and Digital Displays.

Currently the University can notify all Penn faculty, staff and students via personal electronic devices (e.g., cell phones, smart phones, etc.) through text messaging and email.

The University also has Siren and Public Address systems in place to send a UPennAlert. The Penn Siren Outdoor System (PennSOS) is comprised of 23 speakers transmitting voice intelligible emergency messages and alert tones to the outdoor campus environment. Furthermore, the University started a program to interface the PennSOS with building fire alarm panels in 2012, which enables emergency messages to be broadcasted inside buildings. PennSOS is not designed to penetrate buildings, but will be audible above normal street noise.

When a UPennAlert is sent, the Division of Public Safety uses its website to provide current and continuous updates acting as a central reference point for accurate information. This method is useful for those both on and off campus.

UPennAlert is an additional layer of security and protection in emergency response, in conjunction with Penn's already well-established emergency communication methods, such as University-wide broadcast emails, online updates via the Penn homepage, coordinated use of public media outlets and public address systems within all College Houses.

The UPennAlert is only activated for significant emergencies or dangerous situations involving an immediate threat to the health or safety of students or employees occurring on campus that are confirmed by law enforcement personnel and with the approval of the University's senior leadership. The UPennAlert is not activated if in the professional judgment of the responsible authorities such a notification would compromise efforts to resolve the emergency. When a UPennAlert is sent, the proper message is selected from several pre-scripted messages and sent to the appropriate audience. A UPennAlert can only be sent by one of several initiators who are trained by the Division of Public Safety. Furthermore, the UPennAlert is tested annually to ensure all faculty, staff and students are familiar with emergency alerts and what their individual roles are during an actual situation. The annual UPennAlert, PennSOS and Shelter-in-

Place test for 2020 occurred on Thursday, October 29, 2020.

The annual test was successful and resulted in the following metrics:

**Within 4 (four) minutes 97,930 total message were sent successfully (received by students, staff and faculty via SMS text, email, or both).**

Penn has also developed an optional process using the UPennAlert to notify parents, guardians, and significant others in an actual situation. Should the need occur to notify the City of Philadelphia and the surrounding neighborhoods of an emergency at the University, our UPennAlert system notifies the Managing Director's Office, which is responsible for sharing this information with appropriate city officials and neighborhoods. To sign up for alerts from the Philadelphia Office of Emergency Management, go to:

<https://www.phila.gov/services/safety-emergency-preparedness/prepare-for-an-emergency/stay-informed/>

When appropriate, the Division of Public Safety notifies the University community of off-campus threats that could also represent a serious or continuing threat to students, employees and visitors, based on information from our law enforcement partners. For additional instructions on how to register your emergency contact information please visit the DPS website at [www.publicsafety.upenn.edu](http://www.publicsafety.upenn.edu).

## » **The HELP Line (215) 898-HELP**

The HELP Line is a 24-hour-a-day phone number for members of the Penn community who are seeking time sensitive help in navigating Penn's resources for health and wellness. Any member of the Penn community can utilize this service by calling 215-898-HELP(4357). Calls are answered 24 hours a day, 7 days a week by Division of Public Safety professionals trained in mental health referrals by staff from Counseling and Psychological Services (CAPS).

## » **Crime Prevention Education and Awareness**

The Division of Public Safety is available to provide seminars, forums and other presentations on campus safety and security to those living in student residences. Campus safety and security is discussed as a matter of course at College House meetings. These programs include, but are not limited to, the following.

### **Self-Defense Training**

DPS offers multiple self-defense training options including RAD, RAD for Men, and a 6-hour course designed to empower individuals through assertive communication and basic physical defense.

- **Basic Self-Defense** is a customized 5-hour course available to all Penn affiliates which empowers individuals through communication and training.
- **Rape Aggression Defense (RAD)** The Rape Aggression Defense (RAD) System is a program of realistic self-defense tactics and techniques. The RAD System is a comprehensive course for women that begins with awareness, prevention, risk reduction and avoidance, and progresses to the basics of hands-on defense training. RAD is not a martial arts program. Courses are taught by certified RAD instructors and participants are provided with a workbook/reference manual. This manual outlines the entire physical defense program for reference and continuous personal growth. The RAD system of physical defense is currently being taught at many colleges and universities across the nation. The widespread acceptance of this system is primarily due to the ease, simplicity and effectiveness of the tactics, solid research, legal defensibility and unique teaching methodology. The system of realistic



defense is intended to provide a woman with the knowledge to make an educated decision about resistance.

- **Resisting Aggression with Defense (RAD for Men)** Resisting Aggression with Defense classes, (RAD for Men), are also offered and taught by certified RAD instructors.

To learn more about these trainings and to register, visit <https://www.publicsafety.upenn.edu/safety-initiatives/rad-self-defense-courses> or contact Special Services at 215-898-4481

## UPPD Liaison Program

For the Penn community in particular, UPPD commanders, supervisors and detectives have institutionalized a liaison relationship with various resource centers and divisions, in which assigned members of the UPPD meet regularly with academic and administrative leaders to provide support, answer questions, and function as a first responder to problems and concerns associated with each respective entity.

## PennReady and Emergency Preparedness Training

PennReady and Emergency Preparedness Training information appears under the Emergency Preparedness Section of this report.

## Walking Escort Services 215-898-WALK (9255)

Walking escort services are available 24 hours a day, 365 days a year, from 30th Street to 43rd Street and Market Street to Baltimore Avenue. Escorts are also available from 10 a.m. until 3 a.m. from 30th to 50th Streets and Spring Garden Street to Woodland Avenue via the University's partnership with the University City District Ambassador Program. Getting a walking escort is easy and available to anyone. Simply do any one of the following:

- Ask any Public Safety Officer on patrol or inside a building.
- Call 215-898-WALK (9255) or 511 (from a campus phone).
- Use one of the many emergency and Bluelight phones located on and off-campus.

## Penn Transit Ride Services 215-898-RIDE (7433)

The Penn Transit Ride Service, operated by Business Services, is available from 6 p.m. until 3 a.m. daily (on-call for emergencies, 3:00 a.m. until 7:00 a.m.), from 50th to 20th Streets and Spring Garden Street to Woodland Avenue. Penn Transit has nine Transit Stops and Pickup Points on-campus. A Transit Stop is a campus building where passengers can wait indoors and consult Penn Transit schedules and maps. A Pickup Point is an outdoor campus location more like a regular bus stop. You can find all of these Transit Stops and Pickup Points by visiting the Penn Transit website at: <http://cms.business-services.upenn.edu/transportation>.

## Special Checks

Special Checks are conducted by Penn Police and Allied Universal Security personnel on all properties that are registered with Public Safety as being vacant for an extended period of time both on and off campus. The purpose of the Special Check is to ensure that the residence is properly secured and there is no sign of any forcible entry. Visit our website and complete the online form to request a special property check: <https://www.publicsafety.upenn.edu/contact/propertycheck/>.

## Penn Guardian

Penn Guardian is a free app that allows Penn affiliates the ability to rapidly provide information about themselves to the Division of Public Safety during an emergency, such as a medical condition. Calls from a registered phone will allow Penn Police to determine caller's cell phone's GPS location, which can decrease response time. This information will

only be available to Penn Police when they call the Penn Emergency Communications Center (PennComm) directly, either through the app or at 215-573-3333. If a call is made to PennComm, and the caller is unable to speak—perhaps because of an allergic reaction—a call taker will send a text message to the caller's phone, allowing for communication directly via text.

To learn more visit: <https://www.publicsafety.upenn.edu/safety-initiatives/pennguardian/>.

## **Bait Bike Recovery Program**

To assist in the recovery of bicycles that are illegally removed from the control of rightful owners, DPS implemented a program in November of 2014 wherein a global positioning system (GPS) tracking device is concealed in several secured bicycles positioned throughout campus. Once a bike is tampered with, a radio signal is received in PennComm and the bike's location is tracked in real time by dispatchers who use CCTV cameras to monitor the movement of the bike. Information is then provided to uniformed officers who respond to the GPS location.

## » Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking

Sexual harassment, sexual violence, relationship violence, and stalking in any form, including sexual assault and rape, is prohibited by the University's Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy. Sexual violence includes a range of behaviors in which an act of a sexual nature is taken against another person without his or her consent or when he or she is unable to consent. The policy can be found in multiple locations, including in Pennbook at <https://catalog.upenn.edu/pennbook/sexual-misconduct-resource-offices-complaint-procedures/> and in Almanac at [https://almanac.upenn.edu/uploads/media/No.\\_6\\_OF\\_RECORD\\_Sexual\\_Misconduct\\_Policy\\_.pdf](https://almanac.upenn.edu/uploads/media/No._6_OF_RECORD_Sexual_Misconduct_Policy_.pdf)

### Support Services

Penn provides a number of support resources for victims of rape and sexual violence, relationship violence, sexual harassment, and stalking, and is committed to providing resources and processes for prevention, education, reporting, adjudication, and protection from retaliation and sanctions.

The Director of Special Services in the Penn Division of Public Safety is the designated coordinator of support services for all members of the Penn community who have experienced sexual harassment, sexual violence, relationship violence, or stalking. Members of the Penn community who experience any form of interpersonal violence are encouraged to contact Special Services to learn about support and reporting options. Any member of the community who is a victim of sexual violence is encouraged to seek support and assistance and to report the incident. When a victim of a sexual assault or other interpersonal crime contacts the Special Services Department, the individual will be advised verbally and in writing of health, legal and other support services available on and off-campus and the victim will be assisted in accessing these services. Special Services collaborates with Student Intervention Services in the Office of the Vice Provost for University Life to coordinate support such as academic, transportation, working and housing accommodations if requested.

Students are encouraged to contact the Special Services Department, which is available 24 hours a day, 365 days a year, at (215) 898-6600 to report an incident and receive support services. On evenings or weekends, PennComm will answer all calls to (215) 898-6600 and will notify Special Services personnel.

Additional options that provide reporting, counseling and support services are listed below:

<b>Department</b>	<b>Phone Number</b>
Special Services Department	(215) 898-6600
Penn Police	(215) 573-3333 <i>Or 511 from any campus phone</i>
Counseling and Psychological Services (CAPS)	(215) 898-7021
Penn Women's Center	(215) 898-8611
Office of Student Sexual Violence Prevention & Education	(215) 746-2642
Office of the Associate Vice President for Equity & Title IX Officer	(215) 898-2887
Vice Provost for University Life (VPUL)	(215) 898-6081
Student Health Services	(215) 746-3535
The Office of the Chaplain	(215) 898-8456
Office of Affirmative Action	(215) 898-6993

African-American Resource Center	(215) 898-0104
Employee Assistance Program	(888) 321-4433
LGBT Center	(215) 898-5044
Office of the Ombuds	(215) 898-8261
Philadelphia Police Department	911
Women Organized Against Rape (WOAR)	
Office:	(215) 985-3315
Hotline:	(215) 985-3333
Women Against Abuse (WAA)	(866) 723-3014

## Reporting Options

A person who would like to report an incident of sexual violence, relationship violence, or stalking has the right to pursue criminal charges through the City of Philadelphia (or the local governance in which the incident occurred) and/or to pursue disciplinary action through the University of Pennsylvania.

Although the University strongly encourages all members of its community to report violations of the Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking Policy to law enforcement, it is the victim's choice whether or not to make such a report, and victims have the right to decline involvement with the police. Whether a victim reports the crime to the police, or not, if the alleged offender is a member of the University community, the victim has a right to proceed to seek University discipline against the offender.

For support and assistance in pursuing criminal charges, victims are encouraged to contact Special Services, regardless of how long it has been since the incident occurred.

Incidents that are reported to the appropriate departments at Penn will be addressed promptly and will be treated as discreetly as possible. The procedures that govern the investigation of sexual assault and other interpersonal crimes will take into account both the need to gather the facts and the rights of all parties involved in the incident.

Those within the campus community who are found responsible for rape or other sexual violence, relationship violence or stalking, are subject to University sanctions which can include but are not limited to suspension, expulsion, and/or separation from the University. In addition, an individual charged may be subject to prosecution by the Office of the District Attorney under Pennsylvania Criminal Statutes.

To pursue criminal options, it is important to preserve evidence. After an incident of sexual assault, it is important to seek medical attention as soon as possible. In Pennsylvania, a forensic exam may be performed even if a victim chooses not to make a report to law enforcement. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

In order to preserve other types of evidence victims are advised not to smoke, eat, drink, bathe, douche, brush their teeth, or change their clothes prior to receiving the exam. However, doing any of the above does not mean an exam cannot be performed. Victims are also advised not to clean the bed/linen/area where they were assaulted so that evidence, as may be necessary to the proof of criminal activity, may be preserved. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, or other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University hearing boards/investigators or police.

If the victim elects to go through the criminal justice system and/or receive medical treatment, personnel from Special Services will accompany the victim to the Philadelphia Sexual Assault Response Center (PSARC) at 300 E. Hunting Park Avenue, Philadelphia, PA 19124 for evaluation, treatment and/or evidence collection by a Sexual Assault Nurse Examiner (SANE).

Whether the victim chooses to report an incident of rape or sexual violence to the Special Services Department, the UPPD, the Office of the AVP & Title IX Officer, or another resource office within the campus community, the victim will be informed of reporting options, including the right to report the incident fully and completely to the Philadelphia Police Department, or the right to file no report. If requested, DPS personnel will assist the individual in notifying appropriate authorities or assist in obtaining a Protection from Abuse order (PFA) or a private criminal complaint.

The victim is encouraged to make a report of a crime to the Penn Police. Campus Security Authorities (CSAs) may also take reports of crimes while keeping the name of the victim confidential. This allows the CSA to comply with the victim's wishes, while taking steps to ensure the future safety of the victim and the community. With such information, the University can keep accurate records of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community to potential danger. To preserve the identity of all victims, at no time will the names of victims or the location of any sexual assault, domestic violence, dating violence or stalking incident be included in the Daily Crime Log.

## » **Prevention and Education**

For over 40 years, the University of Pennsylvania has proactively addressed sexual harassment, rape, sexual violence, relationship violence (dating violence and domestic violence), and stalking by providing ongoing outreach, education, and support through University-wide collaborations. Penn policies and protocols include extensive information for students, faculty, staff and visitors regarding campus and community resources available to provide counseling and support and/or to investigate complaints. The University's Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy ([https://almanac.upenn.edu/uploads/media/No.\\_6\\_OF\\_RECORD\\_Sexual\\_Misconduct\\_Policy\\_.pdf](https://almanac.upenn.edu/uploads/media/No._6_OF_RECORD_Sexual_Misconduct_Policy_.pdf)), as well as the Code of Student Conduct (<https://catalog.upenn.edu/pennbook/code-of-student-conduct/>) include important definitions (including sexual assault, relationship violence, stalking, and consent) and prohibit retaliation. Information regarding policies, procedures, and educational programs is available on the Penn Violence Prevention website, discussed more fully below.

### **Programs for Faculty/Staff**

Special Services collaborates with the Director of Penn Violence Prevention, the Penn Women's Center (PWC), Office of the AVP for Equity and Title IX Officer, and other campus and community partners to conduct training programs for employees who interact with students, including but not limited to University police officers, coaches, student affairs staff in the Division of University Life and Penn's 12 schools, and the Chaplain's Office. This includes a 15-hour Anti-Violence Advocate (AVA) training that is offered annually to faculty/staff members. AVA educates participants on how to recognize and respond to students' experiences with interpersonal violence, and broadens the campus network of support. In addition, customized workshops and educational programs are offered by request to program coordinators and other key staff members who aid in supporting Penn's commitments to providing a safe and welcoming environment. The Sexual Violence, Relationship Violence and Stalking Policy was published in Almanac, Penn's journal of record, as part of the University's Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking Policy on August 14, 2020. Links to access both policies digitally are distributed during New Staff Orientation sessions.

## Programs for Students

Information about policies, resources, and support is disseminated to students before they arrive on campus through the online Thrive at Penn Module. First Year Students are required to attend a mandatory program during New Student Orientation called Speak About It that discusses issues of consent, boundaries, and healthy relationships. An online module has also been developed for graduate and professional students on sexual violence that provides information about campus resources for support and addressing complaints.

The office of Sexual Violence Prevention and Education manages Penn Violence Prevention (PVP), a collaborative program that aims to engage the Penn community in the prevention of sexual violence, relationship violence, and stalking on campus. The goal of PVP is to provide preventative education focused on building healthy relationships, understanding consent, reaching out to friends in need, and being an active bystander. In 2016, the Office of Sexual Violence Prevention and Education expanded with the creation of two new full time staff positions.

Penn Violence Prevention programs, in collaboration with the Penn Women's Center and Special Services, include:

- Hosting trainings and workshops throughout the academic year for students, faculty, teaching assistants, graduate and resident assistants, and student affairs staff that cover a wide range of topics related to interpersonal violence.
- Facilitating the Student Anti-Violence Advocates (SAVA) training designed to help students recognize and respond to interpersonal violence as bystanders, responders and potential victims.
- Managing PAVE (Penn Anti-Violence Educators), a peer education group that facilitates workshops about being an active bystander.
- Advising student groups MARS (Men Against Rape and Sexual Assault) and ASAP (Abuse and Sexual Assault Prevention) who present peer education workshops and sponsor awareness raising events across campus such as Penn's annual Take Back the Night program.
- Assisting with the presentation of the educational production The Vagina Monologues.
- Managing the Penn Violence Prevention website, which provides a comprehensive overview of support and education.
- Coordinating the Penn Violence Prevention Committee comprised of over 50 staff and faculty who meet bi-annually to discuss outreach and prevention efforts.
- Coordinating the Sexual Assault Response Team comprised of the core offices responsible for providing immediate support for student victims of interpersonal violence.

For further information and suggestions on how to help a friend, get involved, or obtain resources related to sexual violence, relationship violence, and stalking please refer to <https://secure.www.upenn.edu/vpul/pvp/> or the Penn Violence Prevention Resource Guide at [https://secure.www.upenn.edu/vpul/pvp/files/PVP\\_Resource\\_Guide\\_January\\_2017\\_\\_FINAL.pdf](https://secure.www.upenn.edu/vpul/pvp/files/PVP_Resource_Guide_January_2017__FINAL.pdf).

## » Campus Sex Crime Prevention: Pennsylvania Sex Offenders Information (Megan's Law)

The Campus Sex Crimes Prevention Act, a federal law, requires institutions of higher education to advise the campus community where information concerning registered sex offenders may be obtained. In Pennsylvania, information about sexually violent predators is accessible at the following website: [www.pameganslaw.state.pa.us](http://www.pameganslaw.state.pa.us).



# » **University of Pennsylvania Sexual Misconduct Policy, Resource Offices and Complaint Procedures**

Effective August 14, 2020

The mission of the University of Pennsylvania is to offer a world-class education to our students, train future leaders, expand and advance research and knowledge, serve our community and society both at home and abroad, and provide the most expert and outstanding healthcare for our patients. To create and sustain a campus climate in which members of the University community are able to thrive and achieve their full potential, the University has established a wide range of policies, educational programs, resources, support, and reporting systems to respond to complaints of sexual misconduct made against students, postdoctoral or other trainees, faculty, and staff. Sexual harassment, sexual violence, and other forms of sexual misconduct will not be tolerated. The University's policies, resources, and complaint procedures include the following:

- I. Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy
- II. Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings
- III. Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct
- IV. Procedures for Resolving Complaints of Sexual Misconduct Against Faculty
- V. Procedures for Resolving Complaints of Sexual Misconduct Against Staff

As detailed in these policies and procedures, in all cases where a member of the community, or other person, wishes to initiate a complaint against a member of the community (student, faculty, or staff) for sexual misconduct, the complaint should be brought to the Associate Vice President for Equity and Title IX Officer ("AVP"). The AVP will be responsible for determining the appropriate procedures to be followed and will be charged with overseeing the process.

Not every act that might be offensive to an individual or a group necessarily will be considered sexual harassment and/or a violation of the University's standards of conduct. In determining whether an act violates University policy, the totality of the circumstances surrounding the conduct must be carefully reviewed. Due consideration must be given to the protection of individual rights, open expression, and academic freedom.

## **Complaints Against Faculty**

Any member of the University community, visitor to campus, or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or consensual romantic or sexual relationships in the workplace or educational setting against a faculty member, instructor, postdoctoral or other trainee, or teaching assistant. The complaint should be made to the AVP who will meet with the complainant; determine whether the behavior is covered by the Sexual Misconduct Policy and, if so, the appropriate process for resolution or investigation; and oversee that process. If a determination is made that the complaint involves a violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Faculty. If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the informal resolution or investigative process(es). The AVP will advise the Dean of the applicable School that a complaint has been made and discuss any interim measures that may be needed. In either case, for Standing Faculty, the Procedure Governing Sanctions Taken Against Members of the Faculty, Handbook for Faculty and Academic Administrators, Part II.E.16, will be followed

where applicable. Complaints against faculty alleging inappropriate conduct that does not meet the definition of sexual harassment, sexual violence, or relationship violence or stalking under these policies shall be addressed by the Dean's Office of the School or the Office of the Vice Provost for Faculty, consistent with University policies and procedures.

## **Complaints Against Staff**

Any member of the University community, visitor to campus, or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or consensual romantic or sexual relationships in the educational setting or workplace, against a staff member. The complaint should be made to the AVP who will meet with the complainant and coordinate with the Office of Staff and Labor Relations in the Division of Human Resources, as appropriate. If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the informal resolution or investigative process(es), advising the Dean or Vice President of the applicable administrative Division that a complaint has been made and discussing any interim measures that may be needed. If a determination is made that the complaint involves a violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Staff or the applicable collective bargaining agreement. Complaints against staff members alleging inappropriate conduct that does not meet the definition of sexual harassment, sexual violence, or relationship violence or stalking under these policies shall be addressed by the Division of Human Resources and/or the Office of Affirmative Action and Equal Opportunity Programs, consistent with University policies and procedures.

## **Complaints Against Enrolled Students**

Any member of the University community, visitor to campus, or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or consensual romantic or sexual relationships in the educational setting or workplace against an enrolled student. The complaint should be directed to the AVP who will oversee the investigative and resolution process(es). If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the informal resolution or investigative process(es), advising the Dean of the applicable School that a complaint has been made and discussing any interim measures that may be needed. If a determination is made that the complaint involves a violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct. Complaints against enrolled students alleging inappropriate conduct that does not meet the definition of sexual harassment, sexual violence, or relationship violence or stalking under these policies shall be addressed by the Office of Student Conduct or the School in which the Respondent is enrolled, consistent with University and School policies and procedures.

The University has resource offices available to provide information, education and support as outlined in the policies and procedures below.

## **Reporting and Monitoring**

The University is committed to ensuring that members of the University community who share information regarding incidents of sexual misconduct receive the information, counseling and support that they need and are aware of the process for making a complaint. The University is also committed to monitoring reports and complaints of sexual misconduct so that any patterns or systemic problems revealed by such reports and complaints can be addressed.

Consistent with these commitments, the University has determined that the AVP should be advised when incidents of sexual misconduct are reported to the Division of Human Resources (and Human Resources staff in the Schools and Centers); Deans, Vice, Associate, or Assistant Deans in the 12 Schools, Vice Provosts, Office of Affirmative Action and Equal Opportunity Programs (OAA/EOP), and Division of Recreation and Intercollegiate Athletics (DRIA). Information provided to offices designated as confidential resources in the Sexual Misconduct Policy are to provide the AVP with information regarding possible violations that protects the identity of the individual who provided it. However, in all cases in which there is a danger to the parties or others, that information must be reported immediately to Wellness Services or the Special Services Department in the Division of Public Safety. When an incident of sexual misconduct is reported to the AVP, appropriate steps will be taken to ensure that the individual who reported the incident has been advised of the available resources and the process for making a formal complaint. Members of the University community who have crime statistics reporting obligations under the Clery Act are obligated to report the matter to the Division of Public Safety, in addition to the AVP. For additional information about Clery Act reporting or to make a report, refer to the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>

## I. Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy

All forms of sexual harassment, sexual violence, relationship violence and stalking and attempts to commit such acts are considered to be serious misconduct and may result in disciplinary action up to and including expulsion or termination of employment. In addition, such acts may violate federal, state and local laws and perpetrators of such acts may be subject to criminal prosecution. This policy, which prohibits behaviors that are more generally addressed by the University's Sexual Misconduct Policy, applies to faculty, post-doctoral and other trainees, students, staff and visitors to the University campus and facilities.

### Sexual Harassment

For the purposes of University policy, the term "sexual harassment"<sup>1</sup> refers to any unwanted conduct that is based on an individual's sex, sexual orientation, gender identity, or gender expression and that:

- Conditions an educational or employment benefit on participation in unwelcome sexual conduct;
- A reasonable person would determine is so severe, pervasive, and/or objectively offensive that it effectively denies a person equal access to an educational or employment program or activity.

Sexual violence includes a range of behaviors in which an act of a sexual nature is taken against another individual without that person's consent or when the individual is unable to consent. There are various types of sexual violence, including but not limited to sexual assault and rape (defined below).

Sexual assault (including but not limited to rape) is defined as having committed any of the

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<sup>1</sup> The terms "harassment" and "sexual harassment" are used throughout and are defined as a matter of University policy, and are not necessarily identical or limited to the uses of the term in external sources, including governmental guidelines, laws, regulations or legal decisions. Where sexual harassment involves sexual violence, relationship violence, domestic violence and/or stalking, refer also to the University's Sexual Violence, Relationship Violence and Stalking Policy. This Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy and the Consensual Romantic & Sexual Relations in the Workplace and Educational Setting Policy are sometimes referred to together as the "Sexual Misconduct Policies."

following acts:

- Any physical sexual contact that involves the use or threat of force or violence or any other form of coercion or intimidation.
- Any physical sexual contact with a person who is unable to consent due to incapacity or mental or physical impairment. "Incapacity" or "impairment" include but are not limited to being under the influence of alcohol or drugs or being too young to consent.

Rape is defined as sexual assault involving an act of penetration and includes acquaintance rape (assailant and victim know each other).

Non-forcible sex acts include unlawful sex acts where consent is not relevant, such as sexual contact with an individual under the statutory age of consent as defined by Pennsylvania law.

Consent is an affirmative decision to engage in mutually agreed upon sexual activity and is given by clear words or actions. Consent may not be inferred from silence, passivity or lack of resistance alone. Furthermore, consent to one form of sexual activity does not imply consent to other forms of sexual activity and the existence of a current or previous dating, marital or sexual relationship is not sufficient to constitute consent to additional sexual activity. Assent shall not constitute consent if it is given by a person who, because of youth, disability, intoxication or other condition, is unable to lawfully give his or her consent.

Relationship violence, also commonly known as dating violence, is defined as an act or a pattern of abuse committed by a person involved in a social, sexual or romantic relationship, past or present, with the victim. Relationship violence can encompass a broad range of behaviors that may include physical violence, sexual violence, emotional violence and economic violence.

Domestic violence is defined as abuse committed against an adult who is a spouse or former spouse, cohabitant or someone with whom the abuser has a child, has an existing dating or engagement relationship or has had a former dating or engagement relationship.

Stalking means engaging in a course of conduct directed at specific person(s) that would cause a reasonable person to fear for his or her safety, the safety of others, or to suffer substantial emotional distress.

In determining whether the alleged conduct violates this policy, consideration will be given to the totality of the circumstances, including the nature of the conduct and the context in which the alleged incident occurred. Generally, complaints of sexual harassment, sexual violence, relationship violence and stalking must be made by members of the University community and those made by individuals who are not students, faculty, staff, postdoctoral or other trainees, or alumni will be directed to external resources available to respond to their complaint or provide support and advice.

The University regards such behavior as a violation of the standards of conduct required of all members of its community. Accordingly, as noted in the University's Handbook for Faculty and Academic Administrators, Human Resources Policy Manual, Pennbook and other publications, persons engaged in such behavior are subject to the full range of internal disciplinary actions, including separation from the institution. The same range of disciplinary actions will be applied in the event of retaliation against an individual who in good faith makes an allegation of sexual harassment, who cooperates in an investigation into such allegations, or who opposes any act of sexual misconduct as defined in this Policy.

Not every act that might be offensive to an individual or a group necessarily will be considered a violation of the University's standards of conduct. In determining whether an act constitutes sexual misconduct, the totality of the circumstances surrounding the conduct must be carefully reviewed. Due consideration must be given to the protection of individual rights, open expression, and academic freedom.

## A. Resources

Schools, Centers and administrative Divisions should make known to all of their members the available resource offices for information, counseling and support, as well as the informal and formal procedures for resolving complaints of sexual harassment within the appropriate School, Center, Division, or at the University level. These resources include the following:

### 1. Confidential Resources for Information, Counseling and Support

Resource offices are available to assist members of the Penn community and visitors to the campus who have been, or know someone who has been, the victim of sexual violence, relationship violence or stalking. The staff of these offices are available to provide counseling and support, as well as information about and assistance with making a complaint.

Generally, the information shared with the resources listed below will be held in confidence, consistent with the University's obligation to address complaints of sexual violence, unless the person sharing the information gives their consent to the disclosure of that information. Non-identifying information regarding complaints should be provided to the AVP for purposes of assuring compliance with Title IX and other applicable laws and regulations. Confidential resources are not obligated to share identifying information with the AVP when an incident of sexual violence is shared with that resource. However, the commitment to confidentiality does not preclude the sharing of information among University administrators as appropriate to keep members of the University community safe. In addition, confidential resources should submit non-identifying information about incidents of sexual violence to the Division of Public Safety for the purpose of crime statistics reporting under the Clery Act. (For additional information regarding requirements, see the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>)

- African-American Resource Center (resource for students, staff or faculty)
- Counseling and Psychological Services, including its Sexual Trauma Treatment Outreach and Prevention team also known as STTOP (resource for students),
- Employee Assistance Program (resource for staff or faculty)
- Lesbian Gay Bisexual Transgender Center (resource for students, staff or faculty)
- Office of the University Chaplain (resource for students, staff, faculty, postdoctoral and other trainees or visitors)
- Office of the Ombuds (resource for students, staff, faculty, postdoctoral and other trainees, or visitors)
- Penn Violence Prevention (resource for students)
- Penn Women's Center (resource for students, staff or faculty)
- Special Services Department, Division of Public Safety (resource for students, staff, faculty, postdoctoral and other trainees or visitors)
- Student Health Service (resource for students)

### 2. Informal and Formal Mechanisms for Complaint Resolution

If both parties agree and the AVP deems it to be an appropriate instance for an informal resolution of a complaint, the AVP will meet with the parties individually, and others as appropriate, in an effort to resolve the complaint. When informal resolution is not chosen, one of the parties is not satisfied with the results, or the proposed resolution is not appropriate, the formal mechanisms described below should be used.

A formal complaint of sexual misconduct against any member of the Penn community should

be initiated by contacting the AVP. Formal complaints will be handled in accordance with the applicable procedures as set forth below.

### Complaints Against Faculty

Any member of the University community, visitor to campus or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate romantic or sexual relationships in the educational setting or workplace, against a faculty member, instructor, postdoctoral or other trainee, or teaching assistant. The complaint should be made to the AVP, who will meet with the complainant, determine the appropriate process under University policy for investigation, and oversee that process. If a determination is made that the complaint involves a violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Faculty. If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the formal or informal resolution process(es), advising the Dean of the applicable School that a complaint has been made and discussing any interim measures that may be needed. In either case, for Standing Faculty, the Procedure Governing Sanctions Taken Against Members of the Faculty, Handbook for Faculty and Academic Administrators, Part II.E.16, will be followed where applicable.

### Complaints Against Staff

Any member of the University community visitor to campus or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate romantic or sexual relationships in the educational setting or workplace, against a staff member. The complaint should be made to the AVP who will meet with the complainant and coordinate with the Office of Staff and Labor Relations in the Division of Human Resources, as appropriate. If a determination is made that the complaint involves a violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Staff or the applicable collective bargaining agreement. If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, the AVP will oversee the formal or informal resolution process(es), advising the Dean or Vice President of the applicable administrative Division that a complaint has been made and discussing any interim measures that may be needed.

### Complaints Against Enrolled Students

Any member of the University community or a visitor to campus may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate romantic or sexual relationships in the educational setting or workplace against an enrolled student. The complaint should be directed to the AVP who will oversee the investigative and resolution process(es). If a determination is made that the complaint involves a violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct. If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the formal or informal resolution process(es), advising the Dean of the applicable School that a complaint has been made and discussing any interim measures that may be needed.

Members of the University community who would like assistance with making a formal complaint may contact any of the confidential resources identified above. As further set forth



below, all formal complaints involving Sexual Misconduct are to be initiated by contacting the Associate Vice President for Equity and Title IX Officer (“AVP”) who will be responsible for deciding whether the conduct described would violate the Sexual Misconduct Policy, and if so, which investigative or resolution process to pursue.

## B. Reporting and Monitoring

The University is committed to ensuring that members of the University community who share information regarding incidents of sexual misconduct receive the information, counseling and support that they need and are aware of the process for making a formal complaint. The University is also committed to monitoring reports and complaints of sexual misconduct so that any patterns or systemic problems revealed by such reports and complaints can be addressed. Consistent with these commitments, the AVP should be advised when incidents of sexual misconduct, including sexual violence, are reported to any of the University’s resource offices (except those identified as confidential resources), Division of Human Resources (as well as Human Resources staff in the Schools and Centers); Deans, Vice, Associate or Assistant Deans of the 12 Schools; Vice Provosts; Office of Affirmative Action and Equal Opportunity Programs (OAA/EOP); and Division of Recreation and Intercollegiate Athletics (DRIA). When an incident of sexual misconduct is reported to the AVP, appropriate steps will be taken to ensure that the individual who reported the incident has been advised of the resources available to them and the process for making a formal complaint. Members of the University community who have crime statistics reporting obligations under the Clery Act are obligated to report the matter to the Division of Public Safety, in addition to the AVP. For additional information about Clery Act reporting or to make a report, refer to the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>

## C. Rights of Complainants and Respondents

Persons who make a complaint and those who are responding to complaints have the following rights:

- The option to notify law enforcement;
- The option to have an advisor, including an attorney the party has retained, present during interviews that are part of a University initiated investigation;
- To be notified of counseling and support services available; and
- To be notified of available options to change academic, living or work arrangements.

## D. Education and Prevention

All members of the University community have a responsibility to aid in the prevention of sexual harassment and are encouraged to discuss concerns with the AVP or another of the University resource offices listed in the policy. The AVP will ensure that the policy is publicized regularly and that educational programs and training are offered to faculty, staff, and students.

## E. Policy Against Retaliation

University policy expressly prohibits retaliation against faculty, staff or students who in good faith make reports of violations of this policy. In addition, knowingly and intentionally making a false report of a violation of this policy is prohibited. Members of the Penn community who take adverse action against, intimidate, threaten or otherwise engage in retaliation against a person because they filed a complaint of sexual misconduct or served as a witness during an investigation are subject to disciplinary action, up to and including termination of their employment or expulsion from the University.

## II. Consensual Romantic and Sexual Relationships in the Workplace and Educational Setting Policy

### A. Faculty and Students and Academic Settings

The relationship between faculty member<sup>2</sup> and student is central to the academic mission of the University. No non-academic or personal ties should be allowed to interfere with the integrity of the faculty-student relationship. Consensual sexual relations between faculty and student can adversely affect the academic enterprise, distorting judgments, or appearing to do so to others, and providing incentives or disincentives for student-faculty contact that are inappropriate.

For these reasons, any sexual relations or dating relationships between a faculty member and an undergraduate student enrolled at the University are prohibited. The prohibition extends to all academic advisors and program directors, including those based in the College Houses and other University-owned or administered housing. The prohibition also extends to graduate, professional, or undergraduate student assistants, but, in their case, only with respect to those undergraduate students over whom they have academic responsibility.<sup>3</sup>

Although consensual sexual relations or dating relationships between faculty and graduate or professional students are not categorically prohibited, the University strongly discourages all sexual relations or dating relationships between faculty and graduate or professional students. Further, sexual relations or dating relationships between a faculty member and a graduate or professional student during the period of the faculty/student relationship are prohibited. The prohibition extends to sexual relations or dating between a graduate or professional student and other students for whom they have some supervisory academic responsibility, between department chairs and students in that department, and between graduate group chairs and students in that graduate group. Likewise, sexual relations and dating relationships are prohibited between a graduate or professional student and their academic advisors, program directors, and all others who have any supervisory responsibility for that student.

### B. Workplace and Other Settings

Those entrusted with responsibility for supervising, evaluating, advising, or mentoring other members of the Penn community are in inherently unequal positions. Faculty, staff, and others should not evaluate or supervise those with whom they have a familial, romantic or sexual relationship because of the potential for conflict of interest, or the appearance of favoritism, exploitation or bias. As is the case for faculty, sexual or romantic relationships between staff members and undergraduate students are prohibited. Although consensual sexual relations or dating relationships between staff and graduate or professional students, are not categorically prohibited, the University strongly discourages all sexual relations or dating relationships between staff and graduate or professional students.

Consensual sexual or romantic relationships between those employed by the University as faculty or staff are not in general prohibited by this policy. However, relationships between employees in which one has direct or indirect authority over the other are potentially

<sup>2</sup> For purposes of this policy, "faculty" includes (but is not limited to) standing faculty, clinical faculty, associated faculty, and academic support staff, as well as clinical or lab supervisors, postdoctoral fellows, house staff, residents, graduate and undergraduate teaching assistants, and any other person providing instruction, academic advising, or academic oversight of an enrolled student in any school, course, or program, including summer and off-campus programs, irrespective of geographical location.

<sup>3</sup> "Academic responsibility" includes (but is not limited to) teaching, grading, mentoring, advising, or evaluating research or other academic activity, participating in decisions regarding funding or other resources, clinical supervision, and recommending for admissions, employment, fellowships, or awards. In this context, students include graduate and professional school students, postdoctoral scholars, and clinical residents or fellows.

problematic, including relationships between supervisors and their direct and indirect reports, between senior faculty and junior faculty, and managers and those who report to them (directly or indirectly). If such a relationship develops or exists as a result of a change in employment or academic status, the person in the position of greater authority or power must recuse themselves to ensure that they do not exercise any supervisory or evaluative function over the other person in the relationship. Where such recusal is required, the recusing party must also notify their supervisor, department chair, dean or manager, so that person can ensure adequate alternative supervisory or evaluative arrangements are put in place. Such notification is always required where recusal is required. This obligation to recuse and notify exists for past as well as for current relationships. Failure to disclose the relationship in a timely fashion will itself be considered a violation of policy.

It is understood that sexual or romantic relationships may be private and the University treats such information sensitively and (to the extent practicable) confidentially. The University has the option to take any action necessary to ensure compliance with the spirit of this policy, including transferring either or both employees to minimize disruption of operations.

#### Mechanisms for Complaint Resolution

To make a complaint alleging a violation of this policy, the Associate Vice President for Equity and Title IX Officer ("AVP") should be contacted.

#### Complaints Against Faculty

If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relations in the Workplace and Educational Settings Policy, (other than sexual harassment, sexual violence or sexual assault), then the AVP will oversee the informal resolution or investigative process(es), advising the Dean of the applicable School that a complaint has been made and discussing any interim measures that may be needed. In either case, for Standing Faculty, the Procedure Governing Sanctions Taken Against Members of the Faculty, Handbook for Faculty and Academic Administrators, Part II.E.16, will be followed where applicable.

#### Complaints Against Staff

If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relations in the Workplace and Educational Settings Policy (other than sexual harassment, sexual violence or sexual assault), then the AVP will oversee the informal resolution or investigative process(es), advising the Dean or Vice President of the applicable administrative Division that a complaint has been made and discussing any interim measures that may be needed.

#### Complaints Against Enrolled Students

If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relations in the Workplace and Educational Settings Policy (other than sexual harassment, sexual violence or sexual assault), then the AVP will oversee the informal resolution or investigative process(es), advising the Dean of the applicable School that a complaint has been made and discussing any interim measures that may be needed.

#### C. Policy Against Retaliation

University policy expressly prohibits retaliation against faculty, staff or students who in good faith make reports of violations of this policy. In addition, knowingly and intentionally making a false report of a violation of this policy is prohibited. Members of the Penn community who take adverse action against, intimidate, threaten or otherwise engage in retaliation against a person because they filed a complaint of sexual misconduct or served as a witness during an investigation are subject to disciplinary action, up to and including termination of their employment or expulsion from the University.

### III. Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct<sup>4</sup>

#### A. Introduction

The University of Pennsylvania is committed to providing a safe and healthy environment, free of gender-based misconduct, to all members of our community and visitors to our community. As such, sexual harassment, sexual assault, sexual violence, relationship violence, and stalking will not be tolerated. In order to ensure the creation of a climate where students are able to thrive and achieve their full potential, the University has developed a wide range of policies, educational programs, broad-based resources, support, and reporting systems. This amendment to the Student Disciplinary Charter supplements these other policies and initiatives, addressing the process by which complaints against an enrolled University student for a violation of the Sexual Misconduct Policy (which includes its Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking Policy (“Sexual Harassment Policy”)) will be adjudicated and resolved.

#### B. Confidentiality

Confidentiality is of critical importance in ensuring that these sensitive matters are handled appropriately. The University has an obligation to respond to violations of its Sexual Misconduct Policy as fairly and expeditiously as possible when a complaint is received. University staff and faculty may share information with others who have a legitimate need to know in order to fairly and effectively address complaints, but the information should be considered confidential and should be protected to the extent possible consistent with legal obligations. Such administrators may include, for example those in, the Office of the Vice Provost for University Life, the Office of the Associate Vice President and Title IX Officer (AVP), the Division of Public Safety, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, Office of General Counsel, Counseling and Psychological Services, Student Health Service, and academic advising offices.

#### C. Reporting Complaints of Violation of Sexual Misconduct

##### 1. Office of the Associate Vice President for Equity and Title IX Officer (AVP)

The Office of the AVP will be responsible for managing all complaints made against enrolled University students for violations of its Sexual Misconduct Policy (including sexual harassment and sexual violence). Complaints should be lodged with the AVP who will assign the complaint to a trained investigator (IO) who will work under the AVP’s direction and supervision.

Complaints must either be presented in writing or based upon information provided by the complainant to the IO who will then memorialize the allegations in writing and have the allegations confirmed by the complainant. Complainants may include University students or others within the community who allege a violation of the Policy by a student enrolled at the University during the period that student has been enrolled.

##### 2. Office of the District Attorney and Office for Civil Rights

Complainants may also choose to file a report with the District Attorney, the Office for Civil Rights of the U.S. Department of Education, or other external agencies. The University processes and the legal system work independently of one another and the University has its own interest

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<sup>4</sup> This procedure amends and supersedes the Charter of the University of Pennsylvania Student Disciplinary System with respect to violations of University policy for behaviors that are defined in the University’s Sexual Misconduct Policy. It applies to each of the 12 schools, notwithstanding the existence of separate procedures that individual schools may have adopted for violations of laws or policies other than the University Sexual Misconduct Policy. If a complaint involves allegations of violations of the Sexual Misconduct Policy as well as other University policies, the matter can either be fully resolved using this process, or divided into two separate proceedings, as appropriate in any particular case.

in, and responsibility for, ensuring the enforcement of its Sexual Misconduct Policy.<sup>5</sup> Therefore, the University will not unilaterally defer its processes pending the outcome of any criminal process, nor will the outcome of any legal process be determinative of the University result. The University will, however, comply with reasonable requests by law enforcement for cooperation, and will upon reasonable request temporarily suspend its fact-finding process in a sexual misconduct investigation so as not to impede the law enforcement process.

### 3. Support, Counseling and Advice

In making a decision about how to proceed with a complaint, complainants may seek support, counseling, and advice from other offices on campus, including the Special Services Department in the Division of Public Safety, Penn Violence Prevention, Office of the University Chaplain, Penn Women's Center, Counseling and Psychological Services, Office of the Ombuds, African-American Resource Center, or Lesbian Gay Bisexual Transgender Center. A list of these offices is provided in Section E below. Should a complainant decide to proceed with the University's disciplinary process against an enrolled University student, the Office of the AVP will be the single place to initiate the process.

### 4. Timeframe for Submitting a Complaint

The University does not limit the timeframe for filing a report of a violation of the Sexual Misconduct Policy. Reports may be filed at any time, although the University's ability to investigate or take any action may be limited by the passage of time or the matriculation status of the alleged respondent.

### 5. Complainant Request for Confidentiality

The University is required by Title IX to weigh the complainant's request for confidentiality/privacy with the University's commitment to provide a reasonably safe and nondiscriminatory environment. In situations where a complainant requests confidentiality, the University's ability to investigate and respond to the allegations may be limited. The IO will notify the complainant if the University cannot, in unusual cases, maintain the complainant's confidentiality/privacy. The complainant's and respondent's identities will only be revealed to those individuals who need to know their names in order to investigate or adjudicate the complaint or provide interim measures. If the University becomes aware of a pattern of behavior by one or more respondents, the University will take appropriate action in an attempt to protect the University community.

### D. Investigation and Resolution of Complaints

#### 1. Timely Resolution

Where possible, the process of resolving complaints, exclusive of any appeal, should be completed within 60 business days of the filing of the written complaint. The appeal should be completed, where possible, within 30 business days of the filing of the appeal.

In the event that a Hearing Panel is convened, the complainant and the respondent will both be provided with a copy of the decision of the Panel and given 10 business days to file an appeal.

#### 2. Rights and Protections for Complainant and Respondent

(a) The complainant and respondent have the right to a process that is fundamentally fair, and free of bias or prejudice.

(b) The complainant and respondent have the right to be treated with respect, dignity, sensitivity, and fairness throughout the entire process. They are both entitled to seek support from the University and to be informed about the process both before the process is initiated

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<sup>5</sup> *The University recognizes that should it be proceeding in cases where criminal charges are pending, however, the respondents may choose not to participate in the disciplinary process in order to protect their Fifth Amendment rights. Such decision will not be used as evidence against any respondent and the Hearing Panel will be instructed not to draw any adverse inference from the failure to participate.*

and throughout the process as it unfolds.

(c) Both parties have the right to participate in the process, or to refrain from participation. The failure to participate will not be used as evidence against either party<sup>6</sup>, but also will not prevent the process from proceeding unless the complainant withdraws the complaint and the University determines to abide by that request or the respondent withdraws from the University.

(d) Each party may have a lawyer or other advisor present when being interviewed by the Investigative Team and the Hearing Panel, but the lawyer or other advisor will not be permitted to present statements or seek the production of evidence. The party's advisor will be able to direct questions to the other party or witnesses interviewed by the Panel subject to determinations of relevance and other procedural issues by the Disciplinary Hearing Officer.

(e) Evidence of prior sexual conduct by the complainant or respondent with other partners will not ordinarily be considered in the process, and any evidence of a prior sexual relationship between the parties will not be determinative of the issue of consent.

(f) If there is credible evidence of a pattern of violations of the Sexual Misconduct Policy, that evidence may be considered by the Hearing Panel if there is a finding of responsibility and a sanction is being determined.

(g) While the process is underway, the Vice Provost for University Life (VPUL) will work with the complainant and respondent, ensuring support is made available to both parties. VPUL will also be responsible for implementing interim measures to protect the parties, or any of the witnesses, consistent with principles of fairness, including implementing measures regarding housing, academic accommodations and scheduling changes, no contact orders, and any other appropriate actions to protect the parties or any of the witnesses.

### 3. Preliminary Determination

Upon receiving a complaint, the AVP will make a preliminary determination as to whether the complaint falls within the purview of a Sexual Misconduct Policy and whether, on its face, there appears to be a sufficient basis to conduct a full investigation. In making this determination, the AVP may interview the complainant and the respondent (after advising the respondent of the allegations in writing) and conduct whatever preliminary investigation the AVP deems necessary to determine if the actions alleged in the complaint would, if true, constitute a violation of the University's Sexual Misconduct Policy and there is a reasonable basis for investigating the charges. If the AVP concludes there is insufficient basis to proceed, the matter will be concluded, and the parties so advised.

### 4. Investigation

If the AVP makes the determination that there is a sufficient basis to proceed, the AVP will issue a Statement of Charge Letter, based on the complaint and any preliminary investigation conducted. The Charge Letter will be provided to the complainant and the respondent. The respondent will be provided the opportunity to respond in writing to the Charge, and any response will be shared with the complainant.

The IO will lead a thorough and fair investigation, assisted by one or more co-investigators who may come from the School of the complainant or respondent or from elsewhere in the University (the "Investigative Team"). The co-investigator(s) will be University administrators or faculty members appropriately trained to investigate and handle sexual misconduct cases who are selected for individual cases by the IO. The investigation will include interviews of the complainant and respondent, interviews of witnesses, and review of documentation, physical evidence, and any other relevant evidence.

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<sup>6</sup> Please note that declining to respond to questions posed by the other party's advisor during a hearing, will impact the Panel's ability to rely upon the information provided by that individual.

Prior to interviews, the complainant, the respondent, and any relevant witnesses will be informed by the IO that statements made during the process may be admissible in concurrent or subsequent civil or criminal court proceedings, and will accordingly also be informed of their rights as outlined in Section D.2(c) above. They will also be reminded of the consequences of making false statements to the IO under the Code of Student Conduct and the Charter of the University of Pennsylvania Student Disciplinary System. The complainant and respondent may have their advisors<sup>7</sup> and/or outside counsel present for their interviews, but the advisors or outside counsel will not be permitted to participate in the interview other than to provide advice to the student, and they may be excluded from the interview for disruptive behavior.

In conducting the investigation, the Investigative Team may, as appropriate, also consult with other campus officials including but not limited to administrators in the relevant School, Division of Public Safety, the AVP and Title IX Officer, Senior Vice President for Institutional Affairs and Chief Diversity Officer, or the Vice Provost for University Life. The Investigative Team may also consult with the Office of General Counsel, who may determine in particular cases to engage outside counsel to assist the University throughout this process. The Investigative Team may engage forensic and other experts, as needed.

## 5. Investigative Report

At the conclusion of the investigation, the Investigative Team will prepare a draft factual investigative report, including assessments of credibility, a recommended finding as to responsibility, and recommended sanctions, if appropriate. In making the responsibility determination, the Investigative team will use a “preponderance of the evidence” standard. In other words, to find a student responsible for violating the Sexual Misconduct Policy, the Investigative Team must be convinced that it is more likely than not that a violation of the Sexual Misconduct Policy has occurred.

### a. Opportunity for Review and Comment

The draft investigative report and related exhibits and evidence will be provided to both the complainant and respondent for review and comment, under strict instructions that they are and at all times remains strictly confidential, and are not to be shared with anyone other than their families and advisors, who must be members of the University community and/or outside counsel, as described above without the expressed consent of the AVP. Sharing of the report by either party, their families, advisors or outside counsel with any additional persons is strictly prohibited and anyone with whom the report is shared must be so advised. The complainant and the respondent will be given the opportunity to respond to and comment on the draft investigative report in writing.

### (b) Final Report

As a result of the response and comments received, the Investigative Team may conduct a further investigation and/or amend the draft report, if the Team determines either action to be warranted. The Investigative Team will prepare a final investigative report, incorporating any changes they believe are appropriate, and then share it with the complainant and the respondent. The complainant and respondent may submit formal objections or comments to the final report, which will become part of the final report of the matter.

## 6. Resolution Without a Hearing

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<sup>7</sup> The University will provide a list of advisors from the Penn community to complainants and respondents who have been trained by the University to support both complainants and respondents in this process. The parties need not select an advisor from this list. The parties may select any Penn faculty or staff member to advise them. The parties may also retain outside counsel in addition to, or instead of, using an advisor. The role of outside counsel, however, will be limited to an advisory role and counsel will not be permitted to have an active role in the proceedings.

The matter may be resolved at this stage if both parties agree to the recommendations of the Investigative Team with respect to responsibility and, if applicable, sanctions, or if the parties otherwise reach a mutually acceptable resolution. The University, however, will not compel either the complainant or the respondent to engage in face-to-face mediation or to accept the recommendations of the Investigative Team.

## 7. Hearing Panel

If the matter is not resolved at this stage in a mutually acceptable manner, either party may request a hearing before a Hearing Panel (Panel) within 10 business days of transmission of the final report.

### (a) Panel Membership

The Panel will be comprised of three (3) faculty members and the Disciplinary Hearing Officer (DHO), who will be a non-voting member. The DHO will make all decisions about the organization of the Panel, including decisions regarding the admissibility of evidence, witnesses to appear before the Panel, or any additional decisions regarding the administration of the hearing process.<sup>8</sup>

Membership of the Panel, including the DHO, will observe the following guidelines:

- i. Members will be selected from a pool of faculty who have agreed to serve for a term of one or more years.
- ii. Only mixed-gender panels that have received training in handling complaints involving sexual misconduct will hear sexual misconduct cases.
- iii. Faculty comprising the Panel should be from academic departments in which neither of the parties is enrolled in a course of study, and no faculty member should serve on the Panel who has a mentoring relationship or other personal relationship with either of the parties.
- iv. Faculty asked to serve should recuse themselves or be dismissed if they have any personal ties to either of the parties or to individuals with whom the parties are closely associated, or if they have prior personal knowledge of the alleged incident of sexual misconduct.
- v. The University will train members of the pool to fulfill their responsibilities as adjudicators according to the procedures and policies outlined here and to ensure compliance with Title IX and other applicable state and federal guidelines. In addition, the Panel will be provided with “just in time” training on adjudicating sexual misconduct cases.
- vi. The IO may not serve on the Panel; however, the IO may be interviewed by the Panel regarding the investigation and may assist the DHO as needed in organizational and administrative matters related to the Panel.
- vii. The complainant and respondent will be notified of the membership of the Panel in advance of the Hearing. Any challenges for cause against individual Panel members must be made promptly so as not to delay the conduct of the Hearing and will be given serious consideration by the DHO to ensure impartiality of the proceedings.
- viii. All proceedings must be kept strictly confidential among the parties, witnesses and members of the panel. All individuals involved in such hearings must agree to such conditions of confidentiality.

### (b) Hearing Procedures

Hearings must be prompt, fair, and impartial, affording the complainant’s allegations and the respondent’s defenses all due consideration and protecting the rights of both parties. The

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<sup>8</sup> In carrying out these responsibilities, the DHO may consult with the AVP, the Office of General Counsel and other appropriate office such as the Office of Student Conduct and the Senior Vice President for Institutional Affairs and Chief Diversity Officer. University officers thus consulted will respect the confidentiality conditions of the proceedings.



Panel will review the Investigative Team's final report, including any response, objections, or comments provided by the complainant or respondent. The Panel will also carefully review the evidentiary record, including witness statements, documents, and physical evidence.

### Hearing Panel Interviews

i. The Panel will interview separately the IO (and co-investigator(s) if the Panel so chooses), the complainant, and the respondent. The DHO will provide the complainant and respondent with 10 days advance notice of the Hearing. If reasonably possible, interviews will be conducted on one day, but if such scheduling would require an unreasonably long day, or if such scheduling would unreasonably delay the proceeding, the hearing may be scheduled over multiple days. The Panel may seek additional evidence from the IO and interview key witnesses on whom the IO relied in drawing his or her conclusions, as well as request additional evidence from the IO to clarify the evidentiary record, provided that it can do so without unreasonably delaying the process. In the event that a new witness comes forward during the Hearing who was not originally interviewed by the IO, or new evidence is discovered after the IO has issued his or her report, the DHO may allow that witness to testify or admit the evidence to the hearing, but only if the DHO judges the new witness or evidence to be highly relevant to an accurate and fair determination of the outcome.

ii. The Hearing will be held in private, and only the Panel may conduct interviews. Only the person interviewed (and that person's advisor or outside counsel, as applicable) will be present at the Hearing during interviews. The complainant or respondent (and their advisor or outside counsel, as applicable) will be able to view testimony from separate rooms, upon request, via closed-circuit television or similar video transmission.

iii. Subject to the Rights and Protections set forth in Section D.2 above, the Panel has wide latitude when questioning the complainant, the respondent, and any witnesses in order to determine the accuracy of the final report.

iv. The complainant and respondent may propose witnesses and provide specific questions in advance that they believe important to ask of other parties or witnesses. The DHO, in consultation with the Panel, will determine the relevance as well as the appropriateness of witnesses and questions, and may accordingly place restrictions on, include, or exclude witnesses or other information.

v. When the Panel is conducting the interview of the complainant and respondent, each student will have an advisor or outside counsel with them to provide advice and support. The advisor or outside counsel will be permitted to address questions to the other party during the Hearing subject to determinations of relevancy and other appropriate considerations. If an advisor's behavior is disruptive, the Hearing will be adjourned and the advisor may be excluded from the Hearing. The interviews by the Panel will be recorded (audio only). No observers will be permitted to make any audio or video recordings.

### (c) Hearing Panel Decision

After the Hearing concludes, the Panel will immediately deliberate in private to decide whether a preponderance of the evidence shows that the respondent is responsible for a violation of the University's Sexual Misconduct Policy. Preponderance of the evidence means that the Panel must be convinced based on the evidence that it is more likely than not that a violation has occurred in order to find a student is responsible for a violation of the policy. A finding of responsibility requires a majority vote of the members of the Panel.

If the respondent is found responsible, the Panel will also determine the appropriate sanction, by majority vote, based upon the facts of the case and University precedent, with a presumption in favor of the sanction recommended by the IO.

The Panel will arrive at its conclusion as expeditiously as possible and will promptly advise both the complainant and the respondent in writing of its decision with respect to responsibility and, if applicable, sanctions. In keeping with guidelines for timely resolution as provided in Section D1 above, the written decision will be provided as soon after the conclusion of the proceeding as is possible.

Decisions made by the Panel are considered final, subject only to appeal as outlined below.

(d) Appeal of Hearing Panel Decision

The Panel decision is subject to appeal by either party in writing to a Disciplinary Appellate Officer (DAO), a faculty member with exclusive jurisdiction to decide appeals. In keeping with guidelines for timely resolution as provided in Section D1 above, appeals should be submitted within 10 business days after the decision of the Panel. Letters of appeal should specifically state whether the objection is to the judgment of responsibility, the sanction, or both, and explain in detail the grounds for appeal. The request for an appeal will be shared with the other party who will have the opportunity to provide a response or otherwise direct comments to the DAO within 10 business days. Any such comments or response will be shared with the other party.

The DAO will review the report of the Investigative Team and supporting evidence, the audio record from the Panel Hearing, and any other material the DAO deems relevant, in addition to the decision of the Panel in order to ensure that the process was consistent with University policy and that the result was not arbitrary or capricious, that there were no procedural irregularities, that there was no demonstrated bias or conflict of interest on the part of any fact-finder, and that no new evidence has been brought forward that would alter the outcome of the Hearing.

After considering the appeal, the DAO will promptly issue their decision in writing and will provide copies to the DHO, the Provost, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, the complainant, respondent(s) and other appropriate parties.

E. Resource Offices

1. Confidential Resources

The following can be contacted for support, counseling, and advice:

**Special Services Department, Division of Public Safety**

24-hour Helpline: (215) 898-6600

4040 Chestnut Street

<http://www.publicsafety.upenn.edu/special-services/>

**Counseling & Psychological Services (CAPS) (215) 898-7021**

After-hours emergency number: (215) 349-5490 3624 Market Street, 1st Floor, West

<http://www.vpul.upenn.edu/caps/>

**Sexual Trauma Treatment, Outreach and Prevention (CAPS)**

<http://www.vpul.upenn.edu/caps/sttop.php>

**Penn Women's Center (PWC) (215) 898-8611 and (215) 898-6500**

3643 Locust Walk

<http://www.vpul.upenn.edu/pwc/>

**Student Health Service (SHS) (215) 746-3535**

Suite 100, 3535 Market Street

<http://www.upenn.edu/shs/>

**Lesbian Gay Bisexual Transgender Center (215) 898-5044**

3907 Spruce Street

<https://www.vpul.upenn.edu/lgbtc/>

**African-American Resource Center (215) 898-0104**

3643 Locust Walk

<http://www.upenn.edu/aarc/>

**Office of the Ombuds (215) 898-8261**

113 Duhring Wing, 236 S. 34th Street

<http://www.upenn.edu/ombuds/>

**Office of the University Chaplain (215) 898-8456**

240 Houston Hall, 3417 Spruce Street

<http://www.upenn.edu/chaplain/>

**Penn Violence Prevention (215) 746-2642**

3611 Locust Walk

<https://secure.www.upenn.edu/vpul/pvp/gethelp.php>

**2. Official Reporting Offices for Sexual Misconduct Complaints**

If reports of sexual misconduct are made with or come to the attention of the following offices, they must ensure that appropriate action is taken, including notifying the University's AVP and Title IX Officer:

**Office of Affirmative Action and Equal Opportunity Programs (215) 898-6993**

Suite 421, Franklin Building

<http://www.upenn.edu/affirm-action/index.html>

**Student Intervention Services, VPUL (215) 898-6081 and (215) 768-6527**

Nights/Weekends 3611 Locust Walk

<https://www.vpul.upenn.edu/intervention.php>

**Office of Student Conduct (215) 898-5651**

Suite 400, 3440 Market Street

<https://www.osc.upenn.edu/>

**Office of Staff and Labor Relations, Division of Human Resources (215) 898-6093**

Suite 600, Franklin Building

<https://www.hr.upenn.edu/workplace-issues/staff-labor-relations>

F. Intake and Investigative Office for Sexual Misconduct Complaints The official office for reporting, initiating a formal complaint, and investigation of violations of the Sexual Misconduct Policies, including violations of the Sexual Harassment or Sexual Violence Policies, is the Office of the Associate Vice President for Equity and Title IX Officer. The

contact information for that Office is:

**Associate Vice President for Equity and Title IX Officer (215) 898-2887**

3901 Walnut Street, Suite 320

<https://titleixoffice.upenn.edu/>

# IV. Procedures for Resolving Complaints of Sexual Misconduct Against Faculty

## A. Introduction

The University of Pennsylvania is committed to providing a safe and healthy environment, free of gender-based misconduct, to all members of our community and visitors to our community. As such, sexual assault, sexual violence, relationship violence and stalking will not be tolerated. In order to ensure the creation of a climate where members of the community are able to thrive and achieve their full potential, the University has developed a wide range of policies, educational programs, broad-based resources, support and reporting systems. These procedures supplement these other policies and initiatives, addressing the process by which complaints against a University faculty member for a violation of the Sexual Misconduct Policy (which includes the Sexual Harassment Sexual Violence, Relationship Violence and Stalking Policy (“Sexual Harassment Policy”) and the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy) will be adjudicated and resolved.

## B. Confidentiality

Confidentiality is of critical importance in ensuring that these sensitive matters are handled appropriately. The University has an obligation to respond to violations of its Sexual Misconduct Policy as fairly and expeditiously as possible when a complaint is received. University staff and faculty may share information with others who have a legitimate need to know in order to fairly and effectively address complaints, but the information should be considered confidential and should be protected to the extent possible consistent with legal obligations. Such administrators may include, for example those in, the Office of the Vice Provost for University Life, the Office of the Vice Provost for Faculty, the Office of the Associate Vice President for Equity and Title IX Officer (AVP), the Division of Public Safety, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, the Office of General Counsel, Employee Assistance Program, Counseling and Psychological Services, Student Health Service, and academic advising offices.

## C. Reporting Complaints of Violation of the Sexual Misconduct Policy

### 1. Office of the Associate Vice President for Equity and Title IX Officer

The Office of the Associate Vice President for Equity and Title IX Officer (AVP) will be responsible for overseeing all complaints made against a University faculty member, instructor, post-doctoral or other trainee, or teaching assistant (“faculty member”) for violations of the Sexual Misconduct Policy. Complaints should be lodged with the AVP who will ensure that complaints are investigated by a trained Investigative Officer (IO), who will select a co-investigator to form the Investigative Team. The Investigative Team will consult with the appropriate Dean, or in any case for which the Dean has an actual or appearance of a conflict of interest or is implicated in the complaint, the Vice Provost for Faculty.

Complaints must either be presented in writing or based on information provided by the complainant or another individual making the report who will then memorialize the allegations in writing and ask the complainant to confirm them. Complainants may include University students, staff, or faculty members, as well as others within the University community, alleging a violation of the Policy by a University faculty member.

#### (a) Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings

If the AVP determines that the complaint involves a possible violation of the Consensual Romantic or Sexual Relationships in the Workplace or Educational Settings Policy and not the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, the complaint

will be investigated by an IO.<sup>9</sup> The facts, conclusions, and recommendations reached by the IO will be reported to the Dean of the applicable school who may seek an informal resolution, if appropriate, or initiate the University's Procedure Governing Sanctions Taken Against Members of the Faculty. (Faculty Handbook II.E.16).

#### (b) Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking

If the AVP determines that the complaint involves a possible violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, the procedures outlined below in Section D of this policy will apply.

#### 2. Office of the District Attorney and Office for Civil Rights

Complainants may also choose to file a report with the District Attorney, the Office for Civil Rights of the U.S. Department of Education, or other external agencies. The University's processes and the legal system are independent of one another, and the University has its own interest in, and responsibility for, the enforcement of its Sexual Violence Policy.<sup>10</sup> Therefore, the University will not unilaterally defer its processes pending the outcome of a criminal process, nor will the outcome of any legal process be determinative of the University result. The University will, however, comply with reasonable requests by law enforcement for cooperation, and may suspend its fact-finding process in a sexual misconduct investigation so as not to impede the law enforcement process.

#### 3. Support, Counseling and Advice

In making a decision about whether to file a sexual harassment complaint, complainants may seek support, counseling and advice from other offices on campus. A list of these offices is provided in Section E below. Should the complainant determine to proceed with an on-campus complaint investigation and resolution process against a University faculty member, the Office of the AVP will be the single place to initiate the process.<sup>11</sup>

#### 4. Timeframe for Submitting a Complaint

The University does not limit the timeframe for filing a sexual misconduct complaint. Reports may be filed at any time, although the University's ability to investigate or take action may be limited by the passage of time, changes in the employment relationship of the alleged respondent at the time the report is made, or other circumstances.

#### 5. Complainant Request for Confidentiality

The University is required by Title IX to weigh the complainant's request for confidentiality/privacy with the University's commitment to provide a reasonably safe and nondiscriminatory environment. In situations where a complainant requests confidentiality, the University's ability to investigate and respond to the allegations may be limited. The AVP will notify the complainant if the University cannot, in unusual cases, maintain the complainant's confidentiality/privacy. The complainant's and respondent's identities will only be revealed to those individuals who need to know their names in order to investigate or adjudicate the complaint or provide interim measures. If the University becomes aware of behavior or a pattern of behavior by one or more respondents, the University will take appropriate action in an attempt to protect the University community.

#### D. Investigation and Resolution of Complaints of Sexual Harassment, Sexual Violence, Relationship Violence and Stalking

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<sup>9</sup> The decision as to whether a complaint involves sexual violence is determined by the AVP.

<sup>10</sup> The University recognizes that in the event criminal charges are pending, a respondent may choose not to participate in the process described in these procedures in order to protect his or her Fifth Amendment rights. Such decision will not be used as evidence against any respondent and the Hearing Panel will be instructed not to draw any adverse inference from the failure to participate.

<sup>11</sup> The AVP or the IO will work with other appropriate University offices, including the Vice Provost for University Life and the Vice Provost for Faculty, to determine if interim measures are appropriate.

## 1. Timely Resolution

The process of resolving complaints, not including any appeal, should be completed, where practicable, within 60 business days of the filing of the written complaint. The appeal should be completed, where practicable, within 30 business days of the filing of the appeal. In the event that a Hearing Panel is convened, the complainant and the respondent will both be provided with a copy of the decision of the Panel and given 10 business days from the date of the transmittal of the Hearing Panel's decision to file an appeal.

## 2. Rights and Protections for Complainant and Respondent

(a) The complainant and respondent have the right to a process that is fundamentally fair, and free of bias or prejudice.

(b) The complainant and respondent have the right to be treated with respect, dignity, sensitivity and fairness throughout the entire process. They are both entitled to seek support from the University and to be informed about the process both before the process is initiated and throughout the process as it unfolds.

(c) Both parties have the right to participate in the process, or to refrain from participation.<sup>12</sup> The failure to participate will not be used as evidence against either party, but also will not prevent the process from proceeding unless the complainant determines to withdraw the complaint and the University determines to abide by that request.

(d) Both parties may have an advisor, who may be their lawyer, present when being interviewed by the Investigative Team and the Hearing Panel, but the lawyer or other advisor will not be permitted to present statements or seek the production of evidence. The advisor will be permitted to pose questions to the other party or any witnesses subject to determinations of relevance and other appropriate issues by the DHO. Advisors must be a member of the University community, unless the advisor is serving as legal counsel to one of the parties.

(e) Evidence of prior sexual conduct by the complainant or respondent with other partners will not ordinarily be considered in the process, and any evidence of a prior sexual relationship between the parties will not be determinative of the issue of consent.

(f) If there is credible evidence of a pattern of violations of the Sexual Misconduct Policy, evidence that helps to establish such a pattern may be considered by the Hearing Panel.

(g) While the process is underway, appropriate interim measures will be taken to protect the parties. If both the complainant and the respondent are faculty members, the Dean(s) of the school(s) to which the faculty members have appointments—or the Dean(s)' designee(s)—would work with the complainant and respondent, ensuring support is provided to both parties, and implementing interim measures to protect the parties, consistent with principles of fairness. In the event that the complainant is a staff member or a student, the Dean of the School to which the respondent has an appointment—or the Dean's designee—will work with Human Resources (for staff members) and the Vice Provost for University Life (for students) to implement interim measures.

## 3. Preliminary Determination

Upon receiving a complaint, the AVP will make a preliminary determination as to whether the complaint on its face appears to be a sufficient basis to conduct a full investigation. In making this determination, the AVP may interview the complainant and the respondent (after advising the respondent of the allegations in writing) and conduct whatever preliminary investigation the AVP deems necessary to determine if the actions alleged in the complaint would, if true, constitute a violation of the University's Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking Policy and there is a reasonable basis for investigating the charges. If

<sup>12</sup> Please note that declining to respond to questions posed by the other party's advisor during a hearing, will impact the Panel's ability to rely upon the information provided by that party.

the AVP concludes there is insufficient basis to proceed, the matter will be concluded, and the parties so advised.

#### 4. Investigation

If the AVP makes the determination that there is a sufficient basis to proceed, an IO will be assigned to conduct the investigation. The AVP will issue a Statement of Charge Letter, based on the complaint and any preliminary investigation conducted. The Charge Letter will be provided to the complainant and the respondent. The respondent will be provided the opportunity to respond in writing to the Charge, and any response will be shared with the complainant. The Dean of each school to which the respondent faculty member has an appointment will also receive a copy of the Charge Letter.

The IO will lead a thorough and impartial investigation, assisted by one or more co-investigators who may come from the School of the complainant or respondent or from elsewhere in the University (the "Investigative Team"). Co-investigator(s) will be University staff or faculty, or a consultant or attorney appropriately trained to investigate and handle sexual misconduct cases who will be selected for individual cases by the IO. The investigation will include interviews of the complainant and respondent, interviews of witnesses as well as review of documentation, physical evidence and any other relevant evidence.

Prior to interviews, the complainant, the respondent and any relevant witnesses will be informed by the IO that statements they make during the process may be admissible in concurrent or subsequent civil or criminal court proceedings. Accordingly, the parties and witnesses will be informed of their rights as outlined in Section D2 above. The parties will be advised of the seriousness of the proceeding and the expectation that the information they provide is both accurate and complete. Any false or misleading statements may subject the party making such statements to proceedings under the applicable University policy, handbook, code and/or charter. The complainant and respondent may have their advisors<sup>12</sup> and/or outside counsel present for their interviews, but the advisors or outside counsel will not be permitted to participate in the interview other than to provide advice to the person they have accompanied, and they may be excluded from the interview for disruptive behavior.

In conducting the investigation, the Investigative Team may, as appropriate, also consult with other campus officials including but not limited to administrators in the relevant School(s), the Division of Public Safety, the AVP, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, the Vice Provost for Faculty or the Vice Provost for University Life. The Investigative Team may also consult with the Office of General Counsel, which may determine in particular cases to engage outside counsel to assist the University throughout this process. The Investigative Team may engage forensic and other experts, as needed.

#### 5. Investigative Report<sup>13</sup>

At the conclusion of the investigation, the Investigative Team will prepare a draft factual investigative report, including assessments of credibility, a recommended finding as to responsibility, and recommended sanctions, if appropriate. In making the responsibility determination, the Investigative Team must be convinced that there is a preponderance of evidence that a violation of the Sexual Misconduct Policy has occurred.

##### (a) Opportunity for Review and Comment

The draft investigative report and related exhibits and evidence will be provided to both the complainant and respondent for review and comment, under strict instructions that they are and at all times remain strictly confidential, and are not to be shared with anyone other than their families and advisors, who must be members of the University community and/or outside counsel, as described above without the expressed consent of the AVP. Sharing of the draft

<sup>13</sup> *The parties will be advised, and acknowledge, that the Investigative Report, Exhibits and Drafts are confidential to be used by them and their families and advisors in connection with these proceedings.*

report by either party, their families, advisors or outside counsel with any additional persons is strictly prohibited and any- one with whom the report is shared must be so advised. The complainant and the respondent will be given the opportunity to respond to and comment on the draft investigative report in writing.

(b) Final Report

As a result of the response and comments received, the Investigative Team may conduct a further investigation and/or amend the draft report, if the Team determines either action to be warranted. A final investigative report will be prepared, incorporating any changes, and shared with the complainant and the respondent. The complainant and respondent may submit formal objections or comments to the final report, which will be- come part of the final report of the matter.

6. Resolution Without a Hearing

The matter may be resolved at this stage if both parties agree to the recommendations of the Investigative Team with respect to responsibility and, if applicable, sanctions, or if the parties otherwise reach a mutually acceptable resolution. The University, however, will not compel either the complainant or the respondent to engage in face-to-face mediation or to accept the recommendations of the Investigative Team.

7. Hearing Panel

If the matter is not resolved at this stage in a mutually acceptable manner, either party may request a hearing before a Hearing Panel (Panel) within 10 business days of transmission of the final report.

(a) Panel Membership

The Panel will be comprised of three (3) faculty members and the Designated Hearing Officer (DHO), who will be a non-voting member. The DHO will make all decisions about the organization of the Panel, including decisions regarding the admissibility of evidence, witnesses to appear before the panel, or any additional decisions regarding the administration of the hearing process.<sup>14</sup>

Membership of the Panel, including the DHO, will observe the following guidelines:

- i. Members will be selected from a pool of faculty who have agreed to serve for a term of one or more years.
- ii. Only Panels that have training in handling complaints involving sexual misconduct will hear sexual misconduct cases.
- iii. Faculty appearing on a Panel may not share a professional, personal or academic department affiliation (e.g., have a faculty appointment or be enrolled in a course of study) with either of the parties. Faculty asked to serve must recuse themselves or be dismissed if they have any professional or personal ties to either of the parties or to individuals with whom the parties are closely associated. Faculty with personal knowledge of the alleged incident of sexual misconduct also must recuse themselves or be dismissed.
- iv. The University will train members of the pool to fulfill their responsibilities as adjudicators according to the procedures and policies outlined here and to ensure compliance with Title IX and other applicable state and federal guidelines. In addition, the Panel will be provided with “just in time” training on adjudicating sexual violence cases, unless the Panel members have recently been trained.
- v. No member of the Investigative Team may serve on the Panel; however, any such

<sup>14</sup> In carrying out these responsibilities, the DHO may consult with the AVP, the Office of General Counsel and other appropriate offices such as the Vice Provost for Faculty and the Senior Vice President for Institutional Affairs and Chief Diversity Officer. University officers thus consulted will respect the confidentiality conditions of the proceedings.



individual may be interviewed by the Panel regarding the investigation and may assist the DHO as needed in organizational and administrative matters related to the Panel.

vi. The complainant and respondent will be notified of the membership of the Panel in advance of the Hearing. Any challenges for cause against individual Panel members must be made promptly so as not to delay the conduct of the Hearing and will be given serious consideration by the DHO to ensure impartiality of the proceedings.

vii. All proceedings must be kept strictly confidential among the parties, witnesses and members of the Panel. All individuals involved in such hearings must agree to such conditions of confidentiality.

(b) Hearing Procedures

Hearings must be prompt, fair and impartial, affording the complainant's allegations and the respondent's defenses all due consideration and protecting the rights of both parties. The Panel will review the Investigative Team's final report, including any responses, objections or comments provided by the complainant and/or respondent. The Panel will also carefully review the evidentiary record, including witness statements, documents and physical evidence.

Hearing Panel Interviews

The Panel will interview separately the IO (and co-investigator(s) if the Panel so chooses), the complainant and the respondent. The Panel will provide the complainant and respondent with 10 days advance notice of the Hearing. If reasonably possible, interviews will be conducted on one day, but if such scheduling would require an unreasonably long day, or if such scheduling would unreasonably delay the proceeding, the Hearing may be scheduled over multiple days.

The Panel may seek additional evidence from the IO and interview key witnesses on whom the IO relied in drawing their conclusions, as well as request additional evidence from the IO to clarify the evidentiary record, provided that it can do so without unreasonably delaying the process. In the event that a new witness comes forward during the Hearing who was not originally interviewed by the IO, or new evidence is discovered after the IO has issued their report, the DHO may allow that witness to be interviewed or admit the evidence to the hearing, but only if the DHO judges the new witness or evidence to be relevant to an accurate and fair determination of the outcome.

i. The Hearing will be held in private. Initial interviews will be conducted by the Panel and each party's advisor will then have an opportunity to pose questions to the other party and any witnesses. Only the person interviewed (and in the case of the parties, that person's advisor or outside counsel) will be present during the Panel interview. The complainant or respondent (and their advisor or outside counsel, as applicable) will be able to view interviews from separate rooms, upon request, via closed-circuit television or similar video transmission.

ii. Subject to the protections set forth in Section D2 above, the Panel has wide latitude when questioning the complainant, the respondent and any witnesses in order to determine the accuracy of the report.

iii. The complainant and respondent may propose witnesses and provide specific questions in advance that they believe important to ask of other parties or witnesses. The parties' advisors also may ask questions of the other party and witnesses during the Hearing subject to the DHO's determination of relevance or other appropriate reasons. The DHO, in consultation with the Panel, will determine the relevance as well as the appropriateness of witnesses and questions, and may accordingly place restrictions on, include or exclude witnesses or other information.

iv. When the Panel is conducting the interview of the complainant and respondent, each may bring an advisor or outside counsel with them to provide advice and support. The advisor

or outside counsel will be permitted to direct relevant questions to the other party or to witnesses. The advisor, complainant or respondent and may be excluded from the interview by the DHO for disruptive behavior.

v. The interviews by the Panel will be recorded (audio only). No observers will be permitted to make any audio or video recordings.

(c) Hearing Panel Decision

After the Hearing concludes, the Panel will immediately deliberate in private to decide whether, by clear and convincing evidence, the respondent has violated the University's Sexual Misconduct Policy. Preponderance of the evidence means that the Panel must find that it is more likely than not that the faculty member is responsible for a violation of the Policy. A finding of responsibility requires a majority vote of the members of the Panel.

i. If the respondent is found responsible, the Panel will also recommend an appropriate sanction, by majority vote, based upon the facts of the case and University precedent, with a presumption in favor of the sanction recommended by the Investigative Team.

ii. The Panel will arrive at its conclusion as expeditiously as possible and will promptly advise both the complainant and the respondent in writing of its decision with respect to responsibility and, if applicable, recommended sanctions. In keeping with guidelines for timely resolution as provided in Section D1 above, the written decision will be provided as soon after the conclusion of the proceeding as is possible.

8. Sanctions

After a final decision has been rendered by the Panel, the matter is presented to the Dean of the School in which the respondent has a primary appointment for procedures related to sanctions, if applicable. The Dean is provided the final investigative report, along with the Panel's decision and the appellate decision (if any).

(a) If the respondent is a member of the Standing Faculty, the Dean will follow the procedures described in the Faculty Handbook's section regarding Procedure Governing Sanctions Taken Against Members of the Faculty (Section II.E.16), as appropriate, to determine what, if any, sanction should be imposed against the respondent based on the determination rendered by the Investigative Team, and if applicable, the Panel, and following the Dean's consultation with the Vice Provost for Faculty.

(b) If the respondent is a member of the Associated Faculty, the Dean will consider the determination rendered by the Investigative Team, as well as the Panel and consult with the Vice Provost for Faculty before implementing an appropriate sanction.

(c) The matter will be referred to the Provost to determine the appropriate sanction in the event that the Dean is the respondent or if referral to the Dean would create an actual or apparent conflict of interest.

Resource Offices

1. Confidential Resources

The following is a list of confidential resources that can be contacted for support, counseling and advice. The information shared with these resources generally will be held in confidence, consistent with the University's obligation to address complaints of sexual violence, unless the person sharing the information gives his or her consent to the disclosure of that information. The commitment to confidentiality does not preclude the sharing of information among responsible University administrators as needed, including to keep members of the University community safe.

**Special Services Department, Division of Public Safety**

24-hour Helpline: (215) 898-6600

4040 Chestnut Street

<http://www.publicsafety.upenn.edu/special-services/>

**Penn Women's Center (215) 898-8611**

3643 Locust Walk

<http://www.vpul.upenn.edu/pwc/>

**Lesbian Gay Bisexual Transgender Center (215) 898-5044**

3907 Spruce Street

<https://www.vpul.upenn.edu/lgbtc/>

**African-American Resource Center (215) 898-0104**

3643 Locust Walk

<http://www.upenn.edu/aarc/>

**Office of the University Chaplain (215) 898-8456**

240 Houston Hall, 3417 Spruce Street

<http://www.upenn.edu/chaplain/>

**Office of the Ombuds (215) 898-8261**

113 Duhring Wing, 236 S. 34th Street

<http://www.upenn.edu/ombuds/>

**Employee Assistance Program, Health Advocate (866) 799-2329**

<https://www.hr.upenn.edu/PennHR/wellness-worklife/counseling-and-employee-assistance-program>

**Penn Violence Prevention (215) 746-2642**

3611 Locust Walk

<https://secure.www.upenn.edu/vpul/pvp/gethelp.php>

2. Official Reporting Offices for Sexual Misconduct Complaints

If reports of sexual misconduct are made with or come to the attention of the following offices, they must ensure that appropriate action is taken, including notifying the University's AVP and Title IX Officer:

**Office of Affirmative Action and Equal Opportunity Programs (215) 898-6993**

Suite 421, Franklin Building

<http://www.upenn.edu/affirm-action/index.html>

**Student Intervention Services, VPUL (215) 898-6081 and (215) 768-6527**

Nights/Weekends 3611 Locust Walk

<https://www.vpul.upenn.edu/intervention.php>

**Office of Student Conduct (215) 898-5651**

Suite 400, 3440 Market Street

<https://www.osc.upenn.edu/>

**Office of Staff and Labor Relations, Division of Human Resources (215) 898-6093**

Suite 600, Franklin Building

<https://www.hr.upenn.edu/workplace-issues/staff-labor-relations>

3. **Investigative Office for all Sexual Misconduct Complaints**

The official office for reporting, initiating a formal complaint, and investigation of violations of the Sexual Misconduct Policies, including violations of the Sexual Harassment or Sexual Violence Policies, is the Office of the Associate Vice President for Equity and Title IX Officer. The contact information for that Office is:

**Associate Vice President for Equity and Title IX Officer 215-898-2887**

3901 Walnut Street, Suite 320

<https://titleixoffice.upenn.edu/>

# V. Procedures for Resolving Complaints of Sexual Misconduct Against Staff

## A. Introduction

The University of Pennsylvania is committed to providing a safe and healthy environment, free of gender-based misconduct, to all members of our community and visitors to our community. As such, sexual harassment, sexual assault, sexual violence, relationship violence, and stalking will not be tolerated. In order to ensure the creation of a climate where members of the community are able to thrive and achieve their full potential, the University has developed a wide range of policies, educational programs, broad-based resources, support, and reporting systems. These procedures supplement these other policies and initiatives, addressing the process by which complaints against a University staff member for a violation of its Sexual Misconduct Policy (which includes its Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy (“Sexual Harassment Policy”)) will be investigated and resolved.

## B. Confidentiality

Confidentiality is of critical importance in ensuring that these sensitive matters are handled appropriately. The University has an obligation to respond to violations of its Sexual Misconduct Policy as fairly and expeditiously as possible when a complaint is received. University staff and faculty may share information with others who have a legitimate need to know in order to fairly and effectively address complaints, but the information should be considered confidential and should be protected to the extent possible consistent with legal obligations. Such administrators may include, for example those in, the Office of the Vice Provost for University Life, the Office of the Vice President for Human Resources, the Office of the Associate Vice President and Title IX Officer (AVP), the Division of Public Safety, Senior Vice President for Institutional Affairs and Chief Diversity Officer, the Office of General Counsel, the Employee Assistance Program, Counseling and Psychological Services, Deans, and Vice Presidents of administrative Divisions.

## C. Reporting Complaints of Sexual Misconduct

### 1. Office of the Associate Vice President and Title IX Officer

The Office of the Associate Vice President and Title IX Officer (AVP) will be responsible for ensuring that all complaints made against a University staff member alleging a violation of the University’s Sexual Misconduct Policy (which includes the Sexual Harassment or Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings) are handled appropriately. All AVP responsibilities as described in these procedures will be performed directly by the AVP or by the AVP’s designee.

Complaints must either be presented in writing or based upon information provided by the complainant or another individual making the report to the AVP who will then memorialize the allegations in writing and ask the complainant to confirm the allegations. Complaints may be made by University students, staff, or faculty members, as well as others both within the University community, alleging a violation of the Sexual Misconduct Policy by a University staff member.

### 2. Office of the District Attorney and Office for Civil Rights

Complainants may also choose to file a report with the District Attorney, the Office for Civil Rights of the U.S. Department of Education, or other external agencies. The University’s processes and the legal system work independently of one another, and the University has its own interest in, and responsibility for, the enforcement of its Sexual Harassment Policy.<sup>15</sup>

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<sup>15</sup> *The University recognizes that should it be proceeding in cases where criminal charges are pending, the respondents may choose not to participate in the process described in these procedures in order to protect their Fifth Amendment rights. Such decision will not be used as evidence against any respondent and the Hearing Panel will be instructed not to draw any adverse inference from the failure to participate.*

Therefore, the University will not unilaterally defer its processes pending the outcome of a criminal process, nor will the outcome of any legal process be determinative of the University result. The University will, however, comply with reasonable requests by law enforcement for cooperation, and may temporarily suspend its fact-finding process in a sexual assault investigation so as not to impede the law enforcement process.

### 3. Support, Counseling and Advice

In making a decision about whether to file a complaint, complainants may seek support, counseling, and advice from other offices on campus. A list of these offices is provided in Section III below. Should the complainant determine to proceed with an on-campus complaint investigation and resolution process against a University staff member, the Office of the AVP will be the single place to initiate the process.<sup>16</sup>

### 4. Timeframe for Submitting a Complaint

The University does not limit the timeframe for filing a report of a violation of the Sexual Misconduct Policy. Reports may be filed at any time, although the University's ability to investigate or take action may be limited by the passage of time, or by changes in the employment relationship of the alleged respondent at the time the report is made.

### 5. Complainant Request for Confidentiality

The University is required by Title IX to weigh the complainant's request for confidentiality/privacy with the University's commitment to provide a reasonably safe and nondiscriminatory environment. In situations where a complainant requests confidentiality, the University's ability to investigate and respond to the allegations may be limited. The AVP will notify the complainant if the University cannot, in unusual cases, maintain the complainant's confidentiality/privacy. The complainant's and respondent's identities will only be revealed to those individuals who need to know their names in order to investigate, resolve the complaint or provide interim measures. If the University becomes aware of behavior or a pattern of behavior by one or more respondents, the University will take appropriate action in an attempt to protect the University community.

## D. Investigation and Resolution of Complaints

The Office of the Associate Vice President for Equity and Title IX Officer (AVP) is responsible for overseeing the informal or formal resolution of all complaints made against a University staff member for a violation of the University's Sexual Misconduct Policy. Complaints should be lodged with the AVP who will ensure that complaints are investigated by a trained Investigative Officer (IO), who will select a co-investigator to form the Investigative Team. The Investigative Team will consult with the Dean of the School or Vice President of the Division in which the respondent works, or the Vice President for Human Resources in any case for which the Dean or Vice President has an actual or the appearance of a conflict of interest or is implicated in the complaint.

Complaints must either be presented in writing or based on information provided by the complainant or another individual making the report who will then memorialize the allegations in writing and ask the complainant to confirm them. Complainants may include University students, staff or faculty member, as well as others both within and outside the University community, alleging a violation of the University's Sexual Misconduct Policy by a University staff member.

### 1. Timely Resolution

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<sup>16</sup> While the Investigative Officer will be responsible for managing the complaint investigation and resolution process, as described below, the AVP will work with other appropriate University offices, including the Office of Affirmative Action and Equal Opportunity Programs and Division of Human Resources, to determine if interim measures are appropriate before a final resolution is reached.

The process of resolving complaints, exclusive of any appeal, should be completed, unless there are special circumstances, within 60 business days of the filing of the written complaint. The appeal should be completed, absent special circumstances, within 30 business days of the filing of the appeal.

The complainant and the respondent will both be provided with a copy of the investigative team's decision and given 10 business days from the date of the transmittal of that decision to file an appeal.

## 2. Rights and Protections for Complainant and Respondent

(a) The complainant and respondent have the right to a process that is fundamentally fair, and free of bias or prejudice.

(b) The complainant and respondent have the right to be treated with respect, dignity, sensitivity, and fairness throughout the entire process. They are both entitled to seek support from the University and to be informed about the process both before the process is initiated and throughout the process as it unfolds.

(c) Both parties have the right to participate in the process, or to refrain from participation.<sup>17</sup> The failure to participate will not be used as evidence against either party, but also will not prevent the process from proceeding unless the complainant determines to withdraw the complaint and the University decides to abide by that request.

(d) Both parties may have an advisor present when being interviewed by the Investigative Team, but the advisor will not be permitted to present statements, seek the production of evidence, or question any witnesses during the investigative stage of the process. Advisors must be members of the University community or the party's attorney.

(e) Evidence of prior sexual conduct by the complainant or respondent with other partners will not be considered in the process, and any evidence of a prior sexual relationship between the parties will not be determinative of the issue of consent. If there is credible evidence of a pattern of violations of the Sexual Misconduct Policy, evidence that helps to establish such a pattern may be considered.

(f) While the process is underway, appropriate interim measures will be taken to protect the parties. The Office of Staff and Labor Relations in the Division of Human Resources (or another appropriate office), in consultation with the respondent's supervisor, will implement interim measure to protect the parties consistent with principles of fairness. The Office of Staff and Labor Relations in the Division of Human Resources (or other appropriate office) will work with the complainant and respondent to ensure that both parties have access to support and assistance during the process.

## Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings

If the AVP determines that the complaint involves a possible violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings and not the Sexual Harassment, Sexual Violence Relationship Violence or Stalking Policy, the complaint will be investigated by an IO, working with the appropriate Dean or Vice President, or in the event of an actual or perceived conflict of interest, the Vice President for Human Resources. The facts, conclusions, and recommendations reached by the IO will be reported to the appropriate Vice President or Dean. In the event of a finding of responsibility for a violation of the Sexual Misconduct Policy, appropriate disciplinary action will be taken.

Any disciplinary action taken against a staff person is subject to appeal by either party in writing to the Vice President for Human Resources (or designee) and the Dean of the School or Vice President of the Division in which the respondent works, who jointly have exclusive

<sup>17</sup> Please note that declining to respond to questions posed by the other party's advisor during a hearing, will impact the Panel's ability to rely upon the information provided by that party.

jurisdiction to decide appeals.

i. Appeals should be submitted within 10 business days of transmission of the decision of the Investigative Team. Letters of appeal should specifically state whether the objection is to the judgment of a violation of University policy, the recommended sanction, or both, and explain in detail the grounds for appeal.

ii. The Vice President for Human Resources (or designee) and the Dean or Vice President of the School or Division will review the report of the Investigative Team to ensure that the process was consistent with University policy and that the decision was not arbitrary or capricious. Any supporting evidence, and any other relevant materials may also be reviewed by the Vice President for Human Resources (or designee) and the Dean or Vice President of the relevant School or Division at their discretion.

iii. After considering the appeal, the Vice President for Human Resources (or designee) and the relevant Dean or Vice President (or designee) will promptly notify the parties in writing as to whether the Investigative Team's decision will be upheld or modified. The decision of the relevant Dean or Vice President and the Vice President for Human Resources will be final.

### Sexual Harassment, Violence, Relationship Violence, and Stalking

If the AVP determines that the complaint involves a possible violation of the Sexual Harassment, Violence Policy, Relationship Violence and Stalking Policy (Sexual Harassment Policy) the procedures set forth below will apply.

#### 1. Preliminary Determination

Upon receiving a complaint, the AVP will make a preliminary determination as to whether the complaint falls within the purview of the Sexual Misconduct Policy and whether, on its face, there appears to be a sufficient basis to conduct a full investigation. In making this determination, the AVP may interview the complainant and the respondent (after advising the respondent of the allegations in writing) and conduct whatever preliminary investigation the AVP deems necessary to determine if the actions alleged in the complaint would, if true, constitute a violation of the University's Sexual Harassment Policy) and there is a reasonable basis for investigating the complaint. If the AVP concludes there is insufficient basis to proceed, the matter will be concluded, and the parties so advised.

#### 2. Investigation

If the AVP makes the determination that there is a sufficient basis to proceed, a Statement of Charge Letter will be issued, based on the complaint and any preliminary investigation conducted. The Charge Letter will be provided to the complainant and the respondent. The respondent will be provided the opportunity to respond in writing to the Charge, and any response will be shared with the complainant. The Dean or Vice President of the Division in which the respondent is employed will also receive a copy of the Charge Letter.

The AVP will appoint an Investigative Officer (IO) to lead a thorough and impartial investigation, assisted by one or more co-investigators who may come from the School or Center of one of the parties or from elsewhere in the University (the "Investigative Team"). The co-investigator(s) will be University staff or faculty members appropriately trained to investigate and handle sexual misconduct cases who will be selected for individual cases by the IO. The investigation will include interviews of the complainant and respondent, interviews of witnesses, and review of documentation, physical evidence, and any other relevant evidence.

Prior to interviews, the complainant, the respondent, and any relevant witnesses will be informed by the IO that statements they make during the process may be admissible in concurrent or subsequent civil or criminal court proceedings and will accordingly also be informed of their rights as outlined in Section B above. The parties will be advised of the seriousness of the proceeding and the expectation that the information they provide is both



accurate and complete. Any false or misleading statements may subject the party making such statements to proceedings under the applicable University policy, handbook, code and/or charter. The complainant and respondent may have their advisors<sup>18</sup> and/or outside counsel present for their interviews, but the advisors or outside counsel will not be permitted to participate in the interview other than to provide advice to the person they have accompanied, and they may be excluded from the interview for disruptive behavior.

In conducting the investigation, the Investigative Team may, as appropriate, also consult with other campus officials including but not limited to administrators in the relevant Division(s), School(s), Public Safety, the AVP and Title IX Officer, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, or the Vice President for Human Resources. The Investigative Team may also consult with the Office of General Counsel, who may determine in particular cases to engage outside counsel to assist the University throughout this process. The Investigative Team may engage forensic and other experts, as needed.

### 3. Investigative Report

At the conclusion of the investigation, the Investigative Team will prepare a draft report, including assessments of credibility, a finding as to whether there has been a violation of University policy, and, if applicable, recommended disciplinary action. In making a determination regarding responsibility, the Investigative team will use a “preponderance of the evidence” standard. In other words, to find a staff member responsible for violating the Sexual Harassment Policy or Sexual Violence Policy, the Investigative Team must be convinced that it is more likely than not that a violation of the Sexual Misconduct Policy has occurred.

#### (a) Opportunity for Review and Comment

The draft investigative report and related exhibits and evidence will be provided to both the complainant and respondent for review and comment, under strict instructions that they are and at all times remain strictly confidential, and are not to be shared with anyone other than their families and advisors, who must be members of the University community and/or outside counsel, as described above without the expressed consent of the AVP. Sharing of the draft report by either party, their families, advisors or outside counsel with any additional persons is strictly prohibited and anyone with whom the report is shared must be so advised. The complainant and the respondent will be given the opportunity to respond to and comment on the draft investigative report in writing.

#### (b) Final Report

As a result of the response and comments received, the Investigative Team may conduct a further investigation and/or amend the draft report, if the Team determines either action to be warranted. A final investigative report will be prepared, incorporating any changes, and shared with the complainant and the respondent. The complainant and respondent may submit formal objections or comments to the final report, which will be shared with the other party and become part of the final report of the matter.

### 4. Resolution Without a Hearing

The matter may be resolved at this stage if both parties agree to the recommendations of the Investigative Team with respect to responsibility and, if applicable, sanctions, or if the parties otherwise reach a mutually acceptable resolution. The University, however, will not compel either the complainant or the respondent to engage in face-to-face mediation or to accept the

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<sup>18</sup> The University will provide a list of advisors from the Penn community to complainants and respondents. Advisors will be offered training by the University to support both complainants and respondents in this process. The parties need not select an advisor from this list. The parties may select any Penn faculty or staff member to advise them or retain an attorney. The role of the advisor or their attorney, however, will be limited to an advisory role and counsel will not be permitted to have an active role in the proceedings other than directing questions to the other party or to witnesses during a hearing.

recommendations of the Investigative Team.

## 5. Hearing Panel

If the matter is not resolved at this stage in a mutually acceptable manner, either party may request a hearing before a Hearing Panel (Panel) within 10 business days of transmission of the final report.

### (a) Panel Membership

The Panel will be comprised of three (3) faculty members and the Designated Hearing Officer (DHO), who will be a non-voting member. The DHO will make all decisions about the organization of the Panel, including decisions regarding the admissibility of evidence, witnesses to appear before the panel, or any additional decisions regarding the administration of the hearing process.<sup>19</sup> Members of the Panel, including the DHO, will observe the following guidelines:

- i. Members will be selected from a pool of faculty who have agreed to serve for a term of one or more years.
- ii. Only Panels that have training in handling complaints involving sexual misconduct will hear sexual misconduct cases.
- iii. Faculty appearing on a Panel may not share an academic department affiliation (e.g., has a faculty appointment or is enrolled in a course of study) with either of the parties, nor may any faculty member serve on the Panel who has a professional, or personal relationship with either of the parties. Faculty asked to serve must recuse themselves or be dismissed if they have any personal or professional ties to either of the parties or to individuals with whom the parties are closely associated. Faculty with personal knowledge of the alleged incident of sexual misconduct also must recuse themselves or be dismissed.
- iv. The University will train members of the pool to fulfill their responsibilities as adjudicators according to the procedures and policies outlined here and to ensure compliance with Title IX and other applicable state and federal guidelines. In addition, the Panel will be provided with “just in time” training on adjudicating sexual harassment cases, unless the Panel members have recently been trained.
- v. No member of the Investigative Team may serve on the Panel; however, any such individual may be interviewed by the Panel regarding the investigation and may assist the DHO as needed in organizational and administrative matters related to the Panel.
- vi. The complainant and respondent will be notified of the membership of the Panel in advance of the Hearing. Any challenges for cause against individual Panel members must be made promptly to the DHO so as not to delay the conduct of the Hearing. The DHO will give serious consideration to any challenges made to ensure impartiality of the proceedings.
- vii. All proceedings must be kept strictly confidential among the parties, witnesses and members of the Panel. All individuals involved in such hearings must agree to such conditions of confidentiality.

### (b) Hearing Procedures

Hearings must be prompt, fair and impartial, affording the complainant’s allegations and the respondent’s defenses all due consideration and protecting the rights of both parties. The Panel will review the Investigative Team’s final report, including any responses, objections or comments provided by the parties. The Panel will also carefully review the evidentiary record, including witness statements, documents and physical evidence.

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<sup>19</sup> In carrying out these responsibilities, the DHO may consult with the AVP, the Office of General Counsel and other appropriate offices such as the Vice Provost for Faculty and the Senior Vice President for Institutional Affairs and Chief Diversity Officer. University officers thus consulted will respect the confidentiality conditions of the proceedings.

## Hearing Panel Interviews

The Panel will interview separately the IO (and co-investigator(s) if the Panel so chooses), the complainant and the respondent. The Panel will provide the complainant and respondent with ten days advance notice of the Hearing. If reasonably possible, interviews will be conducted on one day, but if such scheduling would require an unreasonably long day, or if such scheduling would unreasonably delay the proceeding, the Hearing may be scheduled over multiple days.

The Panel may seek additional evidence from the Investigative Team and interview key witnesses on whom the Investigative Team relied in drawing their conclusions, as well as request additional evidence from the IO to clarify the evidentiary record, provided that it can do so without unreasonably delaying the process. In the event that a new witness comes forward during the Hearing who was not originally interviewed by the Investigative Team, or new evidence is discovered after the Investigative Team has issued their report, the DHO may allow that witness to be interviewed or admit the evidence to the hearing, but only if the DHO judges the new witness or evidence to be relevant to an accurate and fair determination of the outcome.

- i. The Hearing will be held in private. The Panel will first conduct interviews with only the person being interviewed (and in the case of the parties, that person's advisor or outside counsel) present. The complainant or respondent (and their advisor or outside counsel, as applicable) will be able to view interviews from separate rooms, upon request, via closed-circuit television or similar video transmission.
- ii. Subject to the protections set forth in Section D2 above, the Panel has wide latitude when questioning the complainant, the respondent and any witnesses in order to determine the accuracy of the report.
- iii. The complainant and respondent may propose witnesses and provide specific questions in advance that they believe important to ask of other parties or witnesses. The parties' advisors may also interview the other party and witnesses called by the Panel. The DHO, in consultation with the Panel, will determine the relevance as well as the appropriateness of witnesses and questions, and may accordingly place restrictions on, include or exclude witnesses or other information.
- iv. When the Panel is conducting the interview of the complainant and respondent, each may bring an advisor or outside counsel with them to provide advice and support and may be excluded from the interview by the DHO for disruptive behavior.
- v. The interviews by the Panel will be recorded (audio only). No observers will be permitted to make any audio or video recordings.

### (c) Hearing Panel Decision

After the Hearing concludes, the Panel will immediately deliberate in private to decide whether, by a preponderance of the evidence, the respondent has violated the University's Sexual Harassment Policy. Preponderance of the evidence means that the Panel must find that it is more likely than not that the staff member is responsible for a violation of the Policy. A finding of responsibility requires a majority vote of the members of the Panel.

- i. If the respondent is found responsible, the Panel will also recommend an appropriate sanction, by majority vote, based upon the facts of the case and University precedent, with a presumption in favor of the sanction recommended by the IO.
- ii. The Panel will arrive at its conclusion as expeditiously as possible and will promptly advise both the complainant and the respondent in writing of its decision with respect to responsibility and, if applicable, recommended sanctions. In keeping with guidelines for timely resolution as provided in Section A above, the written decision will be provided as soon after the conclusion of the proceeding as is possible.

## E. Appeals

Either party may appeal the decision of the Hearing Panel by submitting a written request within 10 business days of transmission of the decision of the Hearing Panel. Letters of appeal should specifically state whether the objection is to the judgment of a violation of University policy, the recommended sanction, or both, and explain in detail the grounds for appeal. The request for an appeal will be shared with the other party who will have the opportunity to respond or to direct comments to the DAO within 10 business days. Any such response or comments will be shared with the other party.

1. The Vice President for Human Resources (or designee) and the Dean or Vice President of the School or Division will review the report of the Investigative Team to ensure that the process was consistent with University policy and that the decision was not arbitrary or capricious. Any supporting evidence, and any other relevant materials may also be re-viewed by the Vice President for Human Resources (or designee) and the Dean or Vice President (or designee) of the relevant School or Division at their discretion. After considering the appeal, the Vice President for Human Resources (or designee) and the relevant Dean or Vice President (or designee) will promptly notify the parties in writing as to whether the Investigative Team's decision will be upheld or modified.

## F. Resource Offices

### 1. Confidential Resources

The following is a list of confidential resources that may be contacted for support, counseling, and advice. The information shared with these resources generally will be held in confidence, consistent with the University's obligation to address complaints of sexual violence, unless the person sharing the information gives his or her consent to the disclosure of that information. The commitment to confidentiality does not preclude the sharing of information among responsible University administrators as needed, including to keep members of the University community safe.

#### **Special Services Department, Division of Public Safety**

24-hour Helpline: (215) 898-6600

4040 Chestnut Street

<http://www.publicsafety.upenn.edu/special-services/>

#### **Penn Women's Center (215) 898-8611**

3643 Locust Walk

<http://www.vpul.upenn.edu/pwc/>

#### **Lesbian Gay Bisexual Transgender Center (215) 898-5044**

3907 Spruce Street

<https://www.vpul.upenn.edu/lgbtc/>

#### **African-American Resource Center (215) 898-0104**

3643 Locust Walk

<http://www.upenn.edu/aarc/>

#### **Office of the University Chaplain (215) 898-8456**

240 Houston Hall, 3417 Spruce Street

<http://www.upenn.edu/chaplain/>

#### **Office of the Ombuds (215) 898-8261**

113 Duhring Wing, 236 S. 34th Street

<http://www.upenn.edu/ombuds/>

**Employee Assistance Program, Health Advocate (866) 799-2329**

<https://www.hr.upenn.edu/PennHR/wellness-worklife/counseling-and-employee-assistance-program>

## 2. Official Reporting Offices for Complaints of Sexual Misconduct

If reports of sexual misconduct are made with or come to the attention of the following offices, they must ensure that appropriate action is taken, including notifying the University's AVP and Title IX Officer:

**Office of Affirmative Action and Equal Opportunity Programs (215) 898-6993**

Suite 421, Franklin Building

<http://www.upenn.edu/affirm-action/index.html>

**Office of Student Conduct (215) 898-5651**

Suite 400, 3440 Market Street

<https://www.osc.upenn.edu/>

**Office of Staff and Labor Relations, Division of Human Resources (215) 898-6093**

Suite 600, Franklin Building

<https://www.hr.upenn.edu/workplace-issues/staff-labor-relations>

## 3. Investigative Office for Sexual Misconduct Complaints

The official office for reporting, initiating a formal complaint, and investigation of violations of the Sexual Misconduct Policies, including violations of the Sexual Harassment Policy, is the Office of the Associate Vice President for Equity and Title IX Officer. The contact information for that Office is:

**Associate Vice President for Equity and Title IX Officer 215-898-2887**

3901 Walnut Street, Suite 320

<https://titleixoffice.upenn.edu/>

## » University Policies and Procedures

### » Alcohol and Drugs Policy

Federal law requires that the University of Pennsylvania notify all faculty, staff, and students of certain information pertaining to unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as part of its activity. The following information complies with the notification requirements of the Drug-Free Schools and Communities Act and its implementing regulations. The University of Pennsylvania and its programs and policies, regarding the possession, sale and consumption of alcoholic beverages, encourages all within the campus community to make safe, responsible decisions about alcohol that are consistent with existing state and federal law. The possession or consumption of alcoholic beverages on campus by persons under the age of 21 is strictly prohibited by Penn and by the laws of the Commonwealth of Pennsylvania. Consistent with its educational mission, Penn provides programs that promote awareness of the physical, psychological, social and behavioral effects of alcohol consumption and drug use.

The use, sale or possession of narcotics and dangerous drugs is illegal and is strictly prohibited on campus.

Employees are required to adhere to the University's Drug-Free Workplace Policy, which can be found at: <https://www.hr.upenn.edu/policies-and-procedures/policy-manual/performance-and-discipline/drug-free-workplace> and its Alcohol and Drug Policy, which can be found at: <https://catalog.upenn.edu/pennbook/alcohol-drug-policy> which strictly prohibit the unlawful manufacture, distribution, dispensation, sale, possession or use of drugs by its employees in the workplace. Those who violate these policies may be subject to disciplinary procedures or may be required to participate in alcohol or other drug rehabilitation programs.

### Medical Attention

Medical attention is warranted whenever there is serious injury or illness related to alcohol consumption and/or drug use. The University Alcohol and Drug Policy Section II, paragraph A3, states:

*In cases of intoxication and/or alcohol poisoning, the primary concern is the health and safety of the individual(s) involved. Individuals are strongly encouraged to call for medical assistance [5-1-1 on-campus, (215) 573-3333 from a cellphone, or 9-1-1 off-campus] for themselves or for a friend/acquaintance who is dangerously intoxicated. No student seeking medical treatment for an alcohol or other drug-related overdose will be subject to University discipline for the sole violation of using or possessing alcohol or drugs. This policy shall extend to any other student seeking help for the intoxicated student.*

In addition to medical attention, students, faculty and staff may benefit from professional counseling. Faculty/staff members seeking confidential counseling for alcohol or drug use should contact the Employee Assistance Program (EAP) by calling 866-799-2329 or visit <http://www.healthadvocate.com/upenn> on the web.

Students seeking confidential counseling for alcohol or drug use should contact the University's Counseling and Psychological Services (CAPS) office at (215) 898-7021 to make an appointment. These services adhere to all applicable laws governing the confidentiality of patient information.

### Questions Regarding Alcohol and Drugs

Students who have questions or concerns about alcohol or other drugs are encouraged to use the medical and counseling resources provided by the University of Pennsylvania. The

University provides brief intervention and educational services to students through Wellness, (215) 746-WELL (9355). Any student can make a confidential appointment to talk about their concerns regarding alcohol, drugs and subsequent consequences.

In addition, all incoming undergraduate students are required to participate in an online alcohol education module. Information about this module can be provided by Wellness, (215) 746-WELL (9355).

The Alcohol & Drug Policy is stated in the PennBook, which is available online at <https://catalog.upenn.edu/pennbook/alcohol-drug-policy/>

## Commonwealth Law

**Alcohol:** A person less than 21 years of age commits a summary offense if he or she attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports any alcoholic beverage. A person who is convicted of violating this section may be subject to a fine, jail and/or license suspension.

**Drugs:** State law prohibits the unauthorized manufacture, sale, delivery and possession of controlled substances. Persons may be subject to 30 days imprisonment and a \$500 fine for simple possession of a small amount of marijuana (misdemeanor), a maximum of 15 years imprisonment and a \$25,000 fine for the manufacture, delivery or possession of a Schedule I or II controlled narcotic drug such as cocaine, PCP and LSD (felony). (Sentences can be doubled for second and subsequent convictions.) Sentences can also be doubled for distribution of controlled substances to persons under the age of 18. Penalties range from a mandatory minimum sentence of one year and a \$5,000 fine for the first conviction or to a mandatory minimum sentence of seven years and a \$50,000 fine for subsequent convictions for the manufacture, delivery or possession of 100 grams or more of a Schedule I or II controlled narcotic drug.

## » Weapons Policy

### Possession of Dangerous Articles

Irrespective of any license or authority, University of Pennsylvania faculty, students, staff, whether working or not, and visitors and members of the University community, may not possess or use air rifles, pistols, firearms, weapons, ammunition, gunpowder, fireworks, explosives, gasoline and other dangerous articles and substances in University buildings or on University property. Normal laboratory materials are excluded from this policy when used in a laboratory setting.

Possession and distribution of items mentioned above may be governed by specific federal, state and local regulations.

An individual who violates this policy should be reported to the University of Pennsylvania Police Department immediately. Violators of this policy may be subject to disciplinary action under University policy and/or civil or criminal action. The Policy can be found at:

Students: Pennbook Code of Conduct Policy Manual: <https://catalog.upenn.edu/pennbook/code-of-student-conduct/>

Staff and Faculty: Human Resources Policy Manual: <https://www.hr.upenn.edu/policies-and-procedures/policy-manual> and the Faculty Handbook: <https://catalog.upenn.edu/faculty-handbook>

### University of Pennsylvania Police Officers

Sworn officers employed by the University of Pennsylvania Police Department may be given authorization to carry, keep and handle pistols, firearms and ammunition.

## Other University Employees

Specific classifications of employees may be required to utilize dangerous article or hazardous materials on campus to carry out their job duties. Each school or department is responsible for monitoring the use of dangerous articles or hazardous materials in its areas.

### » Disciplinary Policies

Any student who fails to comply with University policies or local, state or federal laws may be subject to discipline under the University Code of Student Conduct. Sanctions can include, but are not limited to, a reprimand, disciplinary probation, and withdrawal of privileges, suspension, and expulsion. When a student's presence on campus is considered a threat to order, health or safety, the Provost or his or her designee may impose a mandatory leave of absence or conditions on the student's attendance.

Generally, prospective students are asked about previous criminal records. Employees are also required to disclose any and all convictions for a felony, crime of violence, dishonesty or crime against property or involving the threat of violence. A criminal record, if relevant to the position in question, is a factor considered in the employment process.

The University's student disciplinary procedures are described in the PennBook, which is available online at <https://catalog.upenn.edu/pennbook/charter-student-disciplinary-system/>.

### » Missing Persons

In the event that a student, faculty or staff member is reported as missing, the UPPD follows specific steps, described below, to investigate that person's location. For the University of Pennsylvania's full Missing Person policy through the Vice Provost for University Life (VPUL) consult the PennBook at <https://catalog.upenn.edu/pennbook/missing-students-notification-policy/>.

The University of Pennsylvania strongly recommends all students to register confidential contact information in the event that a student over the age of 18 years is determined missing for a period of more than 24 hours. To register a contact person on Penn InTouch please follow the instructions below:

1. Start at the Penn Homepage at: <http://www.upenn.edu>.
2. On the top left of the screen, click on the link for "Current Students" which will take you to the Penn Portal.
3. Click on the tab for Penn InTouch, which is located in the center along the top of the Portal page. It will prompt you for your login information.
4. Log into the Penn Portal using your PennKey, this will take you to your Penn InTouch homepage.
5. Once here, on the left column above your photo select the link "Profile, privacy & emergency" which will display the link for Emergency Contact.
6. Clicking this link will take you to the Emergency Contact page where you will see two tabs: "Student emergency contact" and "Emergency or Missing Person Contact."
7. Choose the tab titled "Emergency or Missing Person Contact" to fill in emergency contact information which is optional and used only to contact the person you list if you are reported missing.

This information will be kept confidential and will be accessible only to authorized campus and law enforcement officials.



## Reporting Missing Persons

The University of Pennsylvania Police Department thoroughly investigates all persons including students reported as missing whether they reside on or off-campus. To report a missing person, dial 5-1-1 from a campus telephone, use one of more than 500 emergency and Bluelight telephones on campus and in the surrounding neighborhood or dial (215) 573-3333 from off-campus/cell phones. You also can report a missing person in person at the Division of Public Safety, 4040 Chestnut Street, which is staffed with professional personnel, 24/7. Additionally, you can also request assistance from an Allied Universal Security Officer or uniformed police officer on patrol or dial 9-1-1.

If the missing person is a student, Public Safety will follow these procedures:

- The PennComm Police Supervisor, upon confirmation that a student is missing and cannot be located, shall notify the Office of the Vice Provost for University Life.
- If the missing student resides in on-campus housing, the PennComm Police Supervisor will notify the Resident Advisor (RA) or the House Director for the area in which the student is housed. The RA should be directed to contact neighbors and friends in the immediate vicinity of the student's room and report any findings to UPPD.
- If the missing student residing on-campus has been missing for more than 24 hours, UPPD will notify the student's designated emergency contact which is maintained in the University Management Information Services (UMIS) database.
- If the student is under 18 years old, the UPPD will immediately notify a custodial parent or legal guardian; and the missing student will be entered into the National Crime Information Center by the UPPD Detective Unit.
- If a student over 18 years old has not designated an emergency contact, the law enforcement agency where the student's primary residence is located will be notified. All notifications as mentioned in this section will be made by the Director of Special Services or his/her designee.
- If the student lives at a fraternity or sorority, the PennComm Police Supervisor will contact the Office of Fraternity and Sorority Affairs for assistance in obtaining information about the person's possible whereabouts.
- For international students, the PennComm Police Supervisor will contact the Office of International Programs for assistance.
- The PennComm Police Supervisor will also check hospital admissions and the Philadelphia Police Department for further information regarding the missing person. Further, the PennComm Police Supervisor will also contact Counseling and Psychological Services (CAPS) in the event that the student has been receiving counseling, as well as Student Health Service and Out Patient Emergency Rooms in area hospitals.
- If the student lives off-campus, the PennComm Police Supervisor will contact the Director of Off-Campus Living, who will contact the landlord of the property to obtain the names of neighbors or fellow residents, assuming this information is not already known. The landlord shall be asked to accompany UPPD officers to the apartment of the missing student.
- If the student has not been located within a reasonable amount of time, the Office of the Vice Provost for University Life (VPUL) may contact the student's parents or others for additional assistance.

## » Student Residences

*The University of Pennsylvania offers a variety of housing options on campus, ranging from the undergraduate College House system to graduate apartments, as well as fraternities and sororities, which are located both on and off campus.*

### **College House System & Graduate Housing**

Among these options, Penn's College House system is designed to enhance the undergraduate experience for all residents through faculty-directed, academically supportive environments that promote intellectual, social and recreational opportunities. In addition to the undergraduate housing provided by College Houses, Sansom Place East and Sansom Place West house graduate and professional students. The College Houses and graduate housing follow the following guides for security and use:

#### *Security of Residence*

Access to residential facilities is limited to students and authorized personnel between certain hours. Persons without a valid PennCard, or Penn Affiliates with a valid PennCard but without access to the given building, are considered guests and will be admitted only after the presentation of valid identification and with the approval of their host. All guests must be signed in by a host with a valid PennCard and access to the given building. The University has a comprehensive access control system in place that includes both automated and manual locks. Most student rooms are equipped with an electronic lock system or mortise locks with anti-carding devices. Residential Services maintains three College Houses (Harnwell, Harrison, and Rodin) and Sansom Place East as open residences during the winter break between semesters.

#### *Use of Facilities*

The facilities at the University of Pennsylvania exist to house or support the tripartite mission of the institution: teaching, research and service. The use of these facilities is given to University groups and approved non-University organizations under certain circumstances. Permission to use these facilities does not constitute University endorsement of the activities held in the facilities. The policy on Use of Facilities is stated in the PennBook, which is available online at <https://catalog.upenn.edu/pennbook/use-facilities/>.

If you have questions on the use of facilities at Penn, please contact the Executive Director of the Office of Student Affairs at (215) 898-6533.

#### *Lighting Maintenance*

The Division of Public Safety has regular contact with those responsible for the campus grounds and lighting to ensure that the shrubs, bushes and greenery throughout the campus are appropriate and well maintained and that campus lighting is appropriate.

### **Housing Occupancy for the 2020-2021 Academic Year**

Undergraduate Student Enrollment: 9,960

Graduate & Professional Student Enrollment: 11,825

Undergraduate Students in Campus Housing: 5139

Graduate & Professional Students in Campus Housing: 489

All first year undergraduate students, including freshmen, transfer, and exchange, are required to live on campus and participate in a meal plan. Freshmen may submit housing preferences. Students requesting Program Community membership are assigned first by the College Houses based on information provided in the required essay. All other freshmen, and those not accepted into a Program Community, are then assigned by a computer program, which considers housing preferences if space is available in the preferred room types. The dates for

room selection are posted on Housing’s website (<http://www.upenn.edu/housing>). Preferences are considered in the assignment process to the extent possible. Returning upperclass students are assigned housing through a room selection process in January and February.

Returning graduate students apply to renew their housing in March. New graduate and professional students are assigned housing in order of the receipt of their application. Room changes are made during designated periods each semester if space is available. The dates are posted on Housing’s website (<http://www.upenn.edu/housing>). Emergency room change requests can be made at any time upon the recommendation of a College House Director. If you have questions on room assignments or rent charges, call (215) 898-8271; questions or concerns about residential services, call (215) 898-3547; or questions about the College House programs, call (215) 898-5551.



*The Quadrangle*

## » **The Hospital of the University of Pennsylvania (HUP)**

The Hospital of the University of Pennsylvania (HUP) maintains a proprietary security department that is committed to providing a safe and secure environment in hospital facilities, and for its patients, staff and visitors. All HUP Security Officers are Pennsylvania Act 235 certified; this 40-hour accreditation process is the only recognized professional training curriculum in the Commonwealth of Pennsylvania for private security. Security officers are stationed at the major entrances to the hospital and engage in regular patrols of the facilities. Officers respond to all requests for assistance, whether routine or emergency. An Operations Center of the Security Department is maintained 24/7, answering calls for service, monitoring the CCTV/Controlled Access System, as well as safety and security alarms. In an emergency, please contact the HUP Security Department by dialing 2677 (COPS) from a hospital telephone or (215) 662-2677 from outside the hospital.

### **Security Department at HUP**

HUP, HUP, the Perelman Center for Advanced Medicine, Smilow Translational Research Center and 3600 CCB share a security department. Security Administration consists of the Director of Security, who is responsible for all functions of the HUP Security Department, as well as an Assistant Security Director, Security Systems Manager, Shift Supervisors, Training and Compliance Coordinator, Badge Center Coordinator, and a Badge Center Clerk who manages the Photo ID/Access Control System. Security Operations consists of uniformed officers on three shifts, all of whom are supervised by a sergeant with support of 2 corporals. Security Operations, located in Donner Basement, is responsible for providing safety and security services 24/7 and responding to requests for routine and emergency services. The HUP Security Department, when necessary, coordinates its activities with the University of Pennsylvania Police Department and the Philadelphia Police Department.

At all entrances to the Emergency Department, all visitors are required to pass through a metal detector. Illegal or potentially harmful items are confiscated. Firearms without appropriate permits are turned over to Penn Police. Other potentially harmful items that are not illegal to possess are returned when leaving the premises.

### **Reporting Crime at HUP**

All criminal incidents and requests for assistance should be reported to the Security Operations Center. The HUP Security Department reports all criminal activity as well as other data to the Hospital's Environment of Care Committee, which reports data to the Health System Board of Trustees on a quarterly basis. The HUP Security Department also reports all criminal incidents to the University of Pennsylvania Police Department. To report a criminal incident at HUP, dial 2677 (COPS) from a hospital telephone or call (215) 662-2677 from outside the hospital.

### **Access to HUP**

Security monitors all major entrances to HUP during normal hours. After-hours entrance to HUP is restricted to the Emergency Department entrance.

### **Security Education at HUP**

Crime prevention programs and security awareness education are presented annually to the HUP staff, and, when necessary, on a departmental basis.

## » **Penn Presbyterian Medical Center (Presbyterian or PPMC)**

Presbyterian Medical Center (Presbyterian or PPMC) is committed to providing a safe and secure environment for the hospital faculty, patients, visitors, and staff. To that end, Presbyterian maintains a Security Department comprised of two sections:

Security Administration, consisting of the Director of Security, who is responsible for all functions of the Presbyterian Security Department and managing all security officers and Information Desk Receptionists, and an Operations Manager, who assists the director.

Security Operations, consisting of uniformed officers divided into three (3) shifts. All PPMC Security Officers are Pennsylvania Act 235 certified; this 40-hour accreditation process is the only recognized professional training curriculum in the Commonwealth of Pennsylvania for private security. The Security Command Center, which operates 24/7/365, is located in the Wright/Saunders Building at the Powelton Avenue Entrance, adjacent to the Emergency Department. Security Operations responds to all security and safety related requests for both routine and emergency services. The officer assigned to the Command Center monitors the CCTV/Controlled Access System as well as safety and security alarms. University of Pennsylvania Police Officers are assigned to the Trauma Center located in the Pavilion for Advanced Care at PPMC. Bike Officers patrol the campus at various times, 7 days a week. The Director of Security and the Security Operations Manager have day-to-day responsibility for the Operations Center.

To contact Presbyterian Security in an emergency or to request assistance, dial extension 8238 from a hospital telephone or (215) 662-8238 from outside the hospital.

### **Reporting Crime at Presbyterian**

All criminal incidents, suspicious activity, safety issues and requests for assistance should be reported to the Security Command Center at the Powelton Avenue entrance to the Wright/Saunders Building, which is in operation 24/7. Security reports all incidents (criminal, safety, and violations of hospital policies and procedures) as well as other data and statistics to the Environment of Care Committee on a monthly basis.

### **Access to Presbyterian**

Security officers monitor all entrances during normal hours and restrict entry into the hospital after normal hours to the Medical Office building entrance and the Powelton Avenue entrance.

### **Security Education for Presbyterian**

Security Awareness and Crime Prevention training programs are presented to all hospital staff at New Employee Orientation sessions, annually as required, as well as on a departmental basis as requested.

### **Services Provided**

Presbyterian Photo Identification and Card Access Control: Penn Presbyterian Medical Center provides all employees, faculty and staff with photo identification cards that are also used as card keys to access and travel throughout the campus. The Photo Identification Center is located in the Wright/Saunders Building, Room W120. The hours of operation are Monday through Friday, 7:30 a.m. until 12 p.m. There is a replacement charge of \$10 for any lost ID cards.

Assistance and escorts to and from facility parking areas for employees is available upon request. Employees, faculty and staff may also utilize escort services provide by the University at (215) 898-RIDE (7433) or (215) 898-WALK (9255).





## » The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act)

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act 20 U.S.C. § 1092(f)) requires Penn to provide students and employees with information on its security policies and procedures and specific statistics for certain criminal incidents, arrests and disciplinary referrals and to make the information and statistics available to prospective students and employees upon request. This information is available by calling the Division of Public Safety Office of the Vice President at (215) 898-7515 or visiting [www.publicsafety.upenn.edu/clery](http://www.publicsafety.upenn.edu/clery).

The Division of Public Safety maintains close relationships with all police departments where the University of Pennsylvania owns or controls property. Crimes reported to local police departments that involve University property are brought to the attention of DPS. In addition to collecting Clery crime statistics from local police departments, all reports of crime incidents made directly to DPS through Penn Police Officers, the PennComm Dispatch Center, and Allied Universal Security, as well as all incidents reported to Campus Security Authorities are entered into an integrated computer-aided dispatch/records management system. All entries are recorded in the system in accordance with crime definitions outlined in the FBI Uniform Crime Reporting handbook. Incidents involving sex offenses are entered in accordance with the FBI National Incident Based Reporting System.

To validate that all reports are classified according to the proper crime category, a police supervisor reviews every police report and all reports received from Campus Security Authorities. Personnel assigned to the Records Unit and Police Patrol Commanders periodically audit reports to ensure that information is being collected and entered properly according to crime classifications. On a daily basis crime analysts compare crimes reported directly to the Philadelphia Police 9-1-1 system against all crimes reported to DPS. This process ensures that crimes reported to local police that occur within the Penn patrol boundary are made known to DPS and are accounted for in crime statistics, as well as in the Daily Crime Log.

Statistics reported for subcategories on liquor laws, drug laws, and weapon offenses represent the number of people arrested or referred to campus judicial authorities.

It is important to note that the crime classifications for which colleges and universities must provide statistics differ under state and federal law. Statistics for certain crime classifications might appear to be different. For example, the federal statistics for motor vehicle theft differ from the state statistics for the same category because the federal classification includes attempted motor vehicle thefts, while state law requires institutions to separately report attempted motor vehicle thefts.

### **Definitions of Crimes Reportable Under The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as Amended by the Higher Education Opportunity Act & the Violence Against Women Act:**

#### **Criminal homicide**

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

#### **Manslaughter**

**Non-negligent Manslaughter [Murder]:** The willful (non-negligent) killing of one human being by another.

**Manslaughter by Negligence [Criminal Homicide]:** The killing of another person through gross negligence.

#### **Sex offenses**

**Rape:** The penetration, no matter how slight, of the vagina or anus with any body part

or object, or oral penetration of a sex organ of another person, without the consent of the victim.

**Fondling:** The touching of the private body parts of another 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 temporary or permanent mental or physical incapacity.

**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.

In Pennsylvania, it is illegal for an adult (someone 18 or older) to have sex with a minor (someone younger than 16), even if the sex is consensual.

**Robbery:** The taking or attempting to take anything 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 attack is usually assault accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury results from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

**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. (Classify as a motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)

**Arson:** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

**Domestic Violence:** a felony or misdemeanor crime of violence committed a) by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under domestic or family violence laws of the jurisdiction in which the crime of violence occurred; and/or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

**Stalking:** engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

**Hate Crimes:** Includes all of the crimes listed above, where the law requires the release of statistics by category of prejudice where the victim was intentionally selected because of the perpetrator's bias against the victim based on one of the Categories of Prejudice listed below, plus the following crimes:



**A. Larceny Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another.

**B. Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**C. Destruction/Damage/Vandalism of Property:** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

**D. Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

### **Categories of Prejudice under Hate Crimes are as follows:**

**A. Race**—A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.

**B. 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.

**C. 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.

**D. Sexual Orientation**—A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation – 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.

**E. 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.

**F. National Origin**- A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

**G. 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.

**H. Gender Identity**—A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.

**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 Abuse 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, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

**Liquor Law Violations:** The violation of laws or ordinances prohibiting: the manufacture, sale, transportation, furnishing, or 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. (*Public Drunkenness and Driving Under the Influence are not included in this definition.*)

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\* Referrals for Disciplinary Actions by Student Conduct must be reported to the Penn Police for the following: 64  
Illegal Weapons Possession; Violations of Drug Laws; Violations of Liquor Laws

## » **Campus Security Authority (CSA)**

A Campus Security Authority (CSA) is an individual who is an official of the institution who has significant responsibility for student and campus activities, including but not limited to:

- Penn Police Officers
- Allied Universal Security Officers
- Student Housing Staff
- Office of Student Conduct Staff
- Directors of Athletics and Team Coaches
- Faculty Advisor to a student group
- Academic Advisors
- Office of Fraternity and Sorority Life Staff
- Physicians in Campus Health Center
- Dean of Students overseeing Student Housing, a Student Center or student extra-curricular activities
- College House Faculty & Staff in Residence
- Student Resident Advisor (RA) or a Graduate Assistant (GA)
- Campus Resource Center Staff

Under the Clery Act a crime is reported when a victim, witness, other third party or even the offender brings it to the attention of a CSA or local law enforcement personnel. It does not matter whether or not the individual/s involved in the crime or reporting the crime are associated with the institution. If a CSA receives the crime information and believes it was provided in good faith, he or she should document it as a crime report and provide this report to the Division of Public Safety, UPPD. In “good faith” means there is a reasonable basis for believing that the information is not simply rumor or hearsay. CSAs are not responsible for investigating crimes. Their role is to report all incidents immediately, no matter how minor an incident may seem. All investigations and crime classifications are the responsibility of sworn law enforcement personnel.

A training session for CSAs is conducted annually\*; those who cannot attend live complete an online training module. All CSAs are provided a web link to a form to report crimes to the Division of Public Safety. All newly hired security officers receive CSA training as part of orientation, while all security officers receive annual CSA training.

There are two classifications of individuals who, although they have significant responsibilities for student and campus activities, are not considered CSAs under the Clery Act. They are pastoral counselors and professional counselors. A pastoral counselor is defined as a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor. A professional counselor is defined as a person whose official responsibilities include providing mental health counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification. This definition also applies to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.

Although pastoral counselors and professional counselors do not have to report crimes that are brought to their attention while serving in an official capacity, they are encouraged to inform their client/s of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

## » Campus Crime Statistics for the University of Pennsylvania

The law requires statistics for an expanded area beyond the campus and it requires these statistics to be shown in specific geographic categories. (Note that incidents shown in the On-Campus Residential category are also included in the statistics shown in the Campus\* category.) The following statistics are provided in compliance with the specific time periods, crime classifications, geographic categories and arrest data mandated by federal law.

*\*The Clery Act defines:*

**Campus** as “any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the institution and is owned by the institution but controlled by another person, is used by students, and supports the institutional purposes, such as a food or other retail vendor.”

**On-Campus Residential** is a sub-category of Campus showing the number of on-campus incidents that occur “in dormitories or other residential facilities for students on campus.”

**Non-Campus Building or Property** as “any building or property owned or controlled by a student organization recognized by the institution; and any building or property, other than a branch campus, owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution’s educational purposes, is used by students, and is not within the same reasonable contiguous geographic area of the institution.”

**Public Property** as “all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution’s educational purposes.”



*Harrison College House*

## Campus Crime Report

### January 1, 2020 through December 31, 2020

Incidents shown in the "On-Campus Residential" category are also included in the statistics shown in the "On-Campus Total" category.

Crime Classification	Campus		Non-Campus	Public Property	TOTAL	Unfounded
	On-Campus Residential	On-Campus Total				
Murder	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Rape	2	4	0	0	4	0
Fondling	0	2	0	7	9	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Stalking	0	1	0	0	1	0
Domestic Violence	0	3	0	8	11	0
Dating Violence	1	5	0	1	6	0
Robbery	0	1	0	19	20	0
Aggravated Assault	0	2	0	15	17	0
Burglary	0	6	2	0	8	0
Motor Vehicle Theft	0	5	0	26	31	0
Arson	0	0	0	1	1	0
<b>Liquor-Law Violations:</b>						
Arrest	0	0	0	0	0	0
Disciplinary Referrals	47	52	0	10	62	0
<b>Drug-Related Violations:</b>						
Arrest	0	0	0	0	0	0
Disciplinary Referrals	35	35	1	1	37	0
<b>Weapons Possessions:</b>						
Arrest	0	4	0	4	8	0
Disciplinary Referrals	1	1	0	0	1	0
<b>Hate Crimes</b>						
Assault ( <i>Ethnicity</i> )	0	1	0	0	1	0
Vandalism ( <i>Race</i> )	0	0	0	1	1	0

## Campus Crime Report January 1, 2019 through December 31, 2019

Incidents shown in the "On-Campus Residential" category are also included in the statistics shown in the "On-Campus Total" category.

Crime Classification	Campus		Non-Campus	Public Property	TOTAL	Unfounded
	On-Campus Residential	On-Campus Total				
Murder	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Rape	2	2	0	0	2	0
Fondling	2	3	0	11	14	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Domestic Violence	0	5	1	8	14	0
Dating Violence	1	7	0	6	13	0
Robbery	0	2	0	19	21	0
Aggravated Assault	0	2	1	21	24	0
Burglary	4	14	0	0	14	0
Motor Vehicle Theft	0	3	0	10	13	0
Arson	0	0	0	0	0	0
<b>Liquor-Law Violations:</b>						
Arrest	1	1	0	5	6	0
Disciplinary Referrals	303	313	5	53	371	0
<b>Drug-Related Violations:</b>						
Arrest	0	0	0	4	4	0
Disciplinary Referrals	70	71	0	1	72	0
<b>Weapons Possessions:</b>						
Arrest	0	0	0	3	3	0
Disciplinary Referrals	3	3	0	0	3	0
<b>Hate Crimes</b>						
	0	0	0	0	0	0

## Campus Crime Report January 1, 2018 through December 31, 2018

Incidents shown in the "On-Campus Residential" category are also included in the statistics shown in the "On-Campus Total" category.

Crime Classification	Campus		Non-Campus	Public Property	TOTAL	Unfounded
	On-Campus Residential	On-Campus Total				
Murder	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Rape	6	6	0	1	7	0
Fondling	1	5	0	1	6	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Domestic Violence	0	4	0	6	10	0
Dating Violence	1	5	0	7	12	0
Robbery	0	8	0	18	26	0
Aggravated Assault	0	2	0	8	10	0
Burglary	5	7	3	0	10	1
Motor Vehicle Theft	0	3	0	13	16	0
Arson	0	1	0	1	2	0
Liquor-Law Violations:						
Arrest	1	5	1	9	15	0
Disciplinary Referrals	300	312	7	47	366	0
Drug-Related Violations:						
Arrest	0	2	0	3	5	0
Disciplinary Referrals	82	83	0	1	84	0
Weapons Possessions:						
Arrest	0	3	0	1	4	0
Disciplinary Referrals	0	0	0	0	0	0
Hate Crimes						
	0	0	0	0	0	0

## » **Crime Statistics for Non-contiguous Properties of the University of Pennsylvania**

The Clery Act, as amended, requires separate statistics for specified criminal incidents, arrests and disciplinary referrals for certain non-contiguous properties. The following statistics include reportable crime at non-contiguous properties specified for inclusion in this report for the period January 1, 2018, through December 31, 2020. These statistics conform to the specific definitions, time period and classifications specified by federal law.



*Penn Rowing  
Photo by Eric Sucar*

**Campus Crime Report: Morris Arboretum**  
**January 1-December 31 : for the years 2018, 2019 and 2020**

Crime Classification	Campus						Non-Campus			Public Property			TOTAL			Unfounded		
	On-Campus Residential			On-Campus Total			2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
	2020	2019	2018	2020	2019	2018												
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-Law Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug-Related Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possessions:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Emergency Preparedness: Morris Arboretum has emergency BlueBooks on site as well as conducting annual Emergency Preparedness drills.



**Campus Crime Report: New Bolton Center**  
**January 1-December 31 : for the years 2018, 2019 and 2020**

Crime Classification	Campus				Non-Campus			Public Property			TOTAL			Unfounded		
	On-Campus Residential		On-Campus Total		2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018	
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-Law Violations:																
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug-Related Violations:																
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possessions:																
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Emergency Preparedness: New Bolton Center has emergency BlueBooks on site as well as conducting annual Emergency Preparedness drills. Security officers provide vehicle patrol Monday-Friday, 3pm to 7am; Saturday and Sunday, 24 hours a day.

**Campus Crime Report: Wharton, 2401 Walnut Street, 8th Floor**

January 1-December 31 : for the years 2018, 2019 and 2020

Crime Classification	Campus						Non-Campus			Public Property			TOTAL			Unfounded		
	On-Campus Residential		On-Campus Total				2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
	2020	2019	2018	2020	2019	2018												
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-Law Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug-Related Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possessions:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Emergency Preparedness: Wharton, 2401 Walnut Street, 8th floor, has a security officer in direct communication with PennComm and Philadelphia Police when the property is occupied.

**Campus Crime Report: University Boathouse**  
**January 1-December 31 : for the years 2018, 2019 and 2020**

Crime Classification	Campus						Non-Campus			Public Property			TOTAL			Unfounded		
	On-Campus Residential		On-Campus Total				2020	2019	2018	2020	2019	2018	2020	2019	2018	2020	2019	2018
	2020	2019	2018	2020	2019	2018												
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-Law Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug-Related Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possessions:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Emergency Preparedness: University Boathouse has an emergency BlueBook on site as well as conducting an annual Emergency Preparedness drill.

## » The Pennsylvania Uniform Crime Reporting Act

The Pennsylvania Uniform Crime Reporting Act requires the release of crime statistics and rates to students and employees, and it requires that those statistics be available to applicants and new employees upon request. The rate is based on the actual number of Full Time Equivalent (FTE) students and employees, calculated according to a state-mandated formula. The index in the table below is based on incidents per 100,000 FTEs. The University's FTE population for 2018 was 57,191; for 2019 was 65,322; and for 2020 was 54,814 .

NOTE: The statistics reflect an expanded geographic area beyond the campus.

Offense	2020 CY		2019 CY		2018 CY	
	Offenses Known	Index 100,000	Offenses Known	Index 100,000	Offenses Known	Index 100,000
Criminal Homicide	0	0.0	1	1.5	0	0.0
Forcible Rape	12	21.8	4	6.1	9	15.7
Robbery	27	49.1	26	39.8	31	54.2
Aggravated Assault	20	36.4	28	42.8	16	28.0
Simple Assault	55	100.1	74	113.2	76	132.8
Burglary	35	63.7	44	67.3	38	66.4
Theft	409	744.4	620	948.6	641	1120.5
Motor Vehicle Theft	34	61.9	16	24.5	16	28.0
Attempted MV Theft	0	0.0	0	0.0	0	0.0
Arson	1	1.8	0	0.0	2	3.5
<b>Total Part 1</b>	<b>593</b>		<b>813</b>		<b>829</b>	
Forgery/Counterfeiting	1	1.8	5	7.7	2	3.5
Fraud	35	63.7	65	99.5	54	94.4
Embezzlement	6	10.9	4	6.1	7	12.2
Stolen Property (Buying, Receiving, Possessing)	1	1.8	1	1.5	0	0.0
Vandalism	55	100.1	31	47.4	35	61.2
Weapons Offense	8	14.6	3	4.6	4	7.0
Prostitution and Commercialized Vice	0	0.0	0	0.0	0	0.0
Sex Offenses (except Rape and Prostitution)	14	25.5	19	29.1	7	12.2
Drug Abuse Violations	0	0.0	3	4.6	5	8.7
Gambling	0	0.0	0	0.0	0	0.0
Offenses Against Family	0	0.0	0	0.0	0	0.0
Driving Under Influence	3	5.5	31	47.4	26	45.4
Liquor Laws	1	1.8	8	12.2	22	38.5
Drunkenness (except Liquor Violation Laws)	1	1.8	6	9.2	7	12.2
Disorderly Conduct	4	7.3	19	29.1	11	19.2
Vagrancy	0	0.0	0	0.0	0	0.0
All Other Offenses*	64	116.5	112	171.4	122	213.3
<b>Total Part 2</b>	<b>193</b>		<b>307</b>		<b>302</b>	
<b>Grand Totals</b>	<b>786</b>		<b>1120</b>		<b>1131</b>	

\*All other offenses include harassment, harassment by communication, threats, unlawful restraint, loitering and prowling and trespass.

## » Daily Crime and Fire Log

The Division of Public Safety (DPS) maintains a combined Daily Crime and Fire Log of all incidents reported to the Division of Public Safety. This includes all crimes, fire-related incidents and other serious incidents that occur on campus, including areas jointly patrolled by the University Police and the Philadelphia Police Department, in non-campus buildings or properties, on public property or within the Penn Patrol Zone.

The Daily Crime and Fire Log includes the incident type, date incident is reported, date and time of occurrence, and general location of each reported incident type, as well as the disposition of the incident, if this information is known. The Division of Public Safety posts specific incidents in the Daily Crime and Fire Log within two business days of receiving a report of an incident and reserves the right to exclude reports from a log in certain circumstances as permitted by law.

The most current 60 days of information is available on a kiosk in the lobby of the Division of Public Safety headquarters, located at 4040 Chestnut Street. In addition, a 60-day Daily Crime and Fire Log is available for public inspection online at [www.publicsafety.upenn.edu](http://www.publicsafety.upenn.edu). The Division of Public Safety also maintains a seven-year archive of the Daily Crime and Fire Log. Requests for information older than 60 days must be directed to the Vice President of the Division of Public Safety. Information will be made available within two business days of a request for public inspection.

The Division of Public Safety also submits the Daily Crime and Fire Log to the University of Pennsylvania's journal of record, Almanac, to be published weekly. It is also available online at <https://almanac.upenn.edu/sections/crimes>. Upon request, the Daily Crime and Fire Log, including incident descriptions, is provided weekly to The Daily Pennsylvanian, which can be viewed online at [www.thedp.com/](http://www.thedp.com/).

## » Annual Fire Safety Report

The Higher Education Opportunity Act (HEOA) requires a fire log and Annual Fire Safety Report be maintained by institutions that participate in federal student financial aid programs, descriptions of which follow:

1. Fire Log: Institutions must keep a fire log that states the nature of the fire, date, time, and general location of each fire in on-campus student housing facilities. The University of Pennsylvania complies with this rule by including all fire-related incidents in the Daily Crime and Fire Log. The most current 60 days of information is available on a kiosk in the lobby of the Division of Public Safety headquarters, located at 4040 Chestnut Street. In addition, a 60-day Daily Crime and Fire Log is available for public inspection online at <http://www.publicsafety.upenn.edu>. The Division of Public Safety also maintains a seven-year archive of the Daily Crime and Fire Log.

Requests for information older than 60 days must be directed to the Vice President of the Division of Public Safety. Information will be made available within two business days of a request for public inspection.

2. Annual Fire Safety Report: Institutions with on-campus student housing facilities must publish annually a fire safety report that provides information on campus fire safety practices and standards. The University of Pennsylvania complies with this regulation by including all fire-related incidents at on-campus student housing facilities as part of the Annual Security & Fire Safety Report. Information contained in this annual fire safety report includes: number and cause of fires at all on-campus student housing facilities; number of fire-related deaths; related injuries; value of fire-related property damage; information on evacuation procedures; fire safety education and training programs; fire safety systems in each student housing

facility; number of regular mandatory supervised fire drills; and policies on portable electrical appliances, smoking and open flames. The Annual Security & Fire Safety Report must include three years of data.

If a fire occurs in any University building, community members should immediately notify Public Safety by dialing 5-1-1 from any land line phone or (215) 573-3333 from any cell phone. Members of the Penn Health System should dial 9-1-1 from a landline or call Public Safety at (215) 573-3333. Public Safety will initiate a response as the department has a direct dial phone line to the Philadelphia Fire Department and can summon the fire department quickly through this method of communication. If a member of the Penn community finds evidence of a fire that has been extinguished, and the person is not sure whether Public Safety has already responded, the community member should immediately notify Public Safety to investigate and document the incident.

The campus fire alarm systems alert community members of potential hazards. Community members are required to heed an activated fire alarm system and evacuate a building immediately. Use the nearest available exit to evacuate the building. Gather outside at either the primary or secondary Building Area of Refuge (B.A.R.) as noted on the building's Emergency Procedures Bulletin. Community members should familiarize themselves with the exits in each building.

When a fire alarm is activated, the elevators in most buildings will automatically recall to a pre-designated fire safe floor. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency phone button. The emergency phones in elevators on campus ring to a dispatcher working inside of the PennComm Center within DPS. Penn Community members who self-identify as needing additional assistance in emergency situations are provided instructions on how to safely evacuate a building by Fire Emergency Services during special training sessions and are assigned an assistant who is a member of their building's Penn Emergency Team.

## **Fire Alarm, Detection and Suppression Systems**

All University buildings, including residential halls and fraternities and sororities, are equipped with fire alarm systems with fire detection components and are monitored by PennComm at the Division of Public Safety Headquarters, 24/7. Non-Penn owned fraternities and sororities are monitored by independent fire alarm companies, which are required to immediately call the Philadelphia Fire Department and PennComm during the receipt of a fire alarm, 24/7.

All residential halls, fraternities and sororities, including non-Penn owned fraternities and sororities, are equipped with automatic fire sprinkler systems monitored by the building fire alarm system.

## **Health and Safety Inspections**

The Departments of Fire and Emergency Services and Residential Services perform residential inspections at mid-year, usually during the winter break. Residents are notified beforehand of the inspection process. The inspections are conducted to identify safety violations as well as conditions that may be detrimental to the health or wellbeing of the wider residential community.

The inspections include a visual examination of electrical cords, sprinkler heads, smoke detectors and other life safety systems. In addition, each room is examined for the presence of prohibited items such as candles, halogen lamps, open coiled appliances, pets, etc. Rooms are also examined for evidence of prohibited activity such as smoking in the room, removal of door closers, unauthorized door locking or alarm mechanisms, removal of security screens or other

equipment, tampering with life safety equipment, etc. This inspection also includes a general assessment of cleanliness of the room, including food and waste storage.

Safety inspection violations are reported to the residential program staff and are pursued by Residential Services or College House staff. Those residential staff members are expected to communicate concerns with involved residents, informing them of possible sanctions ranging from fines to expulsion from housing, and to document such follow up.

The resident's signature on the Housing Services Occupancy Agreement, required in order to take occupancy, signifies their acceptance of and responsibility for abiding by residential and University policies as provided through all printed publications, web sites, email and other vehicles. Specific Health and Safety policies and procedures are outlined in the Residential Handbook as well as the Occupancy Agreement. Per the agreement, Housing Services may enter any room at any time for the purposes of inspection, establishment of order, maintenance, extermination, inventory correction, cleaning, or in case of emergency or other reasonable purposes.

## » Fire Definitions

**Fire:** Rapid oxidation of combustible material accompanied by heat, light and smoke of combustible material, which is found outside of its normal appliance, whether or not it is extinguished prior to arrival of emergency personnel.

**Fire-related Deaths:** Number of persons who were fatalities because of a fire incident, including death resulting from a natural or accidental cause while involved in fire control, attempting a rescue, or persons escaping from the fire scene (an individual who dies within one (1) year of injuries sustained as a result of a fire).

**Fire-related Injuries:** Number of persons receiving injuries from fire-related incidents, including an injury from a natural or accidental cause who received medical treatment at a local medical facility. This includes first responders attempting to control the fire or attempting a rescue, or persons escaping from the fire scene. Persons may include students, faculty, staff, visitors, firefighters, or any other individuals.

**Estimated U.S. Dollar Loss Related to Fire Incidents:** Estimated total U.S. dollar loss of both contents and structure or property destroyed because of a fire incident, not loss of business.

**Evacuation Procedures Posted:** When a fire alarm is activated, evacuation is mandatory. DO NOT use elevators; evacuate the building using the nearest available exit and proceed to the Building Area of Refuge (B.A.R.) to begin an accountability and assessment process.

**Fire Alarms Monitored by PennComm:** Fire alarms are monitored 24 hours a day, seven days a week, 52 weeks a year within the Division of Public Safety by PennComm Dispatchers.

**Fire Safety Training Programs Delivered:** Number of training programs delivered by Fire and Emergency Services or other responsible persons of authority within the University or city of Philadelphia to occupants of residence halls, fraternities and sororities concerning fire prevention and emergency preparedness.

**Buildings Equipped with Fire Alarm Systems and Smoke Detectors:** Buildings that have functional fire alarm systems and smoke detectors installed. Please note, all residence halls, fraternities and sororities are equipped with a functional fire alarm system and smoke detectors.

**Buildings Protected with Automatic Sprinkler System Throughout:** Indicates an automatic sprinkler system protects all areas of a building. Please note, all residence halls, fraternities and sororities are equipped with sprinkler systems throughout. Residence Halls have wet-pipe automatic sprinkler systems and all fraternity and sororities have automatic sprinkler systems with a combination of wet and dry pipe sprinkler systems.

**Emergency Evacuation Drills (formerly known as Fire Drills):** The number of supervised scheduled drills or actual events at campus residence halls, fraternities or sororities that are facilitated and certified by the Division of Public Safety's Fire & Emergency Services (FES) department in cooperation with assigned University building personnel. Various drills are conducted throughout the year to familiarize students, faculty and staff with emergency procedures and individual roles. Each year FES facilitates four emergency evacuation drills targeting all residential halls, fraternities and sororities. In accordance with the Philadelphia Fire Code all academic and administrative buildings undergo the required number of emergency evacuation drills each year. Any building that does not fall under the Philadelphia Fire Code requirements also undergoes a minimum of one emergency evacuation drill each year. Additionally, all University buildings are required to participate in an annual Shelter - In - Place Awareness Drill.

## » **Fire Policies for On-Campus Student Housing Facilities**

### **Fire and Emergency Safety**

Residents are expected to comply and familiarize themselves with the Fire and Emergency Safety procedures of the University. Compliance includes properly evacuating, following the instructions of emergency personnel, and not damaging, tampering with, or blocking fire safety equipment or signs. Banners, flags, nets, holiday lighting, cable wire, and hangers cannot be installed in such a way as to interfere with the operation of any fire safety equipment (i.e. sprinkler heads or smoke detectors). No items may be installed on or suspended from the ceilings nor should non-flame-resistant decorations be hung on room/suite doors or hallway bulletin boards. Additionally, residents should not place furniture or items in any halls, fire exits, or otherwise block any other means of egress. Residents who fail to comply with any of the above are subject to fines and disciplinary action.

**Portable Electrical Appliances:** Hot plates, halogen lamps, immersion coils, air conditioners, freezers, dishwashers, washing machines, and open-coil appliances are prohibited in University residences as they pose a threat of electrical overload and/or fire.

- Space heaters may only be used when installed by Facilities Services.
- Microwaves, computers, stereos, televisions, radios, irons, non-commercial hairdryers, and other similar appliances are permitted, unless specifically prohibited by the residence staff. All appliances must have a manufacturer's label that show the electrical ratings and listing by a nationally recognized testing laboratory (e.g., ETL, UL, etc.). We strongly recommend the use of surge protectors.
- Microfridges may be rented from Campus Services Incorporated, see the Housing website for contact information. No more than one refrigerator may be installed per room or apartment, not including those provided by the University.



- Caution should be taken to prevent fire hazards resulting from excessive use of appliances and over-dependence on power strips and extension cords.

**Lamps:** A Special Safety Advisory – The use of halogen lamps is **prohibited**.

- Carefully read all safety instructions and warnings that accompany any lamp.
- Never use bulbs of a higher wattage or of a different style than is recommended by the manufacturer's instruction.
- Never remove or discard a bulb that is hot to the touch; don't try to operate a lamp that has damaged or missing parts.
- Do not place lamps near clothing, draperies, or bedding, as incidental contact with the lamp bulb could ignite the material. Keep lamps away from windows, bunk beds, and closets.
- NEVER place materials such as towels or clothing on top of lamps.
- Avoid placing lamps in location where they may be knocked over.
- Always remember to turn off or unplug any lamp when changing bulbs or when leaving your room/apartment.
- Taking proper precautions and guarding against potential hazards posed by lamps will help ensure community safety.

**Smoking:** Smoking, including hookahs and other smoking paraphernalia, is prohibited in all residential buildings, and outdoors within 20 feet of windows and doors. Some houses have additional restrictions. Those who violate this policy may face disciplinary actions, fines, and possible termination of their Housing Agreement.

**Open Flame:** Fire or smoke producing articles, such as Bunsen burners, portable stoves, kerosene lamps, cut trees, incense and candles are prohibited in residence. Possession of hibachis, barbecue grills, smokers, potpourri burning units or other fire-starting devices/substances is prohibited in residences, as is their use in residential areas or adjacent outdoor space without staff supervision. Violators are subject to judicial action and criminal prosecution. Exceptions are made for religious observances, only when pre-approved and in a monitored public area.

In the few areas where there is a functional fireplace, students must obtain approval for use. Before starting a fire, remove all combustible materials from the area and be sure the flue is open. Keep a screen in front of the fireplace while the fire is burning. Do not use liquid fuel starter and when using paper, limit the amount to avoid quick acceleration that could cause a flare up.

## Reported Fires for 2020 by Building Location For All University of Pennsylvania

Location	Total Fires In Each Building	Fire Number	Date	Time	Cause of Fire
<b>ON CAMPUS RESIDENCE HALLS</b>					
Quadrangle (3700 Spruce Street)	0		N/A	N/A	N/A
Harnwell House (3820 Locust Walk)	0		N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	0		N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	0		N/A	N/A	N/A
Sansom East (3600 Chestnut Street)	0		N/A	N/A	N/A
Sansom West (3650 Chestnut Street)	0		N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	0		N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	0		N/A	N/A	N/A
Class of '25 (3941 Irving Street)	0		N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	0		N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	0		N/A	N/A	N/A
Hill House (3333 Walnut Street)	0		N/A	N/A	N/A
Kings Court (3565 Sansom Street)	0		N/A	N/A	N/A
English House (3565 Sansom Street)	0		N/A	N/A	N/A
Lauder College House (3335 Woodland W.)	0		N/A	N/A	N/A
<b>FRATERNITIES</b>					
Alpha Chi Rho (219 S. 36th Street)	0		N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	0		N/A	N/A	N/A
Alpha Sigma Psi (4030 Spruce Street)	0		N/A	N/A	N/A
Alpha Tao Omega (225 S. 39th Street)	0		N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	0		N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	0		N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	0		N/A	N/A	N/A
Delti Psi (3637 Locust Walk)	0		N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	0		N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	0		N/A	N/A	N/A
Lambda Chi Alpha (128 S. 39th Street)	0		N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	0		N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	0		N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	0		N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	0		N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	0		N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	0		N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	0		N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	1	1	2/9/2020	2:35 am	Incendiary
Sigma Nu (3819 Walnut Street)	0		N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	0		N/A	N/A	N/A
Tau Epsilon Phi (3805-07 Walnut Street)	0		N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	0		N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	0		N/A	N/A	N/A
<b>SORORITIES</b>					
Alpha Delta Pi (3906 Spruce Street)	0		N/A	N/A	N/A
Alpha Phi (4045 Walnut Street)	0		N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	0		N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	0		N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	0		N/A	N/A	N/A
Sigma Delta Tau (3833 Walnut Street)	0		N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	0		N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	0		N/A	N/A	N/A
<b>TOTALS</b>	<b>1</b>	<b>1</b>			

## On-Campus Residence Halls, Fraternities & Sororities

Location	Number Of Injuries That Required Treatment At A Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire	Case Number
<b>ON CAMPUS RESIDENCE HALLS</b>				
Quadrangle (3700 Spruce Street)	N/A	N/A	N/A	N/A
Harnwell House (3820 Locust Walk)	N/A	N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	N/A	N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	N/A	N/A	N/A	N/A
Sansom East (3600 Chestnut Street)	N/A	N/A	N/A	N/A
Sansom West (3650 Chestnut Street)	N/A	N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	N/A	N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	N/A	N/A	N/A	N/A
Class of '25 (3941 Irving Street)	N/A	N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	N/A	N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	N/A	N/A	N/A	N/A
Hill House (3333 Walnut Street)	N/A	N/A	N/A	N/A
Kings Court (3565 Sansom Street)	N/A	N/A	N/A	N/A
English House (3565 Sansom Street)	N/A	N/A	N/A	N/A
Lauder College House (3335 Woodland W.)	N/A	N/A	N/A	N/A
<b>FRATERNITIES</b>				
Alpha Chi Rho (219 S. 36th Street)	N/A	N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	N/A	N/A	N/A	N/A
Alpha Sigma Psi (4030 Spruce Street)	N/A	N/A	N/A	N/A
Alpha Tao Omega (225 S. 39th Street)	N/A	N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	N/A	N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	N/A	N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	N/A	N/A	N/A	N/A
Delti Psi (3637 Locust Walk)	N/A	N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	N/A	N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	N/A	N/A	N/A	N/A
Lambda Chi Alpha (128 S. 39th Street)	N/A	N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	N/A	N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	N/A	N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	N/A	N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	N/A	N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	N/A	N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	N/A	N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	0	0	0	2020-00806
Sigma Nu (3819 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	N/A	N/A	N/A	N/A
Tau Epsilon Phi (3805-07 Walnut Street)	N/A	N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	N/A	N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	N/A	N/A	N/A	N/A
<b>SORORITIES</b>				
Alpha Delta Pi (3906 Spruce Street)	N/A	N/A	N/A	N/A
Alpha Phi (4045 Walnut Street)	N/A	N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	N/A	N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	N/A	N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	N/A	N/A	N/A	N/A
Sigma Delta Tau (3833 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	N/A	N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	N/A	N/A	N/A	N/A
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	

## Reported Fires for 2019 by Building Location For All University of Pennsylvania

Location	Total Fires In Each Building	Fire Number	Date	Time	Cause of Fire
<b>ON CAMPUS RESIDENCE HALLS</b>					
Quadrangle (3700 Spruce Street)	0		N/A	N/A	N/A
Harnwell House (3820 Locust Walk)	0		N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	0		N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	0		N/A	N/A	N/A
Sansom East (3600 Chestnut Street)	0		N/A	N/A	N/A
Sansom West (3650 Chestnut Street)	0		N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	0		N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	1	1	2/6/19	12:32AM	Cooking Equipment
Class of '25 (3941 Irving Street)	0		N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	0		N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	0		N/A	N/A	N/A
Hill House (3333 Walnut Street)	0		N/A	N/A	N/A
Kings Court (3565 Sansom Street)	0		N/A	N/A	N/A
English House (3565 Sansom Street)	0		N/A	N/A	N/A
Lauder College House (Former New College House) (3335 Woodland W.)	0		N/A	N/A	N/A
<b>FRATERNITIES</b>					
Alpha Chi Rho (219 S. 36th Street)	0		N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	0		N/A	N/A	N/A
Alpha Sigma Psi (4030 Spruce Street)	0		N/A	N/A	N/A
Alpha Tao Omega (225 S. 39th Street)	0		N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	0		N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	0		N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	0		N/A	N/A	N/A
Delti Psi (3637 Locust Walk)	0		N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	0		N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	0		N/A	N/A	N/A
Lambda Chi Alpha (128 S. 39th Street)	0		N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	0		N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	0		N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	0		N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	0		N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	0		N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	0		N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	0		N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	0		N/A	N/A	N/A
Sigma Nu (3819 Walnut Street)	0		N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	0		N/A	N/A	N/A
Tau Epsilon Phi (3805-07 Walnut Street)	0		N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	0		N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	0		N/A	N/A	N/A
<b>SORORITIES</b>					
Alpha Delta Pi (3906 Spruce Street)	0		N/A	N/A	N/A
Alpha Phi (4045 Walnut Street)	0		N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	0		N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	0		N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	0		N/A	N/A	N/A
Sigma Delta Tau (3833 Walnut Street)	0		N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	0		N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	0		N/A	N/A	N/A
<b>TOTALS</b>	<b>1</b>	<b>1</b>			

# On-Campus Residence Halls, Fraternities & Sororities

Location	Number Of Injuries That Required Treatment At A Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire	Case Number
<b>ON CAMPUS RESIDENCE HALLS</b>				
Quadrangle (3700 Spruce Street)	N/A	N/A	N/A	N/A
Harnwell House (3820 Locust Walk)	N/A	N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	N/A	N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	N/A	N/A	N/A	N/A
Sansom East (3600 Chestnut Street)	N/A	N/A	N/A	N/A
Sansom West (3650 Chestnut Street)	N/A	N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	N/A	N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	0	0	0	2019-00738
Class of '25 (3941 Irving Street)	N/A	N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	N/A	N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	N/A	N/A	N/A	N/A
Hill House (3333 Walnut Street)	N/A	N/A	N/A	N/A
Kings Court (3565 Sansom Street)	N/A	N/A	N/A	N/A
English House (3565 Sansom Street)	N/A	N/A	N/A	N/A
Lauder College House (3335 Woodland W.)	N/A	N/A	N/A	N/A
<b>FRATERNITIES</b>				
Alpha Chi Rho (219 S. 36th Street)	N/A	N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	N/A	N/A	N/A	N/A
Alpha Sigma Psi (4030 Spruce Street)	N/A	N/A	N/A	N/A
Alpha Tao Omega (225 S. 39th Street)	N/A	N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	N/A	N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	N/A	N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	N/A	N/A	N/A	N/A
Delti Psi (3637 Locust Walk)	N/A	N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	N/A	N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	N/A	N/A	N/A	N/A
Lambda Chi Alpha (128 S. 39th Street)	N/A	N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	N/A	N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	N/A	N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	N/A	N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	N/A	N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	N/A	N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	N/A	N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	N/A	N/A	N/A	N/A
Sigma Nu (3819 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	N/A	N/A	N/A	N/A
Tau Epsilon Phi (3805-07 Walnut Street)	N/A	N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	N/A	N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	N/A	N/A	N/A	N/A
<b>SORORITIES</b>				
Alpha Delta Pi (3906 Spruce Street)	N/A	N/A	N/A	N/A
Alpha Phi (4045 Walnut Street)	N/A	N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	N/A	N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	N/A	N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	N/A	N/A	N/A	N/A
Sigma Delta Tau (3833 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	N/A	N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	N/A	N/A	N/A	N/A
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>0</b>	

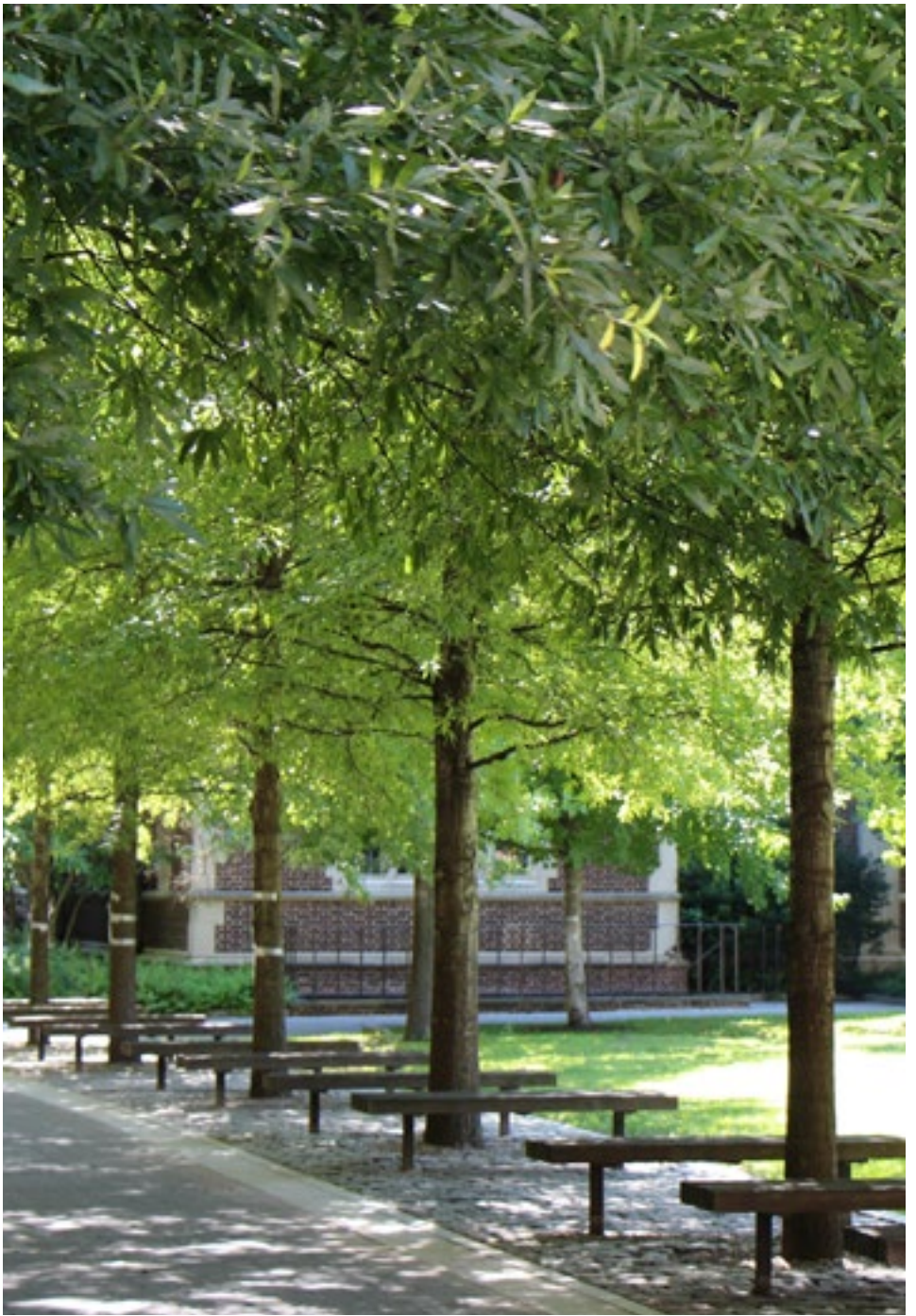
## Reported Fires for 2018 by Building Location For All University of Pennsylvania

Location	Total Fires In Each Building	Fire Number	Date	Time	Cause of Fire
<b>ON CAMPUS RESIDENCE HALLS</b>					
Quadrangle (3700 Spruce Street)	0		N/A	N/A	N/A
Harnwell House (3820 Locust Walk)	0		N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	0		N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	0		N/A	N/A	N/A
Sansom East (3600 Chestnut Street)	0		N/A	N/A	N/A
Sansom West (3650 Chestnut Street)	0		N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	0		N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	0		N/A	N/A	N/A
Class of '25 (3941 Irving Street)	0		N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	0		N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	0		N/A	N/A	N/A
Hill House (3333 Walnut Street)	1	1	8/23/18	7:28 am	Electrical
Kings Court (3565 Sansom Street)	0		N/A	N/A	N/A
English House (3565 Sansom Street)	0		N/A	N/A	N/A
New College House (3335 Woodland W.)	0		N/A	N/A	N/A
<b>FRATERNITIES</b>					
Alpha Chi Rho (219 S. 36th Street)	0		N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	0		N/A	N/A	N/A
Alpha Sigma Psi (4030 Spruce Street)	0		N/A	N/A	N/A
Alpha Tao Omega (225 S. 39th Street)	0		N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	0		N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	0		N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	0		N/A	N/A	N/A
Delti Psi (3637 Locust Walk)	0		N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	0		N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	0		N/A	N/A	N/A
Lambda Chi Alpha (128 S. 39th Street)	0		N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	0		N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	0		N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	0		N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	0		N/A	N/A	N/A
*Pi Lambda Phi (3914 Spruce Street)	0		N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	0		N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	0		N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	0		N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	0		N/A	N/A	N/A
Sigma Nu (3819 Walnut Street)	0		N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	0		N/A	N/A	N/A
Tau Epsilon Phi (3805-07 Walnut Street)	0		N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	0		N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	0		N/A	N/A	N/A
<b>SORORITIES</b>					
Alpha Delta Pi (3906 Spruce Street)	0		N/A	N/A	N/A
Alpha Phi (4045 Walnut Street)	0		N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	0		N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	0		N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	0		N/A	N/A	N/A
Sigma Delta Tau (3833 Walnut Street)	0		N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	0		N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	0		N/A	N/A	N/A
<b>TOTALS</b>	<b>1</b>	<b>1</b>			

\* Pi Lambda Phi has been de-recognized as of 7/13/18

# On-Campus Residence Halls, Fraternities & Sororities

Location	Number Of Injuries That Required Treatment At A Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire	Case Number
<b>ON CAMPUS RESIDENCE HALLS</b>				
Quadrangle (3700 Spruce Street)	N/A	N/A	N/A	N/A
Harnwell House (3820 Locust Walk)	N/A	N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	N/A	N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	N/A	N/A	N/A	N/A
Sansom East (3600 Chestnut Street)	N/A	N/A	N/A	N/A
Sansom West (3650 Chestnut Street)	N/A	N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	N/A	N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	N/A	N/A	N/A	N/A
Class of '25 (3941 Irving Street)	N/A	N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	N/A	N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	N/A	N/A	N/A	N/A
Hill House (3333 Walnut Street)	0	0	1500.00	2018-05379
Kings Court (3565 Sansom Street)	N/A	N/A	N/A	N/A
English House (3565 Sansom Street)	N/A	N/A	N/A	N/A
New College House (3335 Woodland W.)	N/A	N/A	N/A	N/A
<b>FRATERNITIES</b>				
Alpha Chi Rho (219 S. 36th Street)	N/A	N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	N/A	N/A	N/A	N/A
Alpha Sigma Psi (4030 Spruce Street)	N/A	N/A	N/A	N/A
Alpha Tao Omega (225 S. 39th Street)	N/A	N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	N/A	N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	N/A	N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	N/A	N/A	N/A	N/A
Delti Psi (3637 Locust Walk)	N/A	N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	N/A	N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	N/A	N/A	N/A	N/A
Lambda Chi Alpha (128 S. 39th Street)	N/A	N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	N/A	N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	N/A	N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	N/A	N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	N/A	N/A	N/A	N/A
Pi Lambda Phi (3914 Spruce Street)	N/A	N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	N/A	N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	N/A	N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	N/A	N/A	N/A	N/A
Sigma Nu (3819 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	N/A	N/A	N/A	N/A
Tau Epsilon Phi (3805-07 Walnut Street)	N/A	N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	N/A	N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	N/A	N/A	N/A	N/A
<b>SORORITIES</b>				
Alpha Delta Pi (3906 Spruce Street)	N/A	N/A	N/A	N/A
Alpha Phi (4045 Walnut Street)	N/A	N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	N/A	N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	N/A	N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	N/A	N/A	N/A	N/A
Sigma Delta Tau (3833 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	N/A	N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	N/A	N/A	N/A	N/A
<b>TOTALS</b>	<b>0</b>	<b>0</b>	<b>1500.00</b>	



*The Quadrangle*  
*Photo by Stacy Lutner Ritchey*



## 2020 Residential Fire Safety Amenities by Building Location For All University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year
<b>ON CAMPUS RESIDENCE HALLS</b>					
Quadrangle	YES	YES	YES	YES	5
Harnwell House	YES	YES	YES	YES	5
W.E.B. Du Bois	YES	YES	YES	YES	5
Mayer Hall	YES	YES	YES	YES	5
Sansom East	YES	YES	YES	YES	5
Sansom West	YES	YES	YES	YES	5
Rodin (HRN)	YES	YES	YES	YES	5
Harrison (HRS)	YES	YES	YES	YES	5
Class of '25	YES	YES	YES	YES	5
Van Pelt Manor	YES	YES	YES	YES	5
Stouffer Commons	YES	YES	YES	YES	5
Hill House	YES	YES	YES	YES	5
Kings Court	YES	YES	YES	YES	5
English House	YES	YES	YES	YES	5
Lauder College House	YES	YES	YES	YES	5
<b>FRATERNITIES</b>					
Alpha Chi Rho	YES	YES	YES	YES	5
Alpha Epsilon Pi	YES	YES	YES	YES	5
Alpha Sigma Psi	YES	YES	YES	YES	5
Alpha Tao Omega	YES	YES	YES	YES	5
Beta Theta Pi	YES	YES	YES	YES	5
Delta Kappa Epsilon	YES	YES	YES	YES	5
Delta Phi	YES	YES	YES	YES	5
Delti Psi	YES	YES	YES	YES	5
Kappa Alpha Society	YES	YES	YES	YES	5
Kappa Sigma	YES	YES	YES	YES	5
Lambda Chi Alpha	YES	YES	YES	YES	5
Phi Delta Theta	YES	YES	YES	YES	5
Phi Gamma Delta	YES	YES	YES	YES	5
Phi Kappa Psi	YES	YES	YES	YES	5
Pi Kappa Alpha	YES	YES	YES	YES	5
Psi Upsilon	YES	YES	YES	YES	5
Sigma Alpha Epsilon	YES	YES	YES	YES	5
Sigma Alpha Mu	YES	YES	YES	YES	5
Sigma Chi	YES	YES	YES	YES	5
Sigma Nu	YES	YES	YES	YES	5
Sigma Phi Epsilon	YES	YES	YES	YES	5
Tau Epsilon Phi	YES	YES	YES	YES	5
Zeta Beta Tau	YES	YES	YES	YES	5
Zeta Psi	YES	YES	YES	YES	5
<b>SORORITIES</b>					
Alpha Delta Pi	YES	YES	YES	YES	5
Alpha Phi	YES	YES	YES	YES	5
Chi Omega	YES	YES	YES	YES	5
Delta Delta Delta	YES	YES	YES	YES	5
Kappa Alpha Theta	YES	YES	YES	YES	5
Sigma Delta Tau	YES	YES	YES	YES	5
Sigma Kappa	YES	YES	YES	YES	5
Zeta Tau Alpha	YES	YES	YES	YES	5
<b>TOTAL</b>					<b>235</b>

**2019 Residential Fire Safety Amenities by Building Location For All University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities**

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year
<b>ON CAMPUS RESIDENCE HALLS</b>					
Quadrangle	YES	YES	YES	YES	5
Harnwell House	YES	YES	YES	YES	5
W.E.B. Du Bois	YES	YES	YES	YES	5
Mayer Hall	YES	YES	YES	YES	5
Sansom East	YES	YES	YES	YES	5
Sansom West	YES	YES	YES	YES	5
Rodin (HRN)	YES	YES	YES	YES	5
Harrison (HRS)	YES	YES	YES	YES	5
Class of '25	YES	YES	YES	YES	5
Van Pelt Manor	YES	YES	YES	YES	5
Stouffer Commons	YES	YES	YES	YES	5
Hill House	YES	YES	YES	YES	5
Kings Court	YES	YES	YES	YES	5
English House	YES	YES	YES	YES	5
Lauder College House	YES	YES	YES	YES	5
<b>FRATERNITIES</b>					
Alpha Chi Rho	YES	YES	YES	YES	5
Alpha Epsilon Pi	YES	YES	YES	YES	5
Alpha Sigma Psi	YES	YES	YES	YES	5
Alpha Tao Omega	YES	YES	YES	YES	5
Beta Theta Pi	YES	YES	YES	YES	5
Delta Kappa Epsilon	YES	YES	YES	YES	5
Delta Phi	YES	YES	YES	YES	5
Delti Psi	YES	YES	YES	YES	5
Kappa Alpha Society	YES	YES	YES	YES	5
Kappa Sigma	YES	YES	YES	YES	5
Lambda Chi Alpha	YES	YES	YES	YES	5
Phi Delta Theta	YES	YES	YES	YES	5
Phi Gamma Delta	YES	YES	YES	YES	5
Phi Kappa Psi	YES	YES	YES	YES	5
Pi Kappa Alpha	YES	YES	YES	YES	5
Psi Upsilon	YES	YES	YES	YES	5
Sigma Alpha Epsilon	YES	YES	YES	YES	5
Sigma Alpha Mu	YES	YES	YES	YES	5
Sigma Chi	YES	YES	YES	YES	5
Sigma Nu	YES	YES	YES	YES	5
Sigma Phi Epsilon	YES	YES	YES	YES	5
Tau Epsilon Phi	YES	YES	YES	YES	5
Zeta Beta Tau	YES	YES	YES	YES	5
Zeta Psi	YES	YES	YES	YES	5
<b>SORORITIES</b>					
Alpha Delta Pi	YES	YES	YES	YES	5
Alpha Phi	YES	YES	YES	YES	5
Chi Omega	YES	YES	YES	YES	5
Delta Delta Delta	YES	YES	YES	YES	5
Kappa Alpha Theta	YES	YES	YES	YES	5
Sigma Delta Tau	YES	YES	YES	YES	5
Sigma Kappa	YES	YES	YES	YES	5
Zeta Tau Alpha	YES	YES	YES	YES	5
<b>TOTAL</b>					<b>235</b>

## 2018 Residential Fire Safety Amenities by Building Location For All University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year
<b>ON CAMPUS RESIDENCE HALLS</b>					
Quadrangle	YES	YES	YES	YES	5
Harnwell House	YES	YES	YES	YES	5
W.E.B. Du Bois	YES	YES	YES	YES	5
Mayer Hall	YES	YES	YES	YES	5
Sansom East	YES	YES	YES	YES	5
Sansom West	YES	YES	YES	YES	5
Rodin (HRN)	YES	YES	YES	YES	5
Harrison (HRS)	YES	YES	YES	YES	5
Class of '25	YES	YES	YES	YES	5
Van Pelt Manor	YES	YES	YES	YES	5
Stouffer Commons	YES	YES	YES	YES	5
Hill House	YES	YES	YES	YES	5
Kings Court	YES	YES	YES	YES	5
English House	YES	YES	YES	YES	5
New College House	YES	YES	YES	YES	5
<b>FRATERNITIES</b>					
Alpha Chi Rho	YES	YES	YES	YES	5
Alpha Epsilon Pi	YES	YES	YES	YES	5
Alpha Sigma Psi	YES	YES	YES	YES	5
Alpha Tau Omega	YES	YES	YES	YES	5
Beta Theta Pi	YES	YES	YES	YES	5
Delta Kappa Epsilon	YES	YES	YES	YES	5
Delta Phi	YES	YES	YES	YES	5
Delti Psi	YES	YES	YES	YES	5
Kappa Alpha Society	YES	YES	YES	YES	5
Kappa Sigma	YES	YES	YES	YES	5
Lambda Chi Alpha	YES	YES	YES	YES	5
Phi Delta Theta	YES	YES	YES	YES	5
Phi Gamma Delta	YES	YES	YES	YES	5
Phi Kappa Psi	YES	YES	YES	YES	5
Pi Kappa Alpha	YES	YES	YES	YES	5
*Pi Lambda Phi	YES	YES	YES	YES	5
Psi Upsilon	YES	YES	YES	YES	5
Sigma Alpha Epsilon	YES	YES	YES	YES	5
Sigma Alpha Mu	YES	YES	YES	YES	5
Sigma Chi	YES	YES	YES	YES	5
Sigma Nu	YES	YES	YES	YES	5
Sigma Phi Epsilon	YES	YES	YES	YES	5
Tau Epsilon Phi	YES	YES	YES	YES	5
Zeta Beta Tau	YES	YES	YES	YES	5
Zeta Psi	YES	YES	YES	YES	5
<b>SORORITIES</b>					
Alpha Delta Pi	YES	YES	YES	YES	5
Alpha Phi	YES	YES	YES	YES	5
Chi Omega	YES	YES	YES	YES	5
Delta Delta Delta	YES	YES	YES	YES	5
Kappa Alpha Theta	YES	YES	YES	YES	5
Sigma Delta Tau	YES	YES	YES	YES	5
Sigma Kappa	YES	YES	YES	YES	5
Zeta Tau Alpha	YES	YES	YES	YES	5
<b>TOTAL</b>					<b>240</b>

\* Pi Lambda Phi has been de-recognized as of 7/13/18

**2018, 2019 and 2020 Residential Fire Safety Amenities by Building Location for  
University of Pennsylvania New Bolton Center Campus Residence Halls,  
Kennett Square, PA**

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year
<b>ON CAMPUS RESIDENCE HALLS</b>					
New Bolton Tech (694 Byrd Rd.)	YES	NO	YES	YES	1
New Bolton Alumni Hall (161 S. Brook Lane)	YES	YES	YES	YES	1
<b>TOTALS</b>					<b>2</b>

**Reported Fires for 2020**

**University of Pennsylvania New Bolton Center Campus Residence Halls,  
Kennett Square, PA**

Location	Total Fires in Each Building	Fire Number	Date/Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire	Case Number
<b>ON CAMPUS RESIDENCE HALLS</b>								
New Bolton Tech (694 Byrd Rd.)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New Bolton Alumni Hall (161 S. Brook Lane)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTALS</b>	<b>0</b>							

**Reported Fires for 2019**

**University of Pennsylvania New Bolton Center Campus Residence Halls,  
Kennett Square, PA**

Location	Total Fires in Each Building	Fire Number	Date/Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire	Case Number
<b>ON CAMPUS RESIDENCE HALLS</b>								
New Bolton Tech (694 Byrd Rd.)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New Bolton Alumni Hall (161 S. Brook Lane)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTALS</b>	<b>0</b>							

**Reported Fires for 2018**

**University of Pennsylvania New Bolton Center Campus Residence Halls,  
Kennett Square, PA**

Location	Total Fires in Each Building	Fire Number	Date/Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire	Case Number
<b>ON CAMPUS RESIDENCE HALLS</b>								
New Bolton Tech (694 Byrd Rd.)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New Bolton Alumni Hall (161 S. Brook Lane)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>TOTALS</b>	<b>0</b>							





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