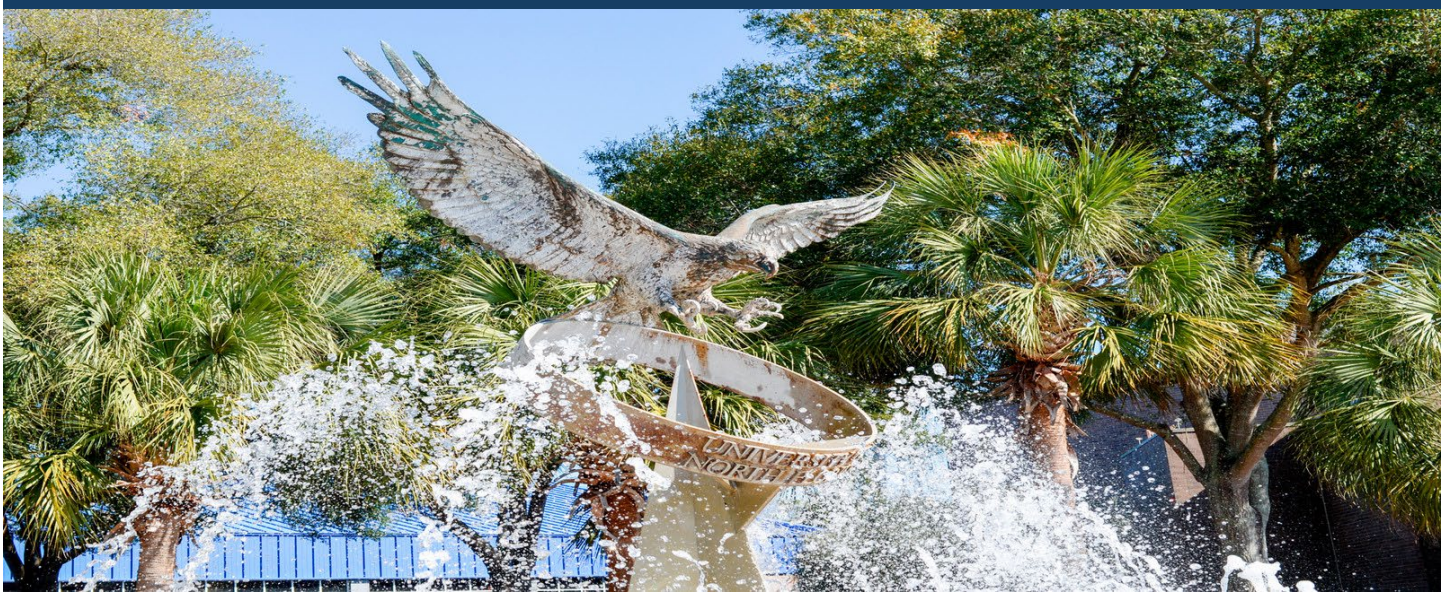
2026 ANNUAL SECURITY AND FIRE SAFETY REPORT



UNF UNIVERSITY of NORTH FLORIDA

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The Jeanne Clery Act, 20 U.S.C § 1092(f), is part of the Higher Education Act of 1965. It requires colleges and universities to provide information about campus crime statistics and security policies for the three most recent calendar years. Additionally, in March of 2013, the President of the United States signed the Violence Against Women Reauthorization Act of 2013, which, among other provisions, amended the Clery Act to require institutions to compile and disclose statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include specific policies, procedures, and programs about these incidents in our Annual Security and Fire Safety Report (ASFSR).

Print copies can be obtained by contacting the Clery Act compliance program, 4892 First Coast Tech Pkwy, Suite 1100, Jacksonville, FL 32224, or by calling (904) 620-2851; prospective employees may also request a copy of the report from the Human Resources Department at 4892 First Coast Tech Pkwy, Suite 1750, Jacksonville, FL 32224, or by calling (904) 620-2903. People with hearing or speech disabilities may receive or call any UNF telephone number via 711 (Florida Relay for TDD/TTY).

UNF policies on the use and access to the campus, reporting of crimes, use of illegal drugs or underage drinking, other alcohol-related crimes, emergency notifications, and timely warnings to the UNF community may be found in this report, on the UNF policies and regulations website (https://www.unf.edu/regulations-policies/index.html), UPD website, the parent handbook, or the student handbook.

INTRODUCTION

A MESSAGE FROM **INTERIM PRESIDENT FALCONETTI**



I am pleased to share the 2026 Annual Security and Fire Safety Report with you. At the University of North Florida, the safety and well-being of our students, faculty, staff, and visitors is our top priority.

The Jeanne Clery Campus Safety Act ensures that current and prospective students and employees are provided access to accurate, complete, and transparent information about crimes committed on campus, campus safety and security procedures, and information about reporting and prevention programming. The spirit of the Jeanne Clery Campus Safety Act is transparency, which is part of our core mission at the University of North Florida.

We believe that safety is a shared responsibility, and we thank each of you for the collaborative and active effort you bring to help UNF continue to be a safe place to study, work, and visit. UNF is committed to empowering our community with the tools and knowledge to stay safe, including bystander intervention training, hazing prevention training, and downloading and using the Safe Ospreys App.

I encourage every member of our university community to read this report carefully, stay informed and actively participate in fostering a culture of safety and respect. Together, we can continue to ensure that UNF remains a safe and supportive place for every Osprey.



A MESSAGE FROM **CHIEF FRANCIS J. "FRANK" MACKESY**, DIRECTOR OF POLICE & PUBLIC SAFETY

The safety and security of our students, faculty, and staff is our highest priority at the University of North Florida Police Department. It is both an honor and a privilege to serve and represent this vibrant community. We are committed to maintaining a safe campus environment where everyone can thrive. I encourage you to read the 2026 Annual Security and Fire Safety Report, which provides important information about campus safety policies, crime statistics, and the resources available to support your well-being. **SWOOP!!**



CAMPUS SAFETY POLICIES

POLICIES FOR PREPARING THE ANNUAL SECURITY AND FIRE SAFETY REPORT (ASFSR)

The Clery Act compliance program prepares UNF's Annual Security and Fire Safety Report (ASFSR). The information necessary to prepare this report is compiled continuously through collaboration with the UNF community and operational partners. The Clery Act Committee, a Presidentially appointed committee comprised of members from across the UNF community, assists in providing information for inclusion in the ASFSR with the necessary and appropriate content.



Crimes are assessed via the UNF Police Records Management System, Campus Security Authorities (CSAs) reports, and reports from external law enforcement agencies. International and domestic travel records are requested from the law enforcement agency serving the area visited. Law enforcement agencies with jurisdiction over any part of UNF's Clery Act geography, including the Jacksonville Sheriff's Office and the St. Johns County Sheriff's office are requested annually. The Clery Act compliance program collects this information.

In addition to publishing this Annual Security and Fire Safety Report, UNF submits its crime and fire statistics to the U.S. Department of Education each year via the Campus Safety and Security Survey, a web-based data collection. These statistics are made publicly available through the Department of Education's Campus Safety and Security Data Analysis Cutting Tool at https://ope.ed.gov/campussafety .

CONTACT INFORMATION

- For Emergencies, call 911
- For Non-emergencies, call (904) 620-2800
- UPD Email: unfpd@unf.edu
- To report a tip confidentially, go to the Silent Witness Form
- To make a complaint against a UPD employee, call (904) 620-2800 or email unfpd@unf.edu

NON-DISCRIMINATION, EQUAL OPPORTUNITY, AND TITLE IX STATEMENT

The University of North Florida (UNF) is committed to providing a welcoming environment for all who interact in our community. We welcome students, faculty, and staff from all cultures, abilities, backgrounds, and life experiences. UNF is committed to ensuring that educational and employment decisions, including but not limited to recruitment, admission, hiring, compensation, and promotion, are free from discrimination and based on the qualifications, skills, and abilities of those desiring to work, study, and participate in our community.

In furtherance of these goals, UNF shall not commit or permit discrimination or harassment on the basis of age, AIDS/HIV status, citizenship status, color, genetic information, marital status, national origin, physical or mental disability, race, religion, sex, veteran status, or any other characteristic protected under applicable federal, state or local law in any educational, employment, social, or recreational program or activity it offers. UNF prohibits retaliation for engaging in protected activity under civil rights laws or participating in investigations conducted by the Office of Title IX and Civil Rights. In enforcing its policies and regulations, the University will not abridge either free speech or academic freedom.

The Office of Title IX and Civil Rights has the authority and responsibility to receive, investigate, and, where appropriate, attempt to conciliate complaints, or investigate situations or conduct alleged to be in violation of the University's Non-Discrimination and Equal Opportunity Regulation and Sexual Misconduct and Title IX Sexual Harassment Regulation. Accordingly, any member of the UNF community who believes that they have been subjected to discrimination, discriminatory harassment, retaliation, sexual harassment, or sexual misconduct may seek guidance, counseling and/or file a complaint by contacting:

Office of Title IX and Civil Rights
Hicks Hall (Bldg 53), Suite 1100
1 UNF Drive, Jacksonville, Florida 32224-7699
otcr@unf.edu
(904) 620-2507

REPORTING AND CONFIDENTIAL RESOURCES

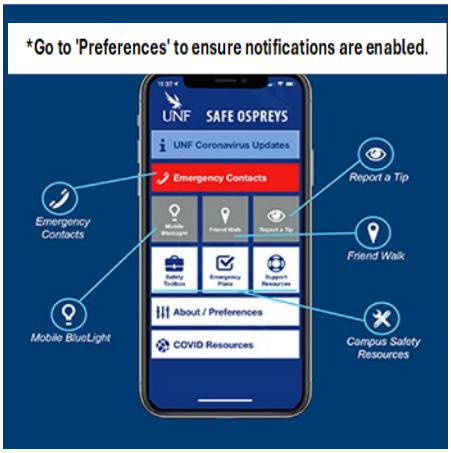
REPORTING A CRIME, EMERGENCY OR SUSPICIOUS ACTIVITY

The primary responsibility of the University Police Department’s (UPD) Police Operations Division is to provide constant police patrol of the campus and surrounding areas and roadways 24 hours a day, 365 days a year, to seek out, suppress, and deter crime, preserve the peace and protect life and property by enforcing the criminal and traffic laws of the State of Florida; municipal ordinances of the Consolidated City of Jacksonville and rules, policies, and regulations of the University of North Florida. The members of this division are uniformed, armed, and sworn State law enforcement officers with full law enforcement authority and powers of arrest as provided by Florida State statute. Division members are the most publicly visible representatives of the department and actively respond to general and emergency calls for police service. The University of North Florida is steadfast in its dedication to fostering a safe and respectful environment for all students, faculty, staff, vendors, visitors, and other community members. We strive to create a learning community free from any form of sexual misconduct, where individuals can work, study, and interact with dignity and security.

EMERGENCY CONTACT AND SAFE OSPREYS APP

Anyone who believes they have been the victim of a crime or has information concerning a criminal incident is encouraged to contact UPD at (904) 620-2800 for non-emergencies or by dialing 911 in the case of an emergency. In the case of emergencies, if you are able, always get to a place of safety first. Additionally, UNF utilizes 262 emergency two-way call boxes, or "Code Blue" telephones, placed throughout the campus, including in residence halls, parking lots, and campus buildings that connect directly with the UPD. There are also 36 elevator telephones and 44 courtesy phones throughout the campus, which can be used to communicate with UPD. When using a "landline" on the UNF property, you only need to dial 2800 to connect with UPD.

The University uses a mobile safety app to communicate messages and alerts to the campus community: Safe Ospreys. By downloading the app, users will have access to the UNF Alert Feed for emergency notifications and these six safety feature buttons:



- Mobile Blue Light: Like the blue emergency phones on campus, this button simultaneously sends your location and calls the University Police Department dispatchers.
- Friend Walk: Allows individuals to send their location in real-time to a friend or parent, who can monitor them as they walk to their destination and trigger a call to emergency services if needed.
- Report a Tip: Users can report a tip of unusual or criminal activity to UPD using one of three options—a Tip Report, the Silent Witness program, or a call to UPD's dispatch center.
- Safety Toolbox: This button reveals a set of tools with directions: a Flashlight, a Share Map of your location, and a Notification History.
- Emergency Plans: Even without internet access, users will be able to view and keep informed of the University's emergency plans, such as procedures for bomb threats, campus disturbances, hazardous releases, fires, and facility evacuations.
- Support Resources: This button offers a link to the University's Counseling Center.

Campus Security Authorities (CSAs)

The Clery Act requires institutions to designate and train Campus Security Authorities (CSAs) as an alternative reporting option for those who do not wish to report crimes to police or security staff. UNF has designated and trained CSAs who are likely reporting parties within the university enterprise. To ensure that all designated Campus Security Authorities (CSAs) are knowledgeable of Clery Act reporting requirements, CSAs at the University of North Florida are trained annually and understand that they should immediately share any report(s) made regarding Clery Act crimes to the Clery Compliance program through the CSA online reporting tool. Reports may be made to a CSA by a victim, witness, other third party or even the offender, regardless of involvement in the crime, or reporting the crime, are associated with the institution. If the CSA receives the crime information and believes it was provided in good faith, the CSA is required to report that information to the Clery Act compliance program. "Good faith" means there is a reasonable basis for believing that the information is not simply a rumor or hearsay.

Only pastoral and professional counselors are exempt from being designated as CSAs by the Clery Act. A pastoral counselor is an individual 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 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 applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution. Despite this exemption, UNF affiliated pastoral and professional counselors are encouraged to discuss with clients, if applicable, the procedures for crime reporting within UNF. While there are other professionals at UNF who may offer privacy to those they consult with, the CSA exemption only exists for professional and pastoral counselors.

UNF CSAs include, but are not limited to:

- Academic Advisors
- Dean of Students and Assistant Dean of Students
- Title IX Coordinator
- All employees of UNFPD
- All staff within Housing and Residence Life
- Student conduct staff
- Department of Campus Recreation Directors, Associate Directors, Assistant Directors and Coordinators
- All employees of UNF Athletics
- University registrar
- International Center-Director, Associate Director, and Coordinators
- Non-sworn security
- Faculty and staff advisors to student organizations
- Faculty and staff traveling with Students on University related business (domestic and international travel)

VOLUNTARY AND CONFIDENTIAL REPORTING

A victim of a crime who does not want to pursue charges within the University Conduct System or the criminal justice system may make a confidential report. This can be accomplished by contacting the Victim's Advocate, using the campus 24-Hour Crisis Helpline, (904) 620-1010, the UPD Silent Witness Report (https:/www.unf.edu/upd/Silent-Witness.html), contacting a Campus Security Authority (CSA) or a Counselor in the University Counseling Center.

The purpose of a confidential report is to comply with a victim's wish to keep the matter confidential while taking steps to ensure the future safety of others and the victim. With such information, the University can accurately record the number of incidents involving students, determine where there is a crime pattern about a particular location, method, or assailant, and alert the campus community to potential danger. Reports that meet Clery Act reporting criteria are included in the institution's annual crime statistics without identifying the victim.

Many crimes are not reported to police but may be reported to others. Because of a CSA's involvement with student and campus activities, a student may be more comfortable sharing information regarding a crime with one of the positions listed above than with a member of law enforcement - thus the designation of the position as a CSA. A CSA reports potential Clery Act crimes using the CSA report form. The

report is sent to the Clery Act Manager and UPD. A CSA should explain this reporting responsibility to the person sharing the information. If the person requests confidentiality, the CSA may withhold their personally identifiable information from the report.

UPD strongly encourages anyone who believes they have been the victim of a crime or who has information concerning a criminal incident to report directly to UPD or a designated CSA immediately. Prompt and accurate reports of incidents are integral to UPD's ability to perform its campus safety function. However, UNF recognizes that there are instances when a person, for assorted reasons, does not wish to pursue an incident in the University conduct or criminal justice system. If you want to remain anonymous when reporting an alleged criminal incident to UPD, use the Silent Witness Form on UPD's website[1].

Confidential reports may be made using UNF's 24-Hour Crisis Helpline (904) 620-1010, which connects with the UNF Victim Advocacy Program. Additional resources for confidential reporting include Student Health Services and UNF's Counseling Center.

REPORTS OF HAZING

On December 23, 2024, President Biden signed The Stop Campus Hazing Act into law to enhance student safety in higher education. This bipartisan legislation modifies the Jeanne Clery Campus Safety Act to increase transparency and accountability regarding hazing incidents.

The Act requires colleges and universities to publicly report hazing occurrences, implement prevention policies, and maintain Campus Hazing Transparency Reports. These measures aim to keep students, families, and the public informed about hazing issues.

Hazing is a criminal offense in Florida, and UNF is committed to addressing it seriously. UNF will take swift action against hazing and will report incidents to local authorities as needed.

UNF's Anti-Hazing Regulation, Prohibition on Hazing (Policy Number 5.0020R), defines hazing as actions that intentionally or recklessly cause physical or mental harm or discomfort, regardless of the location or consent of those involved. Examples include forcing a student to violate laws, causing harm through physical actions, or coercing substance consumption. This regulation applies to both group and individual actions, on or off campus.

Anyone who knows about a suspected hazing incident should contact the University. Specifically, UNF faculty and staff are required to report any such incidents. Reports can be made to one of the following authorities:

- **Dean of Students Office:** You can submit an incident report (https://cm.maxient.com/reportingform.php?UnivofNorthFlorida&layout_id=2) or call (904) 620-1491
- **Office of Fraternity and Sorority Life:** (904) 620-2975
- **University Police Department:** (904) 620-2800
- **UPD Silent Witness**: (https://www.unf.edu/upd/silent-witness.html)
- **Via a CSA report**

[1] UNF Silent Witness Form, https://www.unf.edu/upd/silent-witness.html

For more information on reporting hazing incidents, including details on how to address situations related to hazing, please refer to the University's Anti-Hazing Regulation. This policy also provides information about confidential resources for those who prefer not to report an incident directly to the university. A copy of the policy can be found in **Appendix D** and is also accessible at: https://www.unf.edu/regulations-policies/05-studentaffairs/5-0020R.html

REPORTING SEXUAL ASSAULT, DATING AND DOMESTIC VIOLENCE, AND STALKING

If you believe you have been a victim of sexual assault, domestic violence, dating violence, and stalking, or any other crime, you may report the incident to law enforcement by contacting UPD immediately by dialing 911 for emergencies or (904) 620-2800 for non-emergencies. Reporting to UPD will help ensure your future safety, begin a law enforcement investigation, and allow UPD to take steps to protect the campus community.

If you need assistance connecting with law enforcement, the Victim Advocate or other campus services can support you through the reporting process. As a victim, you can always decline law enforcement services as well. Contact information for the University Police and local law enforcement is included below:

- In emergencies, always call 911
- On campus, University Police Department (904) 620-2800
- Off campus, Jacksonville Sheriff's Office (904) 630-0500

REPORTING TO OFFICE OF TITLE IX AND CIVIL RIGHTS (OTCR)

Incidents of sexual assault, domestic violence, dating violence, stalking may be reported to the Office of Title IX and Civil Rights (OTCR). Individuals are encouraged to make the report as soon as possible. Reports do not have to be formal, signed complaints to obtain supportive measures. When a student or employee reports to UNF that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee a written explanation of rights and options.

Office of Title IX and Civil Rights (OTCR):
Hicks Hall (Bldg 53), Suite 1100
Phone: (904) 620-2507
www.unf.edu/title-IX

An individual may also report the incident to the Dean of Students Office or any other Responsible Employee.

Dean of Students Office:
Founders Hall,
Building 2, Suite 1400
Phone: (904) 620-1491
deanofstudents@unf.edu

ADDITIONAL REPORTING INFORMATION

If you choose to report a crime, reporting as soon as possible to preserve physical evidence is essential.

DO NOT shower, bathe, eat, drink, or brush your teeth until you can be examined by medical personnel.

DO NOT wash the clothing you wear when you were assaulted; instead, place those items in a paper bag to preserve them as evidence. Preserving physical evidence may assist with the law enforcement investigation and the criminal justice process.

If you have been injured, seek medical attention. When you call to report the incident, inform the communications operator that you have been hurt, and they will assist you in receiving aid.

RETENTION OF RECORDS

UNF retains all supporting records used to compile the Annual Security and Fire Safety Report for a minimum of three (3) years from the latest publication of the report to which they apply. These records include, but are not limited to, crime reports, crime log entries, arrest records, disciplinary referral records, timely warning and emergency notification records, and all supporting documentation for statistics submitted to the U.S. Department of Education.

RETALIATION PROTECTION

The University will not allow any individual or organization to intimidate, threaten, coerce, or discriminate against anyone to interfere with their rights or privileges under Title IX, the Sexual Misconduct and Title IX Sexual Harassment Regulation, or the Non-Discrimination and Equal Opportunity Regulation. This includes actions taken against individuals who have made a report or complaint, testified, assisted, or participated— or refused to participate—in any investigation, proceeding, or hearing related to these Regulations.

In some instances, disciplinary proceedings may be required for conduct that arises from the same facts or circumstances as a report or complaint involving Title IX, sexual misconduct, or discrimination. However, the University remains committed to ensuring that no intimidation, threats, coercion, or discrimination occur during such proceedings to interfere with any rights or privileges protected by Title IX or these regulations.

Individuals who believe they have experienced retaliation should promptly inform the Title IX Coordinator or the Office of Human Resources. If the individual against whom the allegation is made is the Title IX Coordinator or belongs to the Office of Human Resources, please contact the Office of University Compliance and Ethics at compliance@unf.edu.

Complaints alleging retaliation will be handled according to the grievance process outlined in the Non-Discrimination and Equal Opportunity Regulation (1.0040R). Anyone found violating the prohibition against retaliation will face disciplinary action, which may include suspension or expulsion for students, and termination for employees.

LAW ENFORCEMENT AND CAMPUS JURISDICTION

UNIVERSITY OF NORTH FLORIDA POLICE DEPARTMENT OVERVIEW

The University of North Florida Police Department (UPD), a fully accredited police department through the Commission for Florida Law Enforcement Accreditation (CFA), was most recently accredited by the Commission in October 2023 and was awarded “Excelsior” status. This honor recognizes the highest achievement of accreditation a criminal justice agency can receive in Florida and a demonstrated commitment to the Florida Accreditation process unparalleled in the criminal justice profession. Our certification is valid for three years, so the next on-site review will occur in August 2026. The UPD was initially accredited in 1999.

JURISDICTION AND AUTHORITY



In accordance with s. 1012.97, Florida Statutes, and UNF Regulation 4.0060R University Police Qualifications, UPD officers are sworn law enforcement officers of the state with the power to arrest, per state laws, any person violating the law. UPD's power to arrest covers the entirety of the UNF campus and property within 1,000 feet of UNF property or beyond in certain instances, such as hot pursuit originating within UPD jurisdiction. UNF employs 32 sworn police officers, including patrol officers and detectives.

UPD is charged with protecting UNF's population, buildings, grounds, and equipment, preserving the peace, providing general police services to the University Community, and enforcing the laws of the State of Florida, the Ordinances of the City of Jacksonville, and UNF policies and traffic regulations. UPD maintains an ongoing relationship with the Jacksonville Sheriff's Office through a Voluntary Cooperation and Operational Assistance Law Enforcement Mutual Aid Agreement.

This agreement is allowable under the Mutual Aid Act, Chapter 23, Part I, Florida Statutes. The agreement permits voluntary cooperation and assistance of routine law enforcement across jurisdictional lines and provides assistance in a law enforcement emergency. Apart from members of the UNF community who are required to report to the UPD, anyone who has information concerning a criminal incident is encouraged to contact the UPD via telephone at (904) 620-2800 or in person at the Martin P. Garris Police Building, Building 41.

MONITORING AND RECORDING OF CRIMINAL ACTIVITIES- NON-CAMPUS

The University of North Florida has no off-campus student organizations.

DAILY CRIME LOG

The University of North Florida Police Department maintains a Daily Crime Log that records all criminal incidents and alleged criminal incidents reported to UNF. The log includes the nature of the crime, case number, date and time the crime was reported, date and time the crime occurred, general location, and disposition of the complaint, if known.

The Daily Crime Log is updated within two business days of the initial report, except when doing so would jeopardize an ongoing investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. The log is available for public inspection at the Martin P. Garris Police Building, Building 41, during normal business hours.

Members of the public may request copies of log entries by contacting UPD at (904) 620-2800 or unfpd@unf.edu.

EMERGENCY RESPONSE AND SAFETY PROTOCOLS

TIMELY WARNING POLICY

UNF provides Timely Warnings to students, staff, and faculty in an effort to communicate prevention strategies or basic safety information about crimes or activities reported to Campus Security Authorities,

local police agencies, the UPD or the Clery Act compliance program which are considered to be a threat to public safety. Timely Warnings are intended to promote safety and enable members of the campus community to protect themselves. Timely Warnings will include information about the crime or incident that led to the necessity of the warning and also related prevention information. Both Timely Warnings and Emergency Notifications will be sent in a manner that is timely. Timely Warnings are issued through the Safe Ospreys App with the title of Timely Warning, along with a notification on the Safe Ospreys app and text message/SMS message as well as posted on the UNF website. Social media platforms (i.e. X (Twitter), Facebook), may also be utilized if deemed appropriate. UNF will provide Timely Warning messages through the Safe Ospreys system to the campus community as soon as pertinent information is available. The names of victims will not be published, as they are confidential. The goal of issuing Timely Warning messages is to enable the community to protect themselves and to aid in the prevention of similar crimes.

As indicated in the Clery Act, Timely Warnings must be issued for the crimes listed below, if (1) the crime is reported to police or Campus Security Authorities (CSAs), (2) the crime is considered by the institution to pose a serious or continuing threat to students and employees, and (3) the crime occurred on campus, in or on non-campus buildings or property owned by UNF, or on public property that is within the campus or immediately adjacent to campus.

Crimes that may necessitate the issuance of a Timely Warning include:

• Criminal homicide (includes Murder, Nonnegligent Manslaughter, and Negligent Manslaughter)
• Sexual assault, including Rape, Fondling, Incest, and Statutory Rape
• Robbery
• Aggravated Assault
• Burglary
• Motor Vehicle Theft
• Arson
• Domestic Violence
• Dating Violence
• Stalking
• Arrests or referrals for disciplinary action for liquor law violations, drug law violations, and weapons law violations
• Hate crimes, including the listed above crimes or larceny-theft, simple assault, intimidation, and destruction/ damage/ vandalism of property (when motivated by bias), if such crime manifests evidence that the victim was intentionally selected because of the victim's actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity or disability.
• Hazing

UNF Emergency TEAMS

Crisis Management Team

The University of North Florida has established a Crisis Management Team (CMT) to carry out its crisis management plan.

Incident Management Team

The Incident Management Team (IMT) is a group of FEMA Incident Command System-trained UNF employees who manage UNF's response to any critical incident. The team gathers in the Emergency Operations Center and directs all aspects of the UNF response.

Building Emergency Coordinators

A program that uses assigned Building Emergency Coordinators to help facilitate building communications and user needs in emergencies.

EMERGENCY NOTIFICATION SYSTEM

The University of North Florida issues Emergency Notification messages in the case of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. UNF will, without delay and considering the community's safety, determine the content of the emergency notification, and initiate the notification system unless issuing the notification will compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency. Emergency Notifications may be used for situations including, but not limited to:

- Active assailant
- Explosions
- Outbreak of a serious illness
- Gas leak
- Terrorist incident
- Bomb threat
- Civil unrest or rioting
- Nearby chemical or hazardous waste spill
- Approaching tornado, hurricane, or other extreme weather conditions

This list is not exhaustive, and an emergency notification may be distributed when a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurs on the campus and is determined necessary by the University of North Florida Police Department and/or Emergency Management. Emergency Notifications may include information that will enable members of the UNF campus community to take actions to protect themselves, including information about the type of incident, location, all pertinent details that are known at the time of the message issuance, instructions on what actions to take and suspect information, when known. A message or series of messages may be sent during the course of an Emergency Notification, with the goal being timely and immediate sharing of all known information with the campus community. Follow-up messages may be sent as a part of an Emergency Notification when more information is known. Emergency Notifications may be distributed to the entirety of the campus community, or messages may be segmented to specific portions of the campus community which face a significant emergency or dangerous situation.

Examples that may be used to verify an emergency could be multiple calls to the UPD dispatch center and eyewitness information provided to the police or officers on-viewing the

activity in question. The on-scene supervisor, lieutenant, Deputy Chief, or Chief will determine if the issuance of an Emergency Notification is appropriate. UNF will, without delay and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of the university, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Options for notification of students, faculty, and staff may include email, a recorded message to the phones of students, faculty, and staff, text messages to students, faculty, and staff, indoor and outdoor on-campus public address announcements, information posted on the UNF homepage (www.unf.edu), myWings and portals, information recorded on UNF's main phone number (904) 620-1000, information



EMERGENCY RESPONSE PLAN (ERP): provides important information in the event an emergency or natural disaster occurs within the University or the general area that impacts academic or other operations.

https://www.unf.edu/emergency/plans/index.html

on TV screens on campus, information distributed to the news media and information on UNF's official social media sites, including Facebook and X (formerly Twitter) accounts. Further information is readily available on the Emergency Management website (http://www.unf.edu/emergency), providing additional support and guidance. The mechanisms used to send Emergency Notifications will depend on the nature and severity of the incident.

Anyone with information regarding criminal activity that may warrant an Emergency Notification should report the circumstances to the UPD either by telephone at (904) 620-2800, dialing 911, in person at the UPD's office (building 41), or by contacting a UNF CSA. UNF will disseminate emergency information to individuals and organizations outside the campus community, when circumstances warrant, via the local news media, the official UNF Facebook page, and the official UNF X (formerly known as Twitter) account. Those outside the campus community may also access the information by viewing the University's homepage (www.unf.edu).

In cases of extreme emergencies, information may be obtained by calling UNF's main telephone number, (904) 620-1000, to reach the Crisis Management Team emergency phone bank. Examples of when the above communications would be used include, but are not limited to, an active shooter on campus, explosions, other loss of life or mass injury or casualties on campus, etc.

EMERGENCY NOTIFICATION METHODS

In the event of an emergency, UNF will use two or more methods of communication. These may include, but are not limited to:

Notification Method	Uses	Types of Warnings	Content Administrator
UNF Alert Text (SMS) Message, Email, App, & Computer Screen	Campus-wide emergency requiring immediate action	Text Message	
UNF myWing Portal	Campus-wide emergency requiring immediate action	Issue emergency statement	
Local Media	Issue emergency statement	Radio, TV, web, & print	Communication & Marketing
Social Media	Issue emergency statement	X (formerly known as Twitter), & Facebook	Communication & Marketing
UNF Email	Emergency Email	Email	Communication & Marketing
Emergency Code Blue (External speakers and Fire Alarms)	Campus-wide emergency requiring immediate action	PA system	
UNF Emergency Website (Homepage)	Provide additional information	Web-based	Communication & Marketing
Campus Cable Television	Campus-wide emergency requiring immediate action	EAS message	

EMERGENCY NOTIFICATION/ TIMELY WARNING MESSAGE CONTENT

Emergency Notifications and Timely Warnings are incident-specific and the person authorizing the Emergency Notification or Timely Warning is responsible for coordination of content language. The length of the message will be dictated by the distribution method selected and messages should include several key elements. The message will indicate in the message header and at the top of the corresponding message whether it is an Emergency Notification or a Timely Warning. A brief description of the incident and all known pertinent details at the time of issuance will be included. Emergency Notifications will provide actions the affected population should take (i.e. evacuate building, avoid area of campus, or shelter in place), and regular status updates will be provided, along with an All-Clear message indicating the dangerous situation or significant emergency has ended. Timely Warnings will include pertinent safety tips designed to stop similar crimes from happening in the future, contact information for appropriate UNF, local, and national resources, and instructions on how to report information to appropriate authorities.

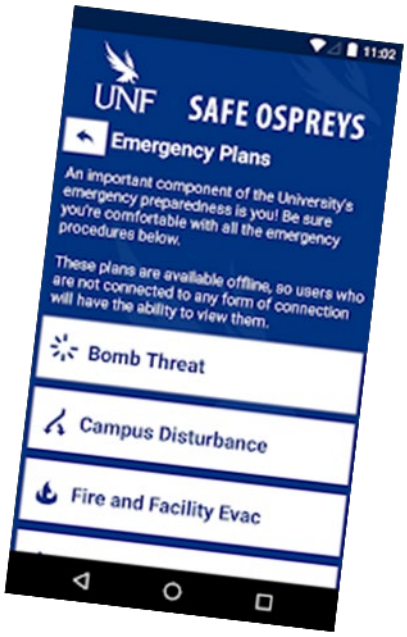
REPORTING EXEMPTIONS

Though pastoral and counselor staff are encouraged to advise victims of crime to report potential crimes or threats that may lead to the issuance of a Timely Warning or Emergency Notification, there is no requirement that they do so, as they are exempt from being designated as CSAs. Consequently, if information that could

lead to a Timely Warning is provided to a pastoral or professional counselor, it may not be information shared with the campus community and a Timely Warning or Emergency Notification may not be issued.

EMERGENCY RESPONSE AND EVACUATION PROCEDURE

The PA systems are tested at least annually to ensure the effectiveness of UNF's Emergency Notification system. System testing may be announced or unannounced. UNF will publicize its emergency response and evacuation procedures in Osprey Update in conjunction with at least one test per calendar year. The tests evaluate emergency communications, response, and evacuation procedures. This includes testing the indoor/outdoor public address systems and mass notification systems such as e-mail or text messages through a live activation of the system, just as it would be utilized in a real-world event. The Department of Environmental Health and Safety (EH&S) and UPD are responsible for testing the system. UPD and EH&S are responsible for maintaining documentation of the annual Clery reportable system tests, including describing individual exercises or tests, dates and times, and whether the test was announced or unannounced.



MISSING RESIDENTIAL STUDENT POLICY

The safety and well-being of all students, faculty, and staff at the University of North Florida are of utmost importance. In the rare event that someone goes missing, the University needs a clear and effective response plan. The Missing Person Policy details the procedures, responsibilities, and resources available to ensure a swift and coordinated response to any reports of missing individuals within our community.

HOW TO REPORT A MISSING RESIDENTIAL STUDENT

The UNF Police work closely with the Department of Housing and Residence Life to collect essential information about a residential student who may be missing. They will gather details from the reporting person as well as from the student's acquaintances, including descriptions, the last clothes the student was seen wearing, potential locations, possible companions, vehicle descriptions, information about the student's physical and mental well-being, an up-to-date photograph, class schedule, and more. This information is crucial to initiate a search for the missing student. Relevant University staff will also be notified to assist in the search.



Any individual on campus, including students and employees, who has information suggesting that a residential student may be missing for more than 24 hours MUST immediately notify the University Police Department at (904) 620-2800 to initiate a search. It is not necessary to wait 24 hours to report a missing person if circumstances require immediate action.

If these measures do not locate the student, or if it is clear that the student is missing (for example, in the case of a witnessed abduction), the University Police will contact the National Crime Information Center (NCIC), the Florida Crime Information Center (FCIC), and any other appropriate law enforcement agencies to report the student as missing and request assistance as needed.

IDENTIFICATION OF EMERGENCY CONTACTS

Students have the option to designate a contact person specifically for cases when they are believed to be missing, separate from their official emergency contacts. This emergency missing person contact can be submitted to the University's Department of Housing and Residence Life, along with any other emergency contacts designated by the student.

INVESTIGATION PROCEDURES

Within 24 hours of determining that a residential student is missing, the University Police Department will be notified. The Dean of Students Office will also contact the emergency contact(s) for students who are 18 years old and over. The University Police Department will inform other relevant law enforcement agencies as needed regarding the missing student.



For students under 18 who are not emancipated, the Dean of Students Office will notify the student's parent or guardian that the student is considered missing, in addition to contacting any other designated contact person specified by the student.

Designated emergency contacts under this policy will remain confidential. They will only be accessible to authorized university administrators on an as-needed basis and will not be disclosed except to law enforcement personnel for the purpose of a missing person investigation.

For more information regarding UNF's missing student policy, please visit https://www.unf.edu/regulations-policies/05-studentaffairs/5-0090P.html

TITLE IX AND SEXUAL MISCONDUCT POLICIES

TITLE IX OFFICE AND RELATED POLICIES

The Office of Title IX and Civil Rights is committed to fostering a university environment free from discrimination, harassment, and sexual misconduct. We prioritize dignity, respect, and equal opportunities for all. To comply with Title IX of the Education Amendments of 1972 (20 U.S.C. Sec. 1681 et seq.) and the regulations outlined in 34 C.F.R. Part 106, the University President has designated the Title IX Coordinator as the primary point of contact.

The Title IX Coordinator is responsible for developing and distributing the University's nondiscrimination policy and ensuring it is accessible to the entire University community. We encourage everyone to stay informed, engage actively, and contribute to creating a culture of respect and support.

Additional information concerning options for reporting sexual assault, domestic violence, dating violence, and stalking can be found in the University's Policy on Sexual Misconduct and Title IX Sexual Harassment. The regulation also provides information on confidential resource that are alternative to reporting an incident to the university. A copy of the policy is contained in Appendix E. A copy of the regulation can be found at: https://www.unf.edu/regulations-policies/01-general/1-0050R.html

PROGRAMS TO PREVENT DATING VIOLENCE, DOMESTIC VIOLENCE, SEXUAL ASSAULT AND STALKING

UNF is committed to providing a campus environment free from sexual violence. The crimes of dating violence, domestic violence, sexual assault, and stalking are prohibited. Additionally, consent provided by all parties to sexual activity is required at all times during that activity. Those terms are defined by Florida Statutes and UNF Sexual Misconduct and Title IX Sexual Harassment Regulation 1.0050R as follows:

- **Dating Violence** means violence committed by a person: (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; (iii) and the frequency of interaction between the persons involved in the relationship.
- **Domestic Violence** includes conduct that constitutes felony or misdemeanor crimes of violence committed 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 the domestic or family violence laws of Florida or where the violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Florida or where the violence occurred. The University need not prove domestic violence under the standards of criminal law to find a violation of this Regulation, as this Regulation is not subject to criminal rules of procedure or proof.
- **Sexual Assault** means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. A "sex offense" is generally any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Without limiting that definition of sexual assault, the following are examples of sexual assault:
    1. Fondling
    2. Incest
    3. Rape
    4. Sodomy
    5. Statutory Rape

  Under this definition of sexual assault, which is mandated by federal Title IX regulations, it is possible that a similar act may be classified as one or more variants of sexual assault, or different variants, depending on the sex or gender of Complainant or Respondent. For example, under these definitions, oral sex without consent on a vagina would be "rape," but oral sex without consent on a penis would be "sodomy." The University will not discriminate on the basis of sex or gender in grievance processes or in disciplinary sanctions in such cases. The University will apply the same proceedings and same range of disciplinary sanctions regardless of sex or gender.
- **Stalking** means engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
    - fear for his or her safety or the safety of others; or
    - suffer substantial emotional distress.
- **Cyberstalking** means to engage in a course of conduct to communicate, or to cause to be communicated, words, images, or language by or through the use of electronic mail or electronic communication directed at a specific person, causing substantial emotional distress to that person, serves no legitimate purpose, and would cause a reasonable person to feel fear.

- **Consent** refers to communicating an affirmative, conscious, knowing, and freely made decision by each participant to engage in agreed upon forms of contact or conduct. It is the responsibility of each person involved in any form of contact or conduct to ensure that they have the consent of the other or others. Consent requires an outward demonstration, through understandable words or actions, which conveys a clear willingness to engage in the contact or conduct. Consent cannot be inferred from silence, passivity, or a lack of resistance, and relying on non-verbal communication alone may result in a violation.

For example, a person who does not physically resist or verbally refuse sexual or non-sexual contact may not necessarily be giving consent. There is no requirement that an individual verbally or physically resists unwelcome contact for there to be a violation. If a party to sexual activity falls asleep during the sexual activity, they lack the capacity to provide consent to further sexual activity.

Consent cannot be inferred from any existing or previous relationship or encounter (i.e., platonic, dating, or sexual). Even in the context of a relationship, there must be mutual consent to engage in sexual contact for each occasion and each form of sexual contact. Consent to one form of sexual contact does not constitute consent to any other form of sexual contact, nor does consent to sexual contact with one person constitute consent to sexual contact with any other person. Additionally, consent to sexual contact on one occasion is not consent to engage in sexual contact on another occasion.

Consent cannot be obtained by coercion or force or by taking advantage of a person's inability to give consent because of incapacitation or other circumstances. A person who has given consent to engage in sexual contact may withdraw consent at any time. Once consent is withdrawn, the sexual contact must cease immediately. Consent cannot be obtained by force, threat, coercion, manipulation, reasonable fear of injury, intimidation, use of a position of influence, or mental or physical helplessness or incapacity.

A person who is incapacitated cannot provide consent. Note that generally, in Florida, consent cannot legally be given by a minor under the age of 18, with certain specified statutory exceptions.

SEX OFFENDER REGISTRY INFORMATION

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law designed to track convicted sex offenders who are enrolled or employed at institutions of higher education. This legislation amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. Under the CSCPA, state law enforcement agencies must provide the University of North Florida (UNF) with a list of registered sex offenders who have indicated that they are enrolled, employed, or working in a vocation at UNF.

Concerned citizens can check for registered sex offenders on the Florida website at: https://offender.fdle.state.fl.us/offender/sops/universitySearch.jsf?link=standard

Additionally, the University Police Department (UPD) website features a link to the University Sexual Offender Search, accessible under the Resources section.

In accordance with the Clery Act, information about registered sex offenders in Florida is publicly available. Members of the UNF community can access this information by visiting the

Florida Department of Law Enforcement's Sexual Offender and Predator search at https://offender.fdle.state.fl.us or by contacting the Florida Sexual Offender/Predator Registry at 1-888-357-7332 (TTY: 1-877-414-7234).

DISCLOSURE TO VICTIMS OF CRIMES OF VIOLENCE OR NON-FORCIBLE SEX OFFENSES

UNF is committed to providing for its community, regardless of where an incident occurs, on or off campus, all reasonable accommodations to help victims cope. UNF will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to victims, both within the institution and in the community. Following a report, or in lieu of a report or a request from a victim, UNF will provide the victim with written notification about available options and assistance in the following, including how to request these changes and who to contact at the institution:

- Academic situations
- Living situations
- Transportation situations
- Working situations
- Protective measures

One of the primary sources of assistance and services for victims is the Victim Advocacy Program. The Victim Advocacy Program assists anyone in the UNF community impacted by crime. Services include nonjudgemental emotional support, crisis intervention, referrals, and assistance navigating complex systems designed to provide justice. The UNF Victim Advocacy Program assures confidentiality to all who utilize services. Victim Advocacy Services include:

- Academic Support – Student Academic Success Services
- Housing and Residence Life – reassignments, accommodations, etc.
- Transportation – Parking Services, Osprey Connector
- Additional Supportive Measures – course reassignment, withdrawal assistance, etc.
- Work Assignments – Human Resources
- Protective Measures or No Contact Orders – Dean of Students Office/Human Resources
- 24-hour Crisis Intervention Services
- Emotional Support
- Evaluation of Options
- Safety Planning
- Explanation of Rights
- Accompaniment through the Criminal Justice and UNF conduct systems
- Assistance in filing for crime compensation
- Documentation of victimization for school or employment accommodation
- Assistance in completing the victim impact statement
- Support for student adjustment and personal growth
- Assist in developing new strategies to resolve problems and develop effective behavior to cope with adjustment and stress
- Awareness/education programs in areas addressing safety and bystander intervention

ONE-STOP STUDENT SERVICES

The Victim Advocacy Program can also provide referrals and assist victims in locating additional services such as:

- Counseling - the Counseling Center is another service available to survivors of sexual assault. Students and employees are provided with assessments, individual counseling, crisis intervention, consultation, and referrals. UNF employees, if needed, can avail themselves of the Employee Assistance Program (EAP) offered by the University through Health Advocate by calling (877) 240-6863 or visiting the Health Advocate website http://www.healthadvocate.com/members.
- Housing Accommodations—Referrals and assistance for housing are provided for both residential and nonresidential students. Resources are coordinated with the Department of Housing and Residential Life to relocate residential students, and referrals are provided to assist nonresidential individuals in securing housing.
- Transportation - Individuals concerned about their safety on campus can request an escort from the UPD by contacting the non-emergency number at (904) 620-2800.

In incidents involving international students, the International Center is available to facilitate any visa/immigration assistance that may be needed.

One-Stop student services are available for incidents that may affect a student's financial aid, admission status, registration, or academic records.

If you wish to learn more about your rights or believe that UNF is violating federal law, you may contact the U.S. Department of Education, Office of Civil Rights, at (800) 421-3481. If you wish to complete a complaint form online, you may do so at www.ed.gov/ocr/complaintintro.html .

SUBSTANCE USE AND ABUSE POLICIES

ALCOHOL AND ILLEGAL DRUG POLICIES



The University of North Florida expressly prohibits the following by students and employees in or on property owned or controlled by the University of North Florida or off campus when a student or employee is acting as a representative of the University:

- Unlawful manufacture, alteration, distribution, dispensing, possession, or use of any illicit drug
- Unlawful possession or use of a prescription drug regulated under the provisions of Chapter 893, Florida Statutes (controlled substances and "designer drugs") unless dispensed and used pursuant to a prescription or otherwise authorized by law. Manufacture, alteration, delivery, distribution, dispensing, and/or sale of such substances are prohibited unless authorized by law.
- Unlawful purchase, possession, distribution, and/or use of alcohol

Violation of this policy may result in disciplinary sanctions. University sanctions range from written warnings to expulsion from the University (including expulsion from enrollment for students and termination of employment for faculty, administrators, and staff). Disciplinary action against a student or employee does not preclude the possibility of criminal charges against that individual. The filing of criminal charges similarly does not preclude action by the University.

Possession, Use, and Sale of Alcoholic Beverages:

The sale, service, possession, and consumption of alcoholic beverages shall comply with state and federal laws, city and county ordinances, and the licensing agreement with on-campus distributors, which allows for the sale and service of alcoholic beverages. Requests to sell or serve alcohol must have proper

approvals in accordance with Alcohol Guidelines available through the Office of Environmental Health and Safety.

Underage Drinking:

State law prohibits the possession of alcoholic beverages by persons under the age of 21. No person may sell, give, serve, or permit to be served alcoholic beverages to a person under 21. Violations of such laws are punishable by a term of up to one year in prison and a fine of up to $1,000. Violations by persons under the age of 21 may lead to limiting of driving privileges. Parents of a student under the age of 21 may be notified if their student has been found responsible under the Student Conduct Code for any alcohol violation.

Possession, Use, and Sale of Illegal Drugs:

Federal and State laws prohibit controlled substance possession and/or distribution as described in 21 U.S. Code 844 and Section 893.03, Florida Statutes, respectively. Violations of such laws are punishable by up to a year in prison and a $1,000 fine for misdemeanor violations and up to 30 years and a $10,000 fine for felony violations. Parents will be notified if a student has been found responsible for any drug violation under the Student Conduct Code. Parents of a student under the age of 21 may be notified if their student has been found responsible under the Student Conduct Code for any drug violation.

DRUG-FREE SCHOOLS AND COMMUNITY ACT (DFSCA)

UNF is committed to educating its community about the harmful effects and legal consequences of alcohol and drug use. It focuses on balancing educational efforts with disciplinary measures. Various educational and prevention programs are available to the University community, while also highlighting the consequences of noncompliance. The University encourages all members to adopt behaviors that align with its educational mission, fostering healthy and responsible norms.

Details about the University’s drug and alcohol prevention programs can be found in UNF Policy 14.0060P, which covers Alcohol and Other Drugs.

Additionally, the University conducts a biennial review of its drug and alcohol abuse prevention program to assess its effectiveness, implement necessary changes, and ensure consistent enforcement of disciplinary sanctions. A copy of the report, signed by the President, shall be available in the office of the Vice President for Student and International Affairs, who is responsible for implementation of the recommendations from the review.

EDUCATION ON ALCOHOL RELATED HEALTH ISSUES

Informed Osprey Program: The Informed Ospreys Program (IOP) provides our new Ospreys with foundational knowledge about important campus topics and offers ongoing educational opportunities to students interested in expanding their holistic development. The IOP allows students to earn their wings before they leave the nest.

The Informed Ospreys Program offers a series of online modules to complete that can assist students in navigating certain challenges that come with being a first-time college student through graduation and beyond. The transition into UNF, engaging with the campus community, and transitioning from college life to the "real world" all come with challenges. This program offers online training and on-campus events to help broaden the horizons of our students and allow them to think outside of the box.

Each semester, UNF offers several events under our Informed Ospreys Program. We partner with departments, groups, and organizations campus-wide to ensure that students have access to all the appropriate resources and are aware of all campus events.

One of the Pre-Flight Checklist programs is Alcohol and other Drugs via Safe Colleges. The Alcohol and Other Drugs is a reality-driven online course designed to educate students on the risks of the abuse of alcohol and other drugs and to teach successful strategies for handling dangerous situations related to these substances.

Healthy Alternative Events: Year-round, the Department of Recreation and Wellness hosts events where students can engage and socialize in an alcohol-free environment. Our programs are often event-specific and deter students from high-risk drinking events in the surrounding community.

Participation in National Campaigns: The University participates annually in health- and alcohol-related campaigns such as National Collegiate Alcohol Awareness Week (in October), World AIDS Day (in December), Sexual Responsibility Week (in February), Safer Spring Break Week (in March) and National Nutrition Month (in March).

Healthy Osprey Monthly Themes: The Healthy Osprey monthly health themes mirror the priority health risk behaviors identified by the Centers for Disease Control and Prevention's Youth Risk Behavior Surveillance System (YRBSS). These behaviors have been shown to contribute to the leading causes of death and disability among youth and adults. Each month consists of specific resource guides, educational events, and programs based on the behavior. The beginning of the fall semester is usually a time when students are establishing behaviors and developing habits. Therefore, the monthly themes kick off the fall semester with September addressing alcohol, tobacco, and other drug use.

A copy of the Alcohol and Other Drug Policy can be found at:
https://www.unf.edu/regulations-policies/14-miscellaneous/14-0060P.html

CRIME PREVENTION AND EDUCATION

CAMPUS AWARENESS PROGRAMS

UNF believes in the power of preventative education and awareness. To that end, UNF utilizes an interactive online comprehensive education program and/or directs training to incoming students before they arrive on campus. The Informed Ospreys Program includes the following Safe Colleges modules: Sexual Violence Prevention, Bystander Intervention, Alcohol and Other Drugs, and Mental Health Awareness.

This curriculum is the primary preventative education program designed to help college students manage common challenges students often experience and to heighten their awareness on matters of campus safety. The Informed Ospreys Program features, amongst other aspects:

- **Sexual Violence Prevention** - (Safe Colleges. Time needed: 55 -70 minutes) The Not Anymore series unpacks and sheds light on the realities and misconceptions of issues such as sexual assault, relationship violence and rape.
- **Bystander Intervention** - (Safe Colleges. Time needed: 47 minutes) Bystander Intervention - Every Choice is a reality-based course designed to reduce campus sexual assault, dating and domestic violence, and stalking by equipping students with realistic, actionable techniques. Created in partnership with Green Dot, the bystander intervention-focused course helps our

campus meet Title IX requirements and features numerous student testimonials that foster viewer empathy to help prevent sexual violence on campus.

- **Alcohol and other drugs** - (Safe Colleges. Time needed: 33 minutes) Alcohol and Other Drugs is a reality-driven online course designed to educate students on the risks of the abuse of alcohol and other drugs, and to teach successful strategies for handling dangerous situations related to these substances. The course features four modules: Your GPA, Your Brain, Your Peers and Your Life. Each section provides extensive, research-backed evidence of the detrimental effects alcohol and other drugs can have, and how social skills and interactions can help reduce harm associated with these substances. (Featuring Not Anymore content)

The University strives to provide programs, activities, services and educational opportunities to all who interact with the University Community regarding Sexual Misconduct. Specific Sexual Misconduct and Title IX training, education, and awareness programming is provided to new faculty members and employees during orientation, during admissions for students, and annually thereafter for all. This training includes information regarding conduct and behaviors that constitute Sexual Misconduct, how to report allegations of Sexual Misconduct, and what services are available at the University and in the community to assist individuals who believe they have been subjected to Sexual Misconduct.

In addition, the University ensures that its Title IX Coordinator, Deputy Title IX Coordinators, investigators, Decision-Makers, and those facilitating informal resolution are properly trained. This includes training on what constitutes Sexual Misconduct (including the definition of Title IX Sexual Harassment as defined by the U.S. Department of Education), the scope of the University's education programs and activities, how this Regulation operates, how to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially including by avoiding pre-judgment of the facts at issue, conflicts of interest and bias.

Decision-Makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators also receive training on issues of relevance so that they may create an investigative report that fairly summarizes relevant evidence. These methods of training are ongoing efforts by the University.

PREVENTION PROGRAMS

Some common terms found in this section include:

- **Awareness Programs** - community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.
- **Bystander Intervention** - safe and positive options that may be conducted by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.
- **Ongoing Prevention and Awareness Campaigns** - programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the university.

- **Primary Prevention Programs** - programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe directions.
- **Risk Reduction**- means options designed to decrease perpetration and bystander inaction, and to increase empowerment for potential victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

The following is a list of crime prevention programs provided to the UNF community throughout the year:

- Safety talks given to incoming freshmen.
- Crisis Response presentation covering the UPD services and active shooter responses using the Department of Education approved Run, Hide Fight program, given to all new employees through Human Resources and various University groups upon request.
- Safety and personal responsibility presentation to minors living in Residence Life. Topics discussed are underage drinking, responses to bullying, securing personal belongings, and personal safety tips upon request.
- Presentations to individual University classes, colleges, and departments upon request.
- Crime prevention techniques at parent orientation include Clery Act information, timely warnings and immediate notifications, personal safety tips for students, notification procedures, health and safety, and miscellaneous security techniques.

Crime Prevention, Security Awareness, Safety Education Program Log 2025

Date	Activity	Hosting Department	Target Audience	Estimated # of Participants
1/24/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	10
2/10/2025	Cookies and Consent	Recreation and Wellness	Campus Community/Students	53
2/21/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	9
2/24/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	4
3/10-3/14, 2025	Spring Break Safety Series	Recreation and Wellness	Campus Community/Students	278
3/28/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	10
4/11/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	6

6/11/2025	Alcohol Education Tabling	Dean of Students Victim Advocacy Program (VAP)	Campus Community/Students	9
7/9/2025	Road Safety Tabling	Recreation and Wellness	Campus Community/Students	22
8/29/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	9
9/10/2025	Market Days tabling	Recreation and Wellness	Campus Community/Students	92
9/17/2025	Birds, Bees, and Wait What?	Recreation and Wellness	Campus Community/Students	12
9/18/2025	Safety Fair	Recreation and Wellness	Campus Community/Students	32
10/10/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	7
10/15/2025	OFSL Mocktail Mixer	Recreation and Wellness	Campus Community/Students	40
11/5/2025	Market Days	Recreation and Wellness	Campus Community/Students	42
11/21/2025	CPR, First Aid and AED training	Recreation and Wellness	Campus Community/Students	13
2/12/2025	Healthy Relationships Market Days	Dean of Students	Campus Community/Students	75
2/19/2025	Osprey's Don’t Haze Market Day	Dean of Students	Campus Community/Students	65
2/20/2025	Beyond the Haze Event	Dean of Students	Campus Community/Students	30
3/12/2025	Don't Drink & Fly Market Days Tabling	Dean of Students	Campus Community/Students	85
4/2/2025	Sexual Assault Awareness Month Market Days Tabling	Dean of Students, Victim Advocacy, Title IX and Civil Rights	Campus Community/Students	396
4/7/2025	Sexual Assault Awareness Month Cupcakes and Consent	Dean of Students	Campus Community/Students	180
4/15/2025	Sexual Assault Awareness Month Teal Out - Let's Talk About Sex	Dean of Students, Victim Advocacy	Campus Community/Students	18
4/22/2025	Sexual Assault Awareness Month Teal	Dean of Students, Victim Advocacy	Campus Community/Students	13

	Out - What Would You Do?			
8/28/2025	Red Zone Exhibit	Dean of Students, Victim Advocacy	Campus Community/Students	60
9/9/2025	Red Zone Panel	Dean of Students, Victim Advocacy	Campus Community/Students	20
9/17/2025	Don't Drink & Fly Market Days Tabling	Dean of Students, Victim Advocacy	Campus Community/Students	300
9/23/2025	The Spectrum of Hazing	Dean of Students, Fraternity and Sorority Life	Campus Community/Students	60
9/24/2025	Hazing Prevention & Awareness at Market Days	Dean of Students, Fraternity and Sorority Life	Campus Community/Students	300
9/25/2025	Let's "Taco" 'Bout Hazing	Dean of Students, Fraternity and Sorority Life	Campus Community/Students	49
10/8/2025	Take Back the Night Market Days Takeover	Dean of Students, Student Union	Campus Community/Students	400
10/14/2025	Take Back the Night	Dean of Students, Victim Advocacy	Campus Community/Students	144
10/22/2025	Don't Drink & Fly Market Days Tabling	Dean of Students	Campus Community/Students	131
11/5/2025	Don't Drink & Fly Market Days Tabling	Dean of Students	Campus Community/Students	76

BYSTANDER INTERVENTION AND COMMUNITY RESPONSIBILITY

Achieving the University's commitment to providing an inclusive and welcoming environment for all who interact in our community is a shared responsibility that requires all community members to act when they observe discriminatory or harassing behavior. This means reporting behavior violating this regulation, but if a community member can safely intervene to encourage others engaging in actions violating it to cease their inappropriate conduct, they are encouraged to do so. Examples of how to safely intervene include, but are not limited to, the following:

- Educate yourself and others by reading and understanding the Sexual Misconduct and Title IX Sexual Harassment regulation.
- Make sure you know to whom and where to report incidents and the services available to victims/survivors as detailed in the regulation and discuss these issues with others to raise awareness in the campus community.

Gain awareness of the challenges and experiences of others different than you by interacting and communicating with them and/or reading articles and books that express or explain viewpoints or beliefs different from your own regarding cultural and other diversity initiatives.

- When you hear friends or acquaintances making discriminatory or harassing remarks, encourage them to refrain from such behaviors and explain why their actions may harm others.
- Don't assume someone else will take action when you observe discriminatory or harassing behavior.

- When you see something wrong, don't be afraid to speak up.

It cannot be emphasized enough that community members should only personally intervene when they feel it is safe to do so; therefore, if a community member has concerns about safely intervening, do not condone objectionable actions but instead intervene by reporting the inappropriate behavior to an administrator or other University official.

Similar to a CSA is a "Responsible Employee." A "Responsible Employee" is required as part of their job duties to promptly report allegations of sexual misconduct as defined in the Sexual Misconduct and Title IX Sexual Harassment regulation by or against any student, employee, contractor, or visitor to the University's Title IX Coordinator or any Deputy Title IX Coordinator. If the individual consents, a Responsible Employee should also contact the University Police Department. The term Responsible Employee for purposes of this definition includes all University faculty and staff, including full or part-time positions and OPS employees, except Confidential Employees. Student employees are not included in this definition except for those employed in the following positions or areas:

- Graduate Teaching Assistants and Graduate Research Assistants
- Those employed in the Athletics department
- Those employed in UNF Housing and Residence Life

Employees not included in this definition are "Confidential Employees," including those employed within the University's Victim Advocacy Program, Student Health Services, the Student Ombuds, the Counseling Center, and other mental health professionals at the University who learn of allegations of sexual misconduct while working in their counseling capacity.

SAFE AND POSITIVE OPTIONS FOR BYSTANDERS

Through educational presentations, University community members are encouraged to become active bystanders to enhance safety for all. Information is provided on both direct and indirect interventions through "What would you do" scenarios. These scenarios provide examples of safe and comfortable interventions a person could use to assist others. Not doing anything is not an option.

RISK REDUCTION STRATEGIES

For many of our students, living and/or studying on a university campus will be a new experience. During this time, you will make new friends, face new challenges, and be a part of a new and ever-changing community. As with any community, safety is an important priority. UNF is a friendly, caring, and trusting community, but we are not immune to problems associated with crime. It is our pledge that we, as your police department, will do everything we can to keep you safe. But for us to do our job, we need the help of the entire UNF community. As a member of the University community, students and employees can help control crime by reporting suspicious activity, taking extra precautions, and being aware of the crimes that could affect you. Do not hesitate to contact UPD at (904) 620-2800 for additional information or to report any concerns. Risk reduction educational presentations are provided throughout the year to students and employees.

Further information is also available on the Dean of Student website:
https://www.unf.edu/deanofstudents/index.html
UNF's Title IX website:
https://www.unf.edu/otcr/index.html
and by contacting the
Office of Title IX and Civil Rights: (904) 620-2507

The following are some tips to help individuals and our community to stay safe:

Suspicious Activity

Anyone who sees suspicious activity on campus is encouraged to contact UPD at (904) 620-2800. Suspicious activity may include unfamiliar persons loitering around campus, a person "cruising" the parking lot, or someone trying to sell things door-to-door. Please do not hesitate to call UPD; they are here to make the campus safe.

Locking Doors and Windows

It may seem simple, but it is crucial to lock your doors and easily accessible windows, even when you are gone for just a few minutes. Most crimes are crimes of opportunity. It only takes a few seconds for someone to enter your room or your car and take your valuables or harm you. UPD recommends that you always lock your door and windows.

Letting Friends Know Where You Are and Who You Are With

While "checking in" might not seem like the cool thing to do, it could save your life. If you are going out with someone you don't know very well or going outside of campus alone, check in with a friend. That way, someone can alert UPD that you may be in trouble and will generally know where you are. Remember, as members of the UNF community, UPD is here to serve you, but it takes a concerted effort by the community to help keep UNF a safe place to live, study, learn, and work.

Ride Sharing Safety

Wait indoors in a safe location until the mobile app indicates that your ride has arrived. Before entering the vehicle, verify the make, model, and license plate number. Check the driver's rating and request another ride if the ratings are low. Confirm that the driver's name and details match the information provided to you. Allow the driver to call for you by name; do not volunteer your name when the ride arrives. Avoid sharing your phone number or any other personal information with the driver.

Before you get in, check to ensure that the child door lock is unlocked. If you are riding alone, sit in the back seat and buckle your seatbelt. Use a maps app to monitor your route, and share your travel details with someone you trust. Trust your instincts; if you feel uncomfortable at any point, exit the vehicle. If necessary, call 911 for assistance.

ONGOING PREVENTION AND AWARENESS CAMPAIGNS

In addition to UNF's primary sexual violence educational program, the University also promotes several ongoing events and resources throughout the year aimed at educating its community on topics ranging from bystander intervention to sexual violence awareness. Specifically, those prevention and awareness programs include:

Red Zone Initiative

The Red Zone is the time period where there are statistically heightened instances of sexual assault that happen on college campuses during the first part of the fall semester. On our campus, we want all students to understand how to meet people in safe environments, maintain healthy relationships, utilize their on-campus resources, and work together to prevent sexual misconduct. In 2025, campus partners hosted a

Red Zone exhibit and panel to share information about sexual violence, prevention, and available resources.

Purple Ribbon Campaign

In observance of October as Domestic Violence Awareness Month, purple ribbons and bows are displayed throughout campus. The ribbons symbolize support and assistance for women and men impacted by intimate partner violence (domestic and dating violence, sexual violence, and stalking). They also remind us that intimate partner violence is not a private matter but a public concern that impacts the entire community.

Take Back the Night

Take Back the Night brings the campus community together to stand in unity against interpersonal violence. In 2025, the event included a campus march, speakers sharing their experiences, and information about available resources. A related Market Days event also addressed dating and domestic violence.

Sexual Assault Awareness Month

In April, campus partners offered events on consent, healthy relationships, sexual misconduct, and bystander intervention, including Cupcakes and Consent and What Would You Do?

Hazing Prevention

The Dean of Students Office and Office of Fraternity and Sorority Life offered hazing prevention activities in February and September, including educational events and Market Days outreach.

Alcohol and Other Drug Awareness

Throughout 2025, the Dean of Students Office and Recreation and Wellness provided outreach on alcohol and other drugs, safer choices, and medical amnesty through Market Days, the Spring Break Safety Series, and other events.

Victim Advocate Talks and Topics

The Victim Advocacy Program hosts a monthly education forum that presents topics ranging from Navigating the Criminal Justice System to Consent Workshops. Campus and community subject matter experts provide information on the topic and resources available. Participants are provided the opportunity to ask questions and share information.

Additionally, upon request, UPD will provide crime prevention and awareness programs to any UNF class, department, or entity.

CAMPUS SECURITY AND ACCESS

CAMPUS FACILITIES SECURITY



University facilities are well-maintained, and security is prioritized to protect students, faculty, and staff. Many events held on campus are open to the public, as are various facilities, including the bookstore, libraries, and cafeterias. Access to academic, residential, and administrative buildings on campus is generally limited to students, employees, and visitors for purposes such as studying, working, teaching,

and conducting university business. Most academic and administrative buildings automatically lock after regular hours. Some residence halls require a key for entry, while others, like apartments, are open. The security measures and access policies for UNF residence halls are as follows:

- **Osprey Hall (Bldg. Z)** requires a University assigned proximity card to enter the building. Resident rooms are located off of an interior hallway and also require a University assigned proximity card to enter. When a resident room door closes, it closes in the locked position.
- **Osprey Landing (Bldgs. W, X, and Y)** resident rooms are located off of an exterior courtyard. Resident rooms require a University assigned proximity card to enter. When a resident room door closes, it closes in the locked position.
- **Osprey Cove (Bldgs. T, U and V)** resident rooms are located off an exterior courtyard. Resident rooms require a University assigned proximity card to enter. When a resident room door closes, it closes in the locked position.
- **Osprey Village (Bldgs. A-G)** resident rooms are located off an exterior courtyard. Resident rooms require an assigned proximity card to enter. When a resident room door closes, it closes in the locked position.
- **Osprey Crossings (Bldgs. Q-S)** requires a University assigned proximity card to enter the building. Resident rooms are located off an interior atrium. Resident rooms require an assigned proximity card to enter. When a resident room door closes, it closes in the locked position.
- **Osprey Fountains (Bldg. 55)** resident rooms are located off interior hallways. A University assigned proximity card is required to enter the individual towers, community house doors, resident room doors and individual suite doors. When a resident suite and bedroom door close, it closes in the locked position.
- **The Flats at UNF** resident rooms are located off an exterior breezeway. Resident apartment doors require an assigned key to enter, as do individual bedroom doors.

PHYSICAL ACCESS CONTROL

The University of North Florida Lock Shop is responsible for the issuance and removal of access to main campus buildings. All campus keys are issued from the Lock Shop after an individual key holder has been approved through the department's key approval process. Once a key is issued, a permanent record of the transaction is retained in the Lock Shop for the duration of the individual key holder's employment or affiliation with the University. When a key holder separates from the University, the key holder is required to turn their individual keys into the Lock Shop to be inventoried.

As a policy, hard keys are only issued to permanent University staff and faculty. Adjunct faculty, students and campus visitors are only issued electronic keys that are set to expire no more than one year from the date the key was issued or at the end of a project/event if sooner than one year. Key access is granted to campus contractors via a University employee sponsor or through a controlled electronic key box. Active electronic keys can also be removed from the system via the Lock Shop if circumstances require it. Human Resources provides the Lock Shop with a list of employees who have separated from the University as they occur. The University is also now deploying a new proximity access card that will be incorporated with the standard identification card. This will



be a phased deployment starting with housing and will be included in the construction of new facilities or major renovations over the coming years.

LOCKDOWN SYSTEM OVERVIEW

All University buildings, excluding residential buildings and some classrooms feature remote locking systems. UPD has the ability to selectively lock down buildings or the entire campus in the event of an emergency. The instructor can also lock down classrooms equipped with this system through a switch located at the front of the classroom.

ANNUAL SAFETY WALKS

The University Safety Advisory Council conducts an annual night safety walk to inspect all areas of campus for lighting levels, obstructions, overgrown landscaping and other elements that could contribute to poor visibility. Projects are identified from the walk for either Physical Facilities, Housing or Information Technology to act on. Additionally, Physical Facilities produces a weekly lighting report that identifies any light fixtures that are out on campus. Light fixture repairs are handled internally through standard work orders or contracted out if required.

HOUSING AND RESIDENTIAL LIFE ANNUAL FIRE SAFETY REPORT

Section 1: DESCRIPTION OF FIRE SAFETY EQUIPMENT

Fire Alarms are located in:
Osprey Village
Osprey Hall
Osprey Landing
Osprey Cove
Osprey Crossings
Osprey Fountains
The Flats at UNF
Fire Sprinklers are located in:
Osprey Hall
Osprey Landing
Osprey Cove
Osprey Crossings
Osprey Fountains
The Flats at UNF
Fire Extinguishers (approximately 450) are located in:
Osprey Village Apartments

The Flats at UNF Apartments
All Resident Assistant Rooms
Elevator Rooms in Osprey Hall, Landing, Cove, Crossings, and Fountains

Section 2: NUMBER OF FIRE DRILLS IN 2025

Each occupied Housing area conducts one fire drill per semester. One drill is conducted during the Spring semester, Summer A, Summer B, and Fall Semester of occupied buildings. Overall, for Housing, there were 14 fire drills held during 2025. Summer A and B term fire drills were not completed during 2025.

Housing and Residence Life guidelines state:

At least once during the first week of each term (including summer sessions), a Fire Drill for each building occupied by residents will be scheduled by the Assistant Director for Residence Life. Depending on the training needs of the staff, the drill may be either planned or spontaneous. University police should be notified of the drill *before* the alarm is pulled. (If planned in advance, a reminder should accompany the drill at least 30 minutes prior to the planned start time.)

All reports of drills, false alarms, and actual fire situations may be reviewed by the Fire Marshall during periodic inspections.

Section 3: HOUSING AND RESIDENCE LIFE RULES AND POLICIES RELATED TO FIRE SAFETY

The University of North Florida Housing and Residence Life (HRL) community require, all residents and their guests are responsible for abiding by all federal and state laws and University rules, regulations, and policies. This includes the University of North Florida's Student Code of Conduct and the following Housing and Residence Life Rules and Regulations.

A2.0 Appliances Communal living includes a shared responsibility to the safety of self and others, including via the use of approved appliances. The following section outlines approved and unapproved appliances. Additionally, care should always be taken not to overload electrical circuits.

A2.1 Appliances: Approved Items and Use

A2.1.1 Refrigerators 4.5 cubic feet or less and microwaves 1500 watts or less are permitted. Each student is permitted to have a microwave and mini fridge with the exception of Osprey Village.

- Osprey Village Residents: Apartments are limited to 2 microwaves and two mini-fridges per unit as they come equipped with a full-size refrigerator.

A2.1.3 Small appliances without exposed heating elements (e.g., blenders, Keurig, hand mixers) are permitted in student rooms with proper usage.

A2.1.4 Toasters, toaster ovens, pressure cookers, air fryers, coffee pots, and electric grills are permitted in the residence halls, but should be utilized in designated cooking lounges and not in student rooms.

- The only exception is in Osprey Village and The Flats at UNF where residents can

use them in their kitchen. Toasters, toaster ovens and electric grills found plugged in within student rooms may lead to discipline.

A2.2 Appliances: Non-Approved Items and Use

A2.2.1 Any appliances with an open flame, open heating coils, or open heating elements are not permitted. This includes, but is not limited to burners, griddles, any infrared appliance, hibachis with propane, hot plates, space heaters, electric skillets, s'more makers, deep fat fryers, smoke machines, etc.

A2.2.2 Charcoal and gas grills are not permitted to be used or stored in any of the housing areas. This includes balconies and patios located in Osprey Village and The Flats at UNF.

- Lighter fluid and all varieties of charcoal or grilling wood chips are not permitted and may not be stored on or within housing property.

A2.2.3 3-D Printers are not permitted in residential areas.

A2.2.4 Students are not permitted to bring commercial exercise equipment to residential areas (examples include treadmills, stair climbers, walking pads, etc.). The only commercial exercise equipment that students are permitted to use in the residential areas is the equipment available in the residential gyms.

A2.2.5 Students are not permitted to bring and/or install ceiling fans or track lighting.

A2.2.6 Students are not permitted to bring wireless routers due to potential interference with the campus wireless network.

A2.3 Other Restrictions

A2.3.1 Rewiring of student rooms is not permitted.

A2.3.2 All extension cords/power strips must be UL approved and have a built-in circuit breaker with an on-off switch. No other types of power cords or multiplug adaptors are allowed.

A2.3.3 Extension cords/power strips may not be plugged into other extension cords/power strips (daisy chaining).

A2.3.4 Residents and guests may not leave food and/or cooking appliances actively in use in unattended in rooms, lounges, kitchens, or grilling areas.

A2.3.5 This list is not exhaustive. As new appliances are available on the market, the Department of Housing and Residence Life reserves the right to review the appliance and determine whether or not it is approved to be in the residence halls. The Department of Housing and Residence Life will provide residents a process through which new appliances can be reviewed and approved or denied prior to residents bringing the item(s) to campus.

C1.0 Candles/Incense/Smell Goods

Candles with or without a wick, wax warmers, candle warmers, and/or incense are not permitted to be used and/or stored. These items are also not allowed to serve as decorations in rooms or apartments for fire safety purposes. The only wax warmers permitted in residential areas are those that use a light bulb to heat the wax; these appliances are to be unplugged when residents are not present in the room.

D2.0 Dangerous Materials and Weapons

The possession and/or use of firearms, weapons, and dangerous materials is not permitted anywhere in the residential area. Violation of this policy may result in immediate removal from housing. Dangerous

Materials are defined as, but not limited to ammunition, fireworks, combustible materials (including lighter fluid, propane, butane torches and dangerous chemicals) or other dangerous articles or substances.

D2.1 It is prohibited for any resident to possess a firearm, electric weapon or device except as permitted below, destructive device, or other weapon including a razor blade, box cutter, dirk, knife (other than a common pocketknife, plastic knife, or blunt-bladed table knife), archery bows and arrows, metallic knuckles, slingshot, billie-club, tear gas gun, chemical weapon or device, or other deadly weapon in University Housing.

It is not a violation for a registered student to possess a stun gun or nonlethal electric weapon or device designed solely for defensive purposes so long as the weapon does not fire a dart or projectile.

Refer to the Student Code of Conduct 4.0, Possession of Weapons and Destructive Devices for more information.

F2.0 Fire Safety and Fire Safety Equipment

Removing or interfering with the use of fire safety equipment, such as fire extinguishers, sprinkler systems and smoke detectors, is a third-degree felony under Florida Statute, section 806.10 and is prohibited.

Falsely setting off fire alarms is prohibited by Florida Statute, section 806.101, and is a misdemeanor. Any damage to University property due to resident activating or tampering with a fire alarm may result in restitution fees associated with the damage caused by their actions in addition to other appropriate discipline.

Any student who activates a false alarm or tampers with fire and/or life safety equipment (such as fire extinguishers, exit signs, exit light fixtures, speakers, strobes, smoke detectors, sprinklers, and door alarms) places the lives and safety of fellow students in danger.

Being found responsible for misuse of fire or fire safety equipment or threatening the safety of others is grounds for criminal prosecution and immediate removal from Housing.

F2.1 During fire alarms, students and guests MUST leave the building immediately and report to designated safety locations. Students are not to re-enter the building until the Housing and Residence Life professional staff or the University Police Department have cleared students to re-enter.

F2. 2 Students and guests failing to vacate, or returning before cleared by HRL or UPD, are subject to disciplinary action and/or a fine. Housing and Residence Life Staff may enter a student room during fire alarms to confirm evacuation.

F2.3 Designated Emergency Exit doors in Osprey Crossings, Osprey Hall and Osprey Fountains are ONLY to be used during a fire alarm or other emergency.

F2.4 Students are required to report any dysfunction of their fire alarm or other fire safety equipment in their room immediately.

F2.5 Students cannot cover up or remove their smoke detectors.

F2.6 Students may be responsible for conducting monthly fire extinguisher checks for fire extinguishers located in their residential spaces.

F3.0 Fires

Setting a fire or setting fire to any university or personal property is not permitted.

- F3.1 Students are not permitted to possess the following items: • Explosives (including fireworks and firecrackers) • Electric blankets • Electric signs • Flammable items (gasoline, turpentine, wood stains, lighter fluid, blow torch, etc.).

L2.0 Lighting

Lamps and lighting should be UL approved.

Halogen lamps, lava lamps, lamps with plastic shades, medusa style lamps, and strobe lights are considered fire hazards. Storage or use of these or similar devices are not permitted.

L2.1 String lights must not be plugged into each other. They must be directly plugged into an outlet.

L2.2 LED strip lights are permitted but cannot be adhered directly to the wall. They must be adhered using 3M command strips, sticky putty, and/or blue painter's tape.

P4.0 Prohibited Items

Storing prohibited item(s) that may pose a fire and/or safety hazard in a residence hall room, suite, or apartment is not permitted. Students in possession of any prohibited item as outlined in the Resident Handbook may be required to immediately remove the prohibited item in addition to any sanctions.

For the most accurate list of approved and prohibited items, please refer to the Housing and Residence Life website.

S3.0 Smoking and Vaping

The Florida Clean Air Act, effective Oct. 1, 1993, prohibits smoking within any state university system educational facility. This includes residence hall rooms, apartments and other housing facilities. Please refer to the University Smoke-Free Campus Initiative Regulation: https://www.unf.edu/president/policies_regulations/01-General/1_0140R.aspx.

- S2.1 Smoking and vaping are not permitted by any person (resident or guest) in any of the residence hall rooms, apartments and facilities, including porte-cochere, courtyards, elevators, stairwells, balconies, lounges, patios, etc.
- S2.2 Residents under the age of 21 may not possess, use, or own any tobacco, nicotine, smoking, or smokeless products.

Section 4: HOUSING AND RESIDENCE LIFE TRAINING PROGRAMS AND FIRE REPORTING STRUCTURE

Housing and Residence Life Training Programs

Housing and Residence Life provides training to professional staff members and student staff members on an annual basis beginning in the Fall semester of each year, or upon hiring of new personnel during Spring and Summer semesters. Training on various aspects of Fire Safety and Reporting are provided by both Senior Staff of the Housing and Residence Life Department and Environmental Health and Safety.

1. Residential students receive information regarding Fire Safety and instruction on Fire Drill and Evacuation procedures during the beginning of each semester in each housing area. Professional and student staff provide all information to residential students (Fire Drill and Evacuation procedures are outlined in Section Five of this report).

All applicable training was provided during 2025.

Reporting of Fires in Residential Areas

Should a fire occur in a residential area, the following reporting plan is followed:

1. Person spotting fire pulls fire alarm to alert residents to evacuate, or fire in a room causes alarm to go off and building is evacuated
2. The University Police and HRL Coordinator On-Call are called immediately by the Resident Assistant or HRL Coordinator at the scene (The alarm does not necessarily notify the police or the fire department)
3. The HRL Coordinator On-Call will notify the HRL Senior Staff On-Call
4. HRL Senior Staff On-Call will notify the Assistant Vice President of HRL

Section 5: HOUSING AND RESIDENCE LIFE EVACUATION PLAN (FROM RESIDENCE LIFE EMERGENCY RESPONSE PLAN) FIRE AND FACILITY EVACUATION

Evacuation Procedures to be followed:

1. If a fire is discovered in any building on campus, the individual shall immediately pull the closest fire alarm.
2. When a fire alarm is activated, all occupants will evacuate the building in a timely and responsive manner, heading to the nearest emergency exits. Building Emergency Coordinators will assist with evacuation as they leave the building to ensure complete evacuation.
3. If possible, the Building Emergency Coordinators should notify UPD when a person is left behind in the building due to circumstances beyond their control (i.e. disabled, injured, etc).
4. The fire alarm system is designed to indicate the location of the alarm and notify UPD. UPD will then contact the fire department and the University Incident Commander.

Evacuation:

When an evacuation of a building is ordered, the evacuation will be done in an orderly and safe manner. All faculty, staff, and students are to assemble in areas designated by the UPD or Building Emergency Coordinators. Evacuation orders may be given for multiple purposes.

1. Building Emergency Coordinators are to:
2. Initiate evacuation procedures, as necessary.
3. Maintain an orderly evacuation.
4. Conduct a sweep of assigned areas - be certain that everyone has evacuated.
5. Close doors once everyone has evacuated the area.
6. If possible, assist with the extraction of any physically challenged personnel.
7. If necessary, record the location of any individual who may require emergency assistance.
8. Assemble personnel at a designated safe location and account for personnel.
9. Record any missing personnel and their last known location.

Residents and staff members should:

1. Become familiar with the area and exit locations.
2. When the fire alarm sounds, prepare to evacuate immediately.
3. Do not panic, but walk quickly to the closest emergency exit.
4. Do not use elevators.
5. Walk in a single file to the right through corridors and stairwells.
6. Avoid unnecessary talking and keep the lines moving.

7. Individuals requiring assistance to evacuate should proceed to stairwell entrance area and ensure someone is aware of the need for assistance.
8. If smoke is encountered, drop to the floor and crawl along the wall to the nearest exit.
9. When approaching a closed door, feel the door with the back of your hand. If the door is cool, carefully open the door and (if safe) proceed with the evacuation.
10. No one is to return to the building until the UPD/Building Emergency Coordinators grants permission.

Residence Life Fire and Facility Evacuation

At the start of each semester/term, Residence Life educates students about fire alarm procedures by conducting fire drills. The following outlines how fire drills should be conducted in residential areas.

Fire Drills

At least once during the first week of each term, a Fire Drill for each building occupied by residents will be scheduled by the Assistant Director for Residence Life. Depending on the training needs of the staff, the drill may be either planned or spontaneous. University police should be notified of the drill *before* the alarm is pulled. (If planned in advance, a reminder should accompany the drill at least 30 minutes prior to the planned start time.)

A fire alarm form must be completed for each drill; this form can be found on the Housing Administrative Portal. **Note on the fire alarm report the time it took for residents to evacuate the building**. All reports of drills, false alarms, and actual fire situations are available for review by the State Fire Marshall during periodic inspections. The Associate Director of Residence Life is responsible for maintaining all such reports in an easily accessible notebook.

Fire Drill Protocol

1. Alert UPD that the drill is happening at least 30 minutes in advance
2. Assign staff members to certain tasks or areas during the drill
3. Determine who will activate the pull stations to set off the alarm
4. Wait until UPD is present to pull the alarm; when they are there, have your staff member(s) active the pull the stations; those not pulling the alarm should be up in their rooms
5. After the alarm is pulled, each RA should be responsible for knocking on as many doors as possible as they are evacuating the building and going to their assigned locations
6. As the Residence Life Coordinator, you should walk around the area to check for any concerns (ie: alarm noise level, alarms not going off, students not evacuating)
7. Once the drill has been completed, UPD will reset the fire panel and silence the alarm; this should be an indication that residents can reenter the building(s)
8. If necessary, utilize staff members to reset emergency exit doors
9. After the drill, have the staff members who pulled the alarms fill out the Fire Alarm forms on the Admin Portal

Actual Fire Situation

In the event of a fire alarm the following policies and procedures should be followed:

1. Person spotting fire pulls fire alarm to alert residents to evacuate.
2. UPD and RLC On-Call are called immediately. (The alarm does not necessarily notify the police or the fire department.)
3. **State:** Your name and position (RA or RLC), Building/wing/floor/and location of the fire

4. If the fire is small, contained, and easily extinguishable, you may attempt to extinguish the fire with an extinguisher or hose. HOWEVER, DO NOT PUT YOURSELF IN DANGER!
5. As RAs leave the building, they should tell residents to evacuate to a safe distance away from the building. If safe, RAs should knock on doors.
6. All staff present and able should report to their designated meeting area to assess the fire situation and assist UPD and/or Fire Rescue with keeping residents away from the building.
7. The Residence Life Coordinator On-Call will notify the Senior Staff On-Call.
8. Office Hours or On-call RAs will document the fire alarm, whether actual or false, on a Fire Alarm Report Form found on the Housing Admin Portal.
9. **Do not put yourself in danger**. If origin of fire is unknown, do not enter the location.

Unknown Source of Alarm

Alarm rings

1. RAs will be given responsibility for the following:
2. Notifying UPD and calling RLC On-Call.
    - Notifying responding staff of any residents who may have special needs or need additional assistance.
    - Direct residents to move away from entryways or area of suspected fire.
    - Wait for emergency personnel to give directions.
    - Call RAs (in the area) who have not responded to the alarm (if more assistance is needed).
1. Every RA who is available should assist UPD/Residence Life Staff. UPD will check the control panel for the location of the alarm pulled. If the location of pulled alarm is identified, RAs should stand by while UPD investigates for possible fire situations. If it is determined that there is no fire, alarm may be reset by UPD. If fire is detected, refer to the above procedures.
2. Once the possibility of fire has been ruled out, the main alarm may be re-set by UPD.
3. After the alarm is re-set, UPD will notify Residence Life staff and residents that they will be able to return to their rooms.
4. Office Hours or On-call RAs will document the fire alarm, whether actual or false, on a Fire Alarm Report Form found on the Housing Admin Portal. The form should be submitted to designated location for the department's records.
5. RAs should document residents who do not comply with the evacuation procedures.

Section 6: PLAN OF FUTURE IMPROVEMENTS

At this time there are no plans for changes to the fire alarm system. Housing and Residence Life constantly reviews reports and conduct incidents and utilizes this information for the following:

1. Programmatic efforts
2. Resident educational initiatives
3. Policy review and adjustments
4. Policy implementation

Fire and Facility Evacuation

Evacuation Procedures to be followed:

- If a fire is discovered in any building on campus, the individual shall immediately pull the closest fire alarm.
- When a fire alarm is activated, all occupants will evacuate the building in a timely and responsive manner, heading to the nearest emergency exits. Building Emergency Coordinators will assist with evacuation as they leave the building to ensure complete evacuation. Emergency Coordinators should notify UPD when a person is left behind in the building due to circumstances beyond their control (i.e. disabled, injured, etc).
- The fire alarm system is designed to indicate the location of the alarm and notify UPD. UPD will then contact the fire department and the University Incident Commander.

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ANNUAL SECURITY AND FIRE SAFETY REPORT 2026



UNF UNIVERSITY of NORTH FLORIDA.

APPENDIX A

CRIME STATISTICS

APPENDIX A
CRIME STATISTICS

The following table provides statistics for the past three calendar years for the crime category occurring in the University of North Florida's Clery geography: On-Campus (including On-Campus Student Housing Facilities), Noncampus, and Public Property. Statistics include any reported unfounded crimes, as required by the Clery Act.

*There were 2 unfounded crimes for year **2025** – 1 rape and 1 dating violence on-campus.*

CLERY CRIME	YEAR	ON-CAMPUS PROPERTY – INCLUDING HOUSING	ON-CAMPUS STUDENT HOUSING FACILITIES ONLY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
MURDER/NON-NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
MANSLAUGHTER by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
RAPE	2023	6	6	0	0
	2024	1	1	0	0
	2025	4	4	0	0
FONDLING	2023	1	1	0	0
	2024	1	1	0	0
	2025	2	2	0	0
INCEST	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
STATUTORY RAPE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ROBBERY	2023	2	0	0	0
	2024	1	0	0	0
	2025	0	0	1	0
AGGRAVATED ASSAULT	2023	1	1	0	0
	2024	0	0	0	0
	2025	0	0	0	1
BURGLARY	2023	3	2	1	0
	2024	0	0	1	0
	2025	9	1	0	0

MOTOR VEHICLE THEFT	2023	10	0	0	0
	2024	0	0	0	0
	2025	2	0	0	0
ARSON	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

VAWA STATISTICS

CLERY CRIME	YEAR	ON-CAMPUS PROPERTY – INCLUDING HOUSING	ON-CAMPUS STUDENT HOUSING FACILITIES ONLY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
DOMESTIC VIOLENCE	2023	0	0	0	0
	2024	0	0	0	0
	2025	1	0	0	0
DATING VIOLENCE	2023	3	3	0	0
	2024	5	2	0	0
	2025	5	4	0	1
STALKING	2023	1	0	0	0
	2024	2	0	0	0
	2025	5	2	0	0
UNFOUNDED (All Crimes)	2023	2	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

HATE CRIME STATISTICS

CLERY CRIME	YEAR	ON-CAMPUS PROPERTY – INCLUDING HOUSING	ON-CAMPUS STUDENT HOUSING FACILITIES ONLY	NONCAMPUS PROPERTY	PUBLIC PROPERTY
HATE CRIMES	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

DRUG, LIQUOR, AND WEAPON LAW VIOLATIONS

CLERY CRIME	YEAR	ON-CAMPUS PROPERTY – INCLUDING HOUSING	ON-CAMPUS STUDENT HOUSING FACILITIES ONLY	NONCAMPUS PROPERTY	PUBLIC PROPERTY
LIQUOR LAW ARRESTS	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
LIQUOR LAW REFERRALS	2023	172	170	0	0
	2024	129	101	0	0
	2025	135	134	0	0
DRUG LAW ARRESTS	2023	4	0	0	0
	2024	0	0	0	0
	2025	2	1	0	3
DRUG LAW REFERRALS	2023	33	31	0	0
	2024	33	27	0	0
	2025	59	57	0	0
WEAPON LAW ARRESTS	2023	1	1	0	0
	2024	0	0	0	0
	2025	0	0	0	0
WEAPON LAW REFERRALS	2023	4	4	0	0
	2024	7	5	0	0
	2025	11	9	0	0

HAZING

Clery Crime	YEAR	ON-CAMPUS PROPERTY – INCLUDING HOUSING	ON-CAMPUS STUDENT HOUSING FACILITIES ONLY	NONCAMPUS PROPERTY	PUBLIC PROPERTY
HAZING	2023	*	*	*	*
	2024	*	*	*	*
	2025	0	0	0	0

*The Clery Act requires institutions of higher education to report Hazing for the first time for calendar year 2025. Therefore, there are no statistics for years 2023 and 2024.

ANNUAL SECURITY AND FIRE SAFETY REPORT 2026



UNF UNIVERSITY of NORTH FLORIDA.

APPENDIX B

FIRE STATISTICS

APPENDIX B

FIRE STATISTICS

The following table provides statistics for the past three calendar years for the fire statistics occurring in the University of North Florida's Clery geography: On-Campus (including On-Campus Student Housing), Noncampus, and Public Property.

Number of fires in 2025 Calendar Year (Spring, Summer, and Fall semesters): 0

RESIDENTIAL FACILITY	Year	Total Number of Fires	Fire Number	Date	Cause	Death or Injury?	Value of Damage
Osprey Village (A-G) 1 UNF Drive Jacksonville, FL 32224	2023	0	0	0	0		
	2024	0	0	0	0		
	2025	0	0	0	0		
Osprey Hall (Z) 1 UNF Drive Jacksonville, FL 32224	2023	0	0	0	0		
	2024	0	0	0	0		
	2025	0	0	0	0		
Osprey Landing (W-Y) 1 UNF Drive Jacksonville, FL 32224	2023	0	0	0	0		
	2024	0	0	0	0		
	2025	0	0	0	0		
Osprey Cove (T-V) 1 UNF Drive Jacksonville, FL 32224	2023	0	0	0	0		
	2024	0	0	0	0		
	2025	0	0	0	0		
Osprey Crossings (Q-S) 1 UNF Drive Jacksonville, FL 32224	2023	0	0	0	0		
	2024	0	0	0	0		
	2025	0	0	0	0		
Osprey Fountains (Bldg. 55) 4654 Osprey Ridge Rd. Jacksonville, FL 32224	2023	0	0	0	0		
	2024	0	0	0	0		
	2025	0	0	0	0		
The Flats at UNF (Bldg. 65) 4850 1st Coast Technology Parkway	2023	0	0	0	0		
	2024	0	0	0	0		
	2025	0	0	0	0		

ANNUAL SECURITY AND FIRE SAFETY REPORT 2026



UNF UNIVERSITY of NORTH FLORIDA

APPENDIX C

ALCOHOL AND OTHER DRUGS

APPENDIX C

ALCOHOL AND OTHER DRUGS POLICY

The University is committed to educating its community regarding the harmful effects and legal consequences associated with alcohol and other drug use. Special attention has been paid to providing a balance between educational and punitive components. A series of educational and prevention programs are offered to the University community, while at the same time alerting members to the consequences of noncompliance. It is hoped that all members of the University community will strive to promote behaviors that are compatible with the educational mission of the University, including the establishment of healthy and responsible norms.

Category	Name	Health Risks
Alcohol	Alcohol	Increased risk of injuries, violence, fetal damage (in pregnant women); depression; neurologic deficits; hypertension; liver and heart disease; addiction; fatal overdose
Cannabinoids	Marijuana Hashish	Cough, frequent respiratory infections; possible mental health decline; addiction, slowed reaction time, increased heart rate, impaired learning and memory
Tobacco	Nicotine	Increased blood pressure and heart rate, chronic lung disease, stroke, addiction, cancers
Opioids	Heroin Opium Fentanyl	Drowsiness, impaired coordination, dizziness, confusion, nausea, sedation, constipation; endocarditis; hepatitis; HIV; addiction; respiratory arrest; fatal overdose
Stimulants	Cocaine Amphetamine Methamphetamine	Increased heart rate, blood pressure, body temperature, weight loss, insomnia; cardiac or cardiovascular complications; stroke; seizures; addiction; nasal damage from snorting
Club Drugs	MDMA (Ecstasy)	Sleep disturbances, depression, impaired memory, hyperthermia, addiction
Club Drugs	Flunitrazepam (Rohypnol)	Addiction, confusion, memory loss, dizziness, impaired coordination
Club Drugs	GHB	Unconsciousness; seizures; coma
Dissociative Drugs	Ketamine	Analgesia, impaired memory, delirium, respiratory depression and arrest, death
Dissociative Drugs	PCP	Analgesia, psychosis, aggression, violence, slurred speech, loss of coordination, hallucinations
Dissociative Drugs	Salvia Divinorum	Anxiety, tremors, numbness, memory loss, nausea

Category	Name	Health Risks
Dissociative Drugs	Dextromethorphan (DXM)	Euphoria, slurred speech, confusion, dizziness, distorted visual perceptions
Hallucinogens	LSD	Increased body temperature, heart rate, blood pressure, numbness, dizziness, weakness, tremors, impulsive behavior, rapid shifts in emotion
Hallucinogens	Mescaline	Flashbacks, fetal abnormalities.
Hallucinogens	Psilocybin	Flashbacks, risk of psychiatric illness, impaired memory, tolerance, paranoia, panic
Other Compounds	Anabolic Steroids	Blood clotting and cholesterol changes, liver cysts, hostility and aggression, acne
Other Compounds	Inhalants	Loss of inhibition, headache, nausea or vomiting, slurred speech, loss of motor coordination, muscle weakness, damage to cardiovascular and nervous systems

II. DEFINITIONS

For the purposes of this policy, the following definitions (as per Florida Statutes) shall apply:

A. **Alcohol (or alcoholic beverage):** means distilled spirits and any beverage containing 0.5 percent or more alcohol by volume.
B. **Illicit Drug:** means a controlled substance or "designer drug" under provisions of Chapter 893, Florida Statutes.
C. **"Under the influence":** means a person has consumed alcohol and/or illicit drug(s) sufficient to render them incapable of discretion or sound judgement or which results in impairment of normal faculties.

III. STATEMENT OF POLICY

Standards of Conduct

The University of North Florida expressly prohibits the following by students and employees in or on property owned or controlled by the University of North Florida or off campus when a student or employee is acting as a representative of the University:

A. Unlawful manufacture, alteration, distribution, dispensing, possession, or use of any illicit drug
B. Unlawful possession or use of a prescription drug regulated under the provisions of Chapter 893, Florida Statutes (controlled substances and "designer drugs") unless dispensed and used pursuant to prescription or otherwise authorized by law. Manufacture, alteration, delivery, distribution, dispensing, and/or sale of such substances are prohibited unless authorized by law.
C. Unlawful purchase, possession, distribution and/or use of alcohol

Health Risks

For more information: National Institute on Drug Abuse https://www.drugabuse.gov/

Guidelines for Alcohol Consumption

The sale, serving, possession, and consumption of alcoholic beverages shall comply with state and federal laws, city and county ordinances, and the licensing agreements with on-campus distributors. Requests to sell or serve alcohol must have proper approvals in accordance with Alcohol Guidelines found at the following link: https://www.unf.edu/ehs/alcohol-procedures-requirements.html.

Services for Alcohol and Drug Use/Abuse

The following describes all on campus Alcohol and Drug resources and services. Every effort will be made to protect the individual's confidentiality, according to applicable laws, and to foster successful pursuit of academic and/or professional goals in accordance with the University's mission.

Students:

A. **Prevention:**

As part of the educational process, the University, via the Department of Recreation and Wellness, (904) 620 - 4769, will provide on a regular basis, a wide range of activities for the University community to increase their understanding of the harmful effects and potential addiction caused by inappropriate use of alcohol and other drugs. These activities are centered on primary prevention (i.e. education).

Specific primary prevention activities will include:

- Education efforts by the Department of Recreation and Wellness
- Participation in national, state, and regional alcohol and other drug prevention events
- Regular dissemination of alcohol and other drug educational literature to the University community
- Presentations on alcohol and other drugs information to residential students, academic classes, faculty, staff, and other campus groups
- The maintenance of a computerized drug and alcohol information database

B. **Intervention**

Students found responsible for alcohol or drug violations may be directed by the Student Conduct Office to the Office of the Dean of Students for an individual multi-session alcohol and/or drug assessment and education. The Office of the Dean of Students reserve the right to require additional intervention services which will be determined on an individual basis and in the best interest of the student. Student assessments, referrals, and all information disclosed in the scope of students receiving such services will be subject to and protected by the standard confidentiality protocol.

C. **Treatment**

The Counseling Center, Office of the Dean of Students, Department of Recreation and Wellness and Student Health Services are the primary facilities available to students who have alcohol or other drug abuse or dependency problems. These students are identified through:

a. self-referrals
b. faculty and staff referrals
c. student conduct system referrals
d. Drug testing (done by Athletics for student athletes)
e. involvement in the criminal justice system

Once identification is made, an assessment of the student's condition is made through the appropriate campus resource (i.e., Counseling Center, Office of the Dean of Students, or Student Health Services) to determine the level of intervention and treatment necessary to ameliorate the situation. If this assessment reveals that the scope of the problem is beyond the capability of these centers, the student will be referred to the appropriate community agency.

Parental notification may be necessary and will be issued with the consent of the student and/or consistent with the provisions of the Family Educational Rights and Privacy Act (FERPA).

Faculty and Staff:

Since the Counseling Center, Department of Recreation and Wellness, Office of the Dean of Students, and Student Health Services are primarily for students, employees are treated in these facilities only on an emergency basis. Employees with a chemical dependency may be identified through:

a. self-referrals
b. supervisor(s)
c. involvement in the criminal justice system

The employee will be required to either take advantage of the Employee Assistance Program (EAP), made available through the Office of Human Resources, or to seek help from community agencies. A comprehensive list of these agencies, including names and telephone numbers, is available through the Department of Recreation and Wellness. The employee may choose to use one of these agencies rather than the EAP upon written approval of the Vice President of Human Resources or his/her designee.

Rehabilitation is the preferred goal for students and employees who exhibit chemical dependency problems, and every effort will be made to assist with rehabilitation. However, if any subsequent work performance or disruptive behavior adversely affects the overall well-being of the University community, sanctions may be applied as explained under the Disciplinary Standards section below.

Legal Sanctions

No employee or student is to report to work, class, or any University function while under the influence of alcohol or other drugs. Violation of this policy will subject the individual not only to University sanctions but also to potential criminal prosecution by the appropriate authorities.

State law prohibits possession of alcoholic beverages by persons under age 21. No person may sell, give, serve, or permit to be served alcoholic beverages to a person under 21. Violations of any such laws are punishable by a term of up to one year in prison and a fine up to $1,000. Violations by persons under the age of 21 may lead to limiting of driving privileges.

State law prohibits possession and/or distribution of controlled substances as described in Section 893.03, Florida Statutes. Violations of such laws are punishable by up to a year in prison and $1,000 fine for misdemeanor violations and up to 30 years and $10,000 fine for felony violations.

Disciplinary Sanctions for Violation of Policy

Violation of this policy may result in disciplinary sanctions. University sanctions range from written warnings to expulsion from the University (including expulsion from enrollment for students and termination of employment for faculty, administrators, and staff). Disciplinary action against a student or employee does not preclude the possibility of criminal charges against that individual. The filing of criminal charges similarly does not preclude action by the University.

1. **Sanctions**

   The penalties imposed for violating this policy range from written warnings with probationary status to expulsion from enrollment and/or termination of employment. The choice of sanction will depend on the individual circumstances of the case, including any extenuating circumstances. Specific penalties for faculty, administration, staff, and students can be found within the areas responsible for each constituency:

   1. **For faculty:** The Office of the Provost
   2. **For administrators and staff:** The Office of Human Resources
   3. **For students:** The Dean of Students/Student Conduct Office

2. **Suspension Pending Final Disposition**

   The University reserves the right to suspend a faculty member, administrator, staff or student between the time of the initial charges and the impending hearing. This suspension action will be subject to the applicable personnel rules/policies and will be invoked only if in the opinion of campus administrators, the continued presence of this individual poses a clear and immediate danger to himself/herself and/or other members of the University community. Under such circumstances a formal hearing must be held within a requisite number of school/working days, determined by the areas responsible for each constituency, to lift the suspension or impose more severe sanctions.

3. **Investigations** - the University may place an employee on administrative leave during an investigation for a period up to the length of the investigation.

4. **Best Interest of the University** - the University may place an employee on administrative leave when the employee's presence in the workplace may result in injury to the employee or

others, damage to property, or it has been determined that it is in the best interest of the University to do so.

Biennial Review

The University Alcohol, Tobacco & Other Drugs Committee is responsible for conducting the biennial review of the UNF Drug and Alcohol Abuse Prevention Program required under the Drug-Free Schools and Communities Act. This review will include:

a. A determination of the program's effective and recommended changes, if any,

b. An accounting of the number of drug and alcohol related violations and fatalities,

c. An accounting of the number and type of sanctions imposed for violations of policy,

d. A description of the research methods and data analysis tools used to determine the effectiveness of the program, and

e. A plan of action for addressing findings and recommendations.

A copy of the report, signed by the President, shall be available in the office of the Vice President for Student and International Affairs, who is responsible for implementation of the recommendations from the review.

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ANNUAL SECURITY AND FIRE SAFETY REPORT 2026



UNF UNIVERSITY of NORTH FLORIDA

APPENDIX D

HAZING

APPENDIX D

ANTI-HAZING REGULATION

I. STATEMENT OF REGULATION

Actions or situations which by design or intent amount to hazing are prohibited and shall be prevented and adjudicated by the University whenever possible. This regulation shall apply to acts conducted on- or off-campus property, whenever such acts are deemed to constitute hazing. Students, University employees, student organizations, and individuals associated with student organizations, such as club advisors, chapter advisors, volunteers, and coaches, are subject to this regulation.

II. DEFINITIONS

A. Hazing: The term "hazing" for the purposes of this regulation means any intentional, knowing, or reckless act or situation that endangers the mental or physical health or safety of another person, committed by a person against another person regardless of the willingness of such other person or persons to participate that is committed:

1. In the course of initiation into any student organization;
2. For admission into any student organization;
3. For affiliation with any student organization;
4. In maintenance, perpetuation, or furtherance of a tradition or ritual of any student organization

Furthermore, hazing is defined as any intentional, knowing, or reckless act or situation that endangers the mental or physical health or safety of another person that causes or creates a risk, above the reasonable risk encountered in the course of participation in the student organization, of physical or psychological injury. Hazing includes, but is not limited to:

1. Whipping, beating, branding, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
2. Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, forced physical activity that could adversely affect the physical health or safety of the person, forced conduct that could result in extreme embarrassment, or forced exclusion from social contact, or other similar activity;
3. Causing, coercing, or otherwise inducing activities that conflict or interfere with a student's academic performance;
4. Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
5. Causing, coercing, or otherwise inducing another person to perform sexual acts or acts of personal servitude;
6. Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
7. Any activity against another person that includes a violation of the Student Code of Conduct or criminal violation of local, State, Tribal, or Federal law; or

8. Any activity that induces, causes, or requires another person to perform a duty or task that involves a violation of the Student Code of Conduct or criminal violation local, State, Tribal, or Federal law.

It is not a defense to hazing that:

1. The consent of the victim had been obtained
2. The conduct or activity that resulted in the death or injury of a person was not part of an official organization event or was not otherwise sanctioned or approved by the organization; or
3. The conduct or activity that resulted in death or injury of the person was not done as a condition of membership to an organization; or
4. The conduct or activity that resulted in death or injury of the person was done after the individual was admitted as a member to an organization.

The term "hazing" does not include customary athletic events or other similar contests or competitions or any activity or conduct that furthers a legal and legitimate objective.

B. Student Organization: The term "student organization," for the purposes of this regulation, means an organization at the University of North Florida in which two or more of the members are students enrolled at the institution, whether or not the organization is established or recognized by the institution. This includes, but is not limited to, a club, society, association, athletic team, club sports team, fraternity, sorority, ROTC, band, or student government.

III. STATEMENT OF PROCEDURES

A. Reporting Required. Any person having knowledge of any activity or situation which may constitute hazing shall contact the Office of the Dean of Students, the University Police Department, the Office of Fraternity and Sorority Life, the Athletics Director, the Office of the Dean of the College in which the club or, course or organization is housed, or the Office of the Provost. Actions to enforce the University's prohibition against hazing shall be conducted pursuant to the Student Conduct Code.
B. Investigation and Adjudication. - Actions to enforce the University's prohibition against hazing shall be conducted pursuant to the Student Code of Conduct for adjudication of hazing incidents and assignment of penalties.
C. In conjunction with the Student Code of Conduct, special procedures related to investigating allegations of hazing may include the following:
D. If deemed appropriate by the Provost or designee, the organization may be placed on interim measures during the investigation process.
E. The assigned investigator will develop a plan and coordinate with campus stakeholders.
F. The organization will be notified via the identified president's UNF email of an open investigation regarding the hazing allegations.
G. The investigation may include outreach to all identified members of the organization.
H. The assigned investigator will compile all statements and documentation into an investigative report to be reviewed by the Dean of Students.
I. Penalties. Possible penalties for violation of this regulation are outlined in the Student Code of Conduct, regardless of whether the violation occurred on- or off- campus and shall be in addition to any other penalty to which a student or group may be subject for violations of the criminal laws of Florida or any other applicable University regulation or policy. Individuals subject to

University jurisdiction found responsible of hazing violations may receive penalties including the withholding of diplomas or transcripts pending compliance with the regulation or completion of community service, or other educational sanctions, and the imposition of reprimand, probation, suspension, dismissal, or expulsion, depending upon the severity of the violation.

J. Student organizations including fraternities and sororities found responsible for hazing may be penalized by revocation of permission for the organization to be registered, to meet on campus and to use campus facilities, operate on University property or to otherwise operate under the sanction of the University.

K. Amnesty. In compliance with the Medical Amnesty Policy and with "Andrew's Law," a person who was present at an event where, as a result of hazing, a person appears to be in need of immediate medical assistance, who is the first person to call 911 or the University Police Department for and obtains such medical assistance, provides their name and the address at which medical assistance is needed, renders medical aid, remains on the scene with the person until such medical assistance arrives, and cooperates with the responders will not be charged with a violation of this regulation.

L. Distribution and Incorporation of Regulation. Copies of this regulation, and any policies concerning violations, penalties, and process for enforcement will be provided to students enrolled in the University and shall be referenced/incorporated in the bylaws of every organization operating under the sanction of the University.

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ANNUAL SECURITY AND FIRE SAFETY REPORT 2026



UNF UNIVERSITY of NORTH FLORIDA

APPENDIX E

SEXUAL MISCONDUCT AND TITLE IX SEXUAL HARASSMENT

APPENDIX E

SEXUAL MISCONDUCT AND TITLE IX SEXUAL HARASSMENT

I. OBJECTIVE & PURPOSE

The University of North Florida ("University" or "UNF") is committed to providing a work and learning environment free from unlawful harassment, discrimination, and retaliation. In addition to prohibiting discrimination, harassment, and retaliation as explained in the University's Non-Discrimination and Equal Opportunity Regulation (1.0040R), UNF also specifically prohibits sexual misconduct and sexual harassment in compliance with Title IX of the Education Amendments of 1972 ("Title IX"), including the crimes of dating violence, domestic violence, and stalking.

This Regulation provides guidance regarding conduct that constitutes sexual misconduct and sexual harassment. It also explains reporting responsibilities regarding such conduct, the University's processes for investigating and resolving alleged violations, and rights and services available to those affected by such conduct and related investigations.

For purposes of this Regulation, "Sexual Misconduct" is an expansive term encompassing sexual harassment and sexual violence (including sexual assault, dating violence, domestic violence and stalking). Sexual Misconduct may constitute crimes (e.g., sexual battery, rape and related sex crimes), or may be noncriminal conduct (e.g., sexual harassment). Sexual Misconduct can occur between strangers or acquaintances, including people involved in an intimate or sexual relationship. Sexual Misconduct can be committed by men or by women, and it can occur between people of the same or different sex. This Regulation is applicable regardless of the sex of individuals engaging in sexual activity.

It is the objective of the University that this Regulation be broadly applied to ensure the protection of all who interact in our University Community. Therefore, "University Community" is defined to refer to any person who is a student, University official, any person employed or contracted with the University, and any other individual interacting with the University.

Title IX requires that the University have a statement of policy and procedure for handling complaints of Sexual Misconduct. This Regulation constitutes that statement.

Title IX also prohibits other forms of sex- and gender-based discrimination. For example, Title IX prohibits, and the University will not tolerate, taking an adverse action against a member of the University community because of their sex. Such discrimination is addressed in a separate University regulation, the Non-Discrimination and Equal Opportunity Regulation, 1.0040R. The University's process for prompt and equitable resolution of complaints alleging sex- discrimination may be found in that Regulation.

II. STATEMENT OF REGULATION, AFFIRMATION AND DISSEMINATION

Sexual Misconduct is contrary to UNF's standards and may violate the law. This Regulation applies to all members of the University Community. It applies to actions regardless of where they occur, including those that take place in the University's facilities, at a class, training program or event sponsored by the University at another location, any building owned or controlled by a student organization that is officially recognized by the University (such as a fraternity or sorority house), or elsewhere off campus. Any member of the University Community who violates this Regulation will be subject to disciplinary action and potentially criminal prosecution. To the extent a customer, vendor or other person with whom UNF is affiliated engages in Sexual Misconduct, UNF will take appropriate corrective action.

The University has designated the Director of the Office of Title IX and Civil Rights ("OTCR") as its Title IX Coordinator. The Title IX Coordinator is authorized to coordinate the University's efforts to comply with Title IX and this Regulation. This Regulation shall be disseminated to the University Community through the UNF website, new employee orientations, new student orientations, and other appropriate channels of communication. UNF will respond promptly to reported violations and will take prompt, effective action to prevent, to correct, and, if necessary, to discipline individuals and organizations who violate this Regulation.

III. DEFINITIONS

A. Definitions of Sexual Harassment

The federal Title IX regulations define sexual harassment in a limited way that does not cover all forms of sexual harassment that the University seeks to prohibit. This requires the University to maintain two separate definitions of sexual harassment: the broader definition of "Sexual Harassment" and more narrow definition of "Title IX Sexual Harassment."

"Sexual Harassment" involving University employees as Respondents means unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, written, or electronic communications or physical conduct of a sexual nature that is objectively offensive and sufficiently severe, persistent, or pervasive as to substantially interfere with or alter the conditions of an employee's employment. Sexual Harassment can also occur as quid pro quo harassment, such as when:

- Submission to such conduct or request is made either explicitly or implicitly a term or condition of a status in a course, program, or activity, or of academic achievement; or
- Submission to such conduct or request is made either explicitly or implicitly a term or condition of an individual's employment, salary increase, position advancement, or other employment-related benefits; or
- Submission to or rejection of such conduct or request by an individual is used as the basis for an academic decision or employment decision affecting such individuals.

Sexual harassment can occur to any member of the University Community, on or off campus. It includes conduct that is prohibited under Title VII of the Civil Rights Act of 1964 and similar laws.

"Title IX Sexual Harassment" means conduct on the basis of sex that satisfies one or more of the following:

a. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
b. Unwelcome conduct determined by a reasonable person to be so severe, and pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
c. "Sexual assault" as defined in 20 U.S.C. 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30), and as defined in this Regulation.

In some situations, the same conduct may be both Sexual Harassment and Title IX Sexual Harassment. Examples of Sexual Harassment can be found in Appendix B.

B. Other Definitions

In addition to the definition of "Sexual Misconduct," "University Community," "Sexual Harassment," and "Title IX Sexual Harassment" above, this Regulation also utilizes the following definitions:

1. “Appeals Officer” means an employee of the University or an external Appeals Officer trained for receiving, reviewing, and responding to the appeals of the Decision-Maker’s written determination.

2. "Complainant" is an individual who is alleged to be the victim of conduct that could constitute Sexual Misconduct, including Title IX Sexual Harassment.

3. "Campus Security Authority" or CSA, means an individual occupying a position designated by the University for the purpose of complying with the Clery Act. When a CSA is also a Responsible Employee, they must still fulfill their duties as described in this Regulation for a Responsible Employee and promptly report allegations of Sexual Misconduct by or against any student, employee, contractor or visitor to the University's Title IX Coordinator. For more information about the duties of a CSA and a complete listing of positions designated as a CSA, please see the Campus Safety and Security Reporting policy, 1.0120P, which is available at the following link: http://www.unf.edu/regulations-policies/01-general/1-0120P.html.

4. “Complicity” means any action or behavior done with the intent of aiding, facilitating, promoting, or encouraging the commission of an act of Sexual Misconduct.

5. A “Confidential Employee” is an individual who learns of allegations of Sexual Misconduct while working in their counseling capacity, including individuals employed within the University’s Victim Advocacy Program, Student Health Services, the Counseling Center, other mental health professionals at the University, University Chaplains, and the Student Ombuds. Confidential Employees are available to provide assistance and resources to victims without any obligation to make a report or file a Formal Complaint to University administrators. Confidential Employees continue to have duty to report Clery Act crimes to the University and to report child abuse or neglect to the Department of Children and Families, as required by law.

6. “Consent” to sexual activity must be knowing, intelligent, unambiguous, and voluntary. Consent is active, not passive. This means there must be clear and willing participation, through words or actions, for each sexual act.
    - Consent to one type of sexual activity does not imply consent to other types of sexual activity. There must be consent at every stage of the sexual encounter.
    - Past consent to sexual activity does not imply consent to future sexual activity.
    - Consent can be withdrawn at any time, including in the middle of a sexual encounter, if the withdrawal of consent is clearly indicated by words or actions. Any indication of unwillingness, including but not limited to the following, terminates consent.
        - Any verbalization of “No,” “Stop,” “Don’t,” “I do not want,” “I am not sure,” “That hurts,” etc.

- Ceasing participation in sexual activity (e.g., freezing or not actively engaging), pulling away, removing someone's touch from a specific area, blocking someone from touching a specific area etc.

  For additional guidance on related concepts such as force, coercion, and incapacitation, see Appendix C: Consent-Related Concepts.

7. "Dating Violence" means violence committed by a person: (a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; (iii) and the frequency of interaction between the persons involved in the relationship.

8. "Day" means a calendar day.

9. "Decision-Maker" is the individual, or group of individuals, designated by the University to conduct a live hearing to make a determination of responsibility about whether the alleged Sexual Misconduct occurred. The Decision-Maker will not be the same person as the Title IX Coordinator or investigator.

10. "Domestic Violence" includes conduct that constitutes felony or misdemeanor crimes of violence committed 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 the domestic or family violence laws of Florida or where the violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Florida or where the violence occurred.

11. "Education Program or Activity" includes all locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the Title IX prohibited conduct occurred, and any building owned or controlled by a student organization that is officially recognized by the university (such as a fraternity or sorority house).

12. "False Report" means making a materially false statement in bad faith in the course of proceedings under this Regulation. For example, a False Report includes providing materially false information during an investigation in bad faith, or misleading University officials in proceedings involving alleged violations of Sexual Misconduct through materially false information in bad faith. A good-faith complaint is not considered a False Report, even if the case is dismissed or the Respondent is not found responsible.

13. "Formal Complaint" is a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the University investigate the allegation of sexual harassment. At the time of filing a formal complaint, a Complainant must be participating or attempting to participate in the University's education program or activity. A formal complaint may be filed with the Title

IX Coordinator in person, by mail, or by electronic mail using the contact information in this Regulation, or by using the online form found at www.unf.edu/otcr/.

As used in this definition, the phrase “document filed by a Complainant” means a document or electronic submission (such as by electronic mail or through the University’s online form) that contains the Complainant's physical or digital signature or otherwise indicates that the Complainant is the person filing the formal complaint. Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party.

14. "Grievance Process" for purposes of this Regulation refers to all or a part of the process of reporting of Sexual Misconduct, filing of a Formal Complaint, investigating, holding a hearing, reaching a determination of responsibility, deciding any appeals, and imposing discipline and providing remedies (if any).

15. "Indecent Exposure" means to expose or exhibit one's sexual organs in public or within the private premises of another, or so near thereto as to be seen from such private premises, in a vulgar or indecent manner, or to be naked in public except in a place provided for that purpose. It also includes the unwelcome transmission of sexual images of one's own sexual organs or nakedness such as via sexting.

16. “Investigator” refers to a person(s) authorized by the Director of the Office Title IX and Civil Rights and Title IX Coordinator who may, among other things, investigate reported instances of Sexual Misconduct or Sexual Harassment.

17. "Obstruction of a Sexual Misconduct Proceeding" means improper actions to discourage or impair participation in a Sexual Misconduct grievance process, including but not limited to intimidating witnesses or other participants in the investigation process.

18. “Report” means a document reporting sexual misconduct to the applicable University administrator. The Report may be written by a Complainant, Responsible Employee, or other third-party. An oral report may be reduced to writing by an investigator or other appropriate University official. Reports may be submitted online at www.unf.edu/otcr/.

19. "Respondent" is an individual who has been reported to be the perpetrator of conduct that could constitute Sexual Misconduct, including Title IX Sexual Harassment.

20. “Responsible Employee” means an individual who is required to report allegations of discrimination, retaliation, and/or harassment by or against any member of the University Community to the University’s Title IX Coordinator after it comes to their attention. All University Employees, including full or part-time positions and OPS employees, are Responsible Employees under this Regulation, except Confidential Employees.

    Student employees are only Responsible Employees if they are employed in the following positions or areas:

    - Graduate Teaching Assistants and Graduate Research Assistants;

- The Athletics Department; or
- UNF Housing and Residence Life.

This definition of "Responsible Employee" does not absolve anyone with knowledge or reason to suspect child abuse, abandonment, or neglect, of the responsibility to report relevant information to the Department of Children and Families in accordance with Florida Statute section 39.201, and Board of Governors Regulation 3.002.

21. "Sexual Contact" means the deliberate intentional touching, either directly or through the clothing, of a person's intimate parts including their genitalia, anus, groin, breast, inner thigh, or buttocks.

22. "Sexual Exploitation" means taking sexual advantage of another person without their consent, and includes, without limitation, causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over such other person; using force to cause a person to touch their own intimate parts or the intimate parts of others; causing the prostitution of another person; recording, photographing or transmitting identifiable images of private sexual activity and/or the intimate parts (including genitalia, groin, breasts or buttocks) of another person; allowing third parties to observe private sexual acts; soliciting a minor or creation, possession, transmission, or distribution of child pornography; knowingly or recklessly exposing another person to a significant risk of sexually transmitted infection, including HIV; and/or the creation or distribution of synthetic media—such as images, videos, or audio—that falsely depicts identifiable real people engaging in sexually explicit behavior or nude scenarios without their consent (commonly referred to as deepfakes).

23. "Sexual Assault" means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. A "sex offense" is generally any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Without limiting that definition of sexual assault, the following are examples of sexual assault:

    - "Fondling" means the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
    - "Incest" means sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
    - "Rape" means the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
    - "Sodomy" means oral or anal sexual intercourse with another person, forcibly, and/or against that person's will (non-consensually) or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
    - "Statutory Rape" means sexual intercourse with a person who is under the statutory age of consent in the state of Florida, which is 18.

Under this definition of Sexual Assault, which is mandated by federal Title IX regulations, it is possible that a similar act may be classified as one or more variants of sexual assault, or different variants, depending on the sex of Complainant or Respondent. The University will not discriminate on the basis of sex in grievance processes or in disciplinary sanctions in such cases. The University will apply the same proceedings and same range of disciplinary sanctions regardless of sex.

24. "Sexual intercourse" means penetration (anal, oral or vaginal) by a penis, tongue, finger, or by any other object.

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

26. “Supportive Measures,” sometimes referred to as “protective measures,” are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to Complainant or the Respondent before or after the filing of a Formal Complaint, or where no Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the University’s education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University’s educational environment, or deter Sexual Misconduct. Supportive Measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

27. “University Community” refers to any person who is a student; University employee; University official; any other person employed or contracted with the University; any other individual interacting with the University.

28. "Voyeurism" means to trespass, spy, eavesdrop, or otherwise invade the privacy of another for the purpose of personal sexual arousal.

IV. PROHIBITION AGAINST SEXUAL MISCONDUCT

A. Application to All

All members of the University Community are required to comply with this Regulation, both on- and off-campus. This extends to vendors, contractors (including the employees of third parties), guests, or others on the University's campus and at any University sponsored or related function or activity.

B. Violations

It shall be a violation of this Regulation to engage in any of the following conduct:

1. Complicity
2. Dating Violence
3. Domestic Violence
4. Failure to Report as mandated by this Regulation
5. Indecent Exposure
6. Making a False Report
7. Obstruction of a Sexual Misconduct Proceeding
8. Retaliation
9. Sexual Assault
10. Sexual Exploitation
11. Sexual Harassment and Title IX Sexual Harassment
12. Stalking
13. Unlawful possession of or administration of date rape drugs such as Rohypnol, GHB, Burundanga, Ketamine, or alcohol, in order to engage in other conduct that violates this Regulation
14. Voyeurism

C. Protection for Freedom of Expression

The University environment is unique in that there must be the freedom to express ideas and to foster communication on subjects that enhance the University's educational mission. Accordingly, while the University is committed to providing a learning environment that is free from Sexual Misconduct, the purpose of this Regulation is not intended to abridge academic freedom or to interfere with freedom of expression as guaranteed by the U.S and Florida Constitutions. As a result, Sexual Misconduct does not include:

- The expression of ideas in an academic context to provoke thought or discussion on topics germane to the course and advancement of the University's educational mission.
- Engagement in debate or discourse over issues that society may find to be unpopular, offensive, or disagreeable.
- Discussing, using or displaying views, words, symbols or thoughts in an academic setting which are germane to the course and which some persons may find to be offensive.
- Other legally protected activities and statements.

  Individuals must be mindful that although rights of freedom of expression and academic freedom are broad, they are not unlimited. The University will take action on conduct that goes beyond legal protections and violates this Sexual Misconduct Regulation.

V. REPORTING AND ADDRESSING SEXUAL MISCONDUCT

The University's first priority is the safety of the University Community. Any individual who believes they are being subjected to Sexual Misconduct should first get to a safe place. An individual who fears for their physical safety and/or feels threatened while on UNF's campus should call the University Police Department from a safe location or by using any campus telephone by dialing 911 or using any "Code Blue" station. Off campus, an individual in fear or threatened should contact law enforcement by dialing 911.

Individuals who wish to address Sexual Misconduct should never hesitate to do so, and should contact the Title IX Coordinator, a Deputy Title IX Coordinator, Responsible Employee, the University Police Department, or other University resources as quickly as possible.

Accessing Support Services

All students and employees who believe they have experienced Sexual Misconduct are eligible to receive confidential support services, regardless of whether they choose to file a report. Students may access the Victim Advocacy Program, Counseling Center, Student Ombuds, Student Health Services, and other campus resources. Employees may seek support through the Victim Advocacy Program and the Employee Assistance Program.

These services can assist individuals in assessing their options—including whether to report the incident to the Title IX Coordinator or law enforcement—and may serve as a liaison to on- and off-campus resources. The decision to self-report is entirely up to the individual, and choosing not to report does not affect eligibility for support.

While the University encourages prompt reporting by an individual who feels that they have been subject to Sexual Misconduct, it is the individual's option to, or not to, notify and seek assistance from law enforcement and individuals designated in this Regulation.

The University recognizes that certain environments, such as "Take Back the Night" events, focus groups, and sexual violence prevention activities, may elicit an individual's personal account of sexual misconduct, and that such an account may be shared during one of these events with a University employee who is not otherwise a Confidential Employee (i.e., sexual violence prevention and sexual health promotion educators, or a faculty or staff whom in their primary University role is a Responsible Employee). Such a testimonial, without more, will not be considered notice to the University for purposes of triggering a mandatory report.

A. Reporting Sexual Misconduct

Individuals who have experienced, witnessed, or learned of Sexual Misconduct, notify the Title IX Coordinator as soon as possible after the incident. Unacceptable behavior, regardless of who is creating the situation, does not have to be tolerated. There is no specific time frame for individuals who have experienced Sexual Misconduct to make a report pursuant to this Regulation. Individuals are, however, encouraged to make a report soon after the incident in order to maximize UNF's ability to investigate and resolve the matter, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. Note. Note that under the Student Code of Conduct, generally a student will not be charged with a violation of the Student Code of Conduct more than one year after the date the conduct occurred or was discovered, whichever is later.

Responsible Employees must report allegations of Sexual Misconduct to the Title IX Coordinator. Individuals designated as Campus Security Authorities must report allegations of Sexual Misconduct at https://www.unf.edu/deanofstudents/report.html. Additionally, anyone who interacts in our University Community and believes that they have experienced, learned of, or witnessed a violation of this Regulation is ***strongly encouraged*** to report the matter to the Title IX Coordinator.
Any person may report Sexual Misconduct (whether or not the person reporting is the alleged victim of Sexual Misconduct) in person, by mail, by telephone, by email using the contact information for the Title IX Coordinator as listed in this policy, or the web portal found in the definition of Report. Such a report may be made at any time (including during non-business hours) by using the contact information below:

Title IX Coordinator
Hicks Hall, Building 53, Suite 1100
(904) 620-2507
https://www.unf.edu/otcr/
otcr@unf.edu

Individuals may make an anonymous report concerning an instance of Sexual Misconduct by completing a form found at the following website: https://www.unf.edu/internal-auditing/unf-ethics-hotline.html#:~:text=Ethics%20Hotline%20for%20fraud%2C%20compliance,(904)%20620%2D2602 or using UPD's "Silent Witness" procedure. **Anonymous reporting is not permitted for Responsible Employees who are reporting another individual's potential incident of Sexual Misconduct that has come to their attention.**
When a student or employee reports to the University that the student or employee has been a victim of Sexual Misconduct or Sexual Harassment, whether the offense occurred on or off-campus, the University will provide the student or employee an explanation of the student's or employee's rights and options.

Individuals unsure of whether an incident of Sexual Misconduct has occurred may contact the Title IX Coordinator for assistance in determining the nature of the incident and whether it should be reported pursuant to this Regulation.

Individuals who wish to report Sexual Misconduct to law enforcement should contact the agency with jurisdiction over the location where the incident occurred. The following law enforcement agencies may be contacted directly:

University Police Department
Martin P. Garris Police Building, Building 41
911 or (904) 620-2800
https://www.unf.edu/upd/
Jacksonville Sheriff's Office
501 E. Bay Street
Jacksonville, FL
911 or (904) 630-0500
https://www.jaxsheriff.org/
Individuals may request assistance from University officials in contacting law enforcement. Reporting to law enforcement is optional and may be pursued independently or in conjunction with a University investigation.

B. Advisors and Additional Resources

At any point during the processes described in this Regulation, the Complainant and Respondent may use an advisor of their choice, who may be, but is not required to be, an attorney. The University will not limit the choice or presence of advisor for either the Complainant or Respondent in any meeting or grievance proceeding, except that the advisor may not serve in any other role in the process, including as a witness, an investigator, Title IX Coordinator, Decision-Maker, hearing officer, or appeal authority because of the inherent conflict of interest such an arrangement would create. Any advisor serves at the requestor's own expense and initiative, except that if a party does not have an advisor at a live hearing, the University will provide one without fee or charge to the party for purposes of conducting cross-examination and questioning of a party or witness.

All advisors must follow appropriate rules of decorum. Until the hearing at which the Decision-Maker will determine responsibility, the advisor may present at all meetings to advise the individual but cannot speak for the individual, present the case, serve as a witness, or otherwise participate directly in any meeting. At the live hearing with the Decision-Maker to determine responsibility, the advisor may directly participate in all aspects of the proceeding, including the presentation of relevant information and questioning of witnesses, but may not testify.

A contractor or guest who alleges they have been subjected to Sexual Misconduct in violation of this Regulation, will generally be referred to off-campus resources. In addition, the University may provide the contractor or guest any services that are deemed reasonable to promptly address the allegations of Sexual Misconduct.

Respondents have the same right to utilize campus services available to those who indicate they are victims of Sexual Misconduct. In the event the Respondent is a contractor or guest, they will be referred to appropriate off-campus resources if they desire assistance.

C. Supportive Measures in Response to Reports of Sexual Misconduct

The University will promptly respond to every report of Sexual Misconduct through its Title IX Coordinator or designee. It is not necessary to file a Formal Complaint to receive Supportive Measures.

In each case of reported Sexual Misconduct, the Title IX Coordinator will promptly and confidentially contact the Complainant to discuss the availability of Supportive Measures, consider the Complainant's wishes with respect to Supportive Measures, inform the Complainant of the availability of Supportive Measures with or without the filing of a Formal Complaint, and explain the process for filing a Formal Complaint. Where appropriate, the Title IX Coordinator will also offer Supportive Measures to Respondents. The Title IX Coordinator will also provide written notification of available resources, including counseling, mental health services, victim advocacy, legal assistance, visa and immigration support, student financial aid, and other services offered both within the institution and in the community, as applicable. Individuals seeking Supportive Measures are encouraged to contact the Title IX Coordinator, who is responsible for coordinating and ensuring the effective implementation of such measures.

Supportive Measures are individualized based on the information gathered. They are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party. They are available if requested and if they are reasonably available, regardless of whether the Complainant chooses to report to campus police or local law enforcement. They are designed to ensure equal educational access, protect safety, and deter sexual harassment. For students, the University attempts to avoid depriving any student of her or his education. For employees, the University attempts to provide a positive working environment. The measures needed by the parties may change over time to ensure that the Supportive Measures remain necessary and effective based on each individual’s evolving needs. Ongoing coordination with the Title IX Coordinator as needs evolve is strongly encouraged.

The University will also maintain as confidential any Supportive Measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.

D. Filing a Formal Complaint

If a Complainant would like the University to take further action beyond providing Supportive Measures, the Complainant may file a Formal Complaint. The Formal Complaint must contain all of the necessary elements found in the definition of Formal Complaint in the Other Definitions section of this Regulation.

The University may consolidate Formal Complaints as to allegations of Sexual Misconduct against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of Sexual Misconduct arise out of the same facts or circumstances. Where a grievance process involves more than one Complainant or more than one Respondent, references to the singular "party," "complainant," or "respondent" include the plural, as applicable.

VI. EMERGENCY REMOVALS AND ADMINISTRATIVE LEAVE

This Regulation generally requires a hearing prior to taking any action that unreasonably burdens a Respondent. However, the University may remove a Respondent from some or all of the University's programs and activities on an emergency basis if it determines there is an immediate threat to the physical health or safety of any student or other individual arising from the allegations of Sexual Misconduct. Prior to making an emergency removal, the University will conduct an individualized safety and risk analysis.

If a Respondent is removed pursuant to this section, the University will provide the Respondent with written notice and an opportunity to challenge the decision immediately following the removal. To challenge the removal, within three (3) days of receiving notice of the emergency removal, the Respondent must inform the Title IX Coordinator, in writing, of the basis of their challenge to the removal. The Title IX Coordinator will provide a copy of the challenge to the Complainant.

The University will then appoint a Decision-Maker to hold a hearing without delay, as soon as possible given the circumstances, but no later than five (5) days after the Title IX Coordinator's receipt of the challenge. The Decision-Maker will provide written notice to the parties of the date and time of the hearing, provide both the Complainant and Respondent with the opportunity to be heard at the hearing, and issue its written decision no later than two (2) days after the hearing.

If a Respondent is removed pursuant to this emergency removal procedure, they retain all rights to an investigation and hearing as set forth in this Regulation prior to any ultimate finding of responsibility and sanctions.

Nothing in this section precludes the University from placing a non-student employee Respondent on administrative leave during the pendency of the grievance process.

VII. MANDATORY AND PERMISSIVE DISMISSALS

If the Complainant decides to file a Formal Complaint, the University will analyze whether it is to be dismissed. This analysis occurs prior to the investigation, and at any point in the investigation or grievance process when the grounds for dismissal appear. In all cases, if the Formal Complaint is dismissed, the Title IX Coordinator will promptly and simultaneously provide the Complainant and Respondent written notice of the dismissal, the reasons for the dismissal, and an opportunity to appeal.

A. Title IX Sexual Harassment

If the Complainant decides to file a Formal Complaint, for cases involving Title IX Sexual Harassment, the federal regulations state that the University must dismiss a Title IX Sexual Harassment Formal Complaint to the extent the conduct alleged in the Formal Complaint:

1. Would not constitute Title IX Sexual Harassment even if proved;
2. Did not occur in the University's education program or activity; or
3. Did not occur against a person in the United States.

Even though a Formal Complaint must be dismissed for Title IX purposes in these circumstances, the University may continue to review the allegations as set forth in this Regulation as another form of Sexual Misconduct or other violation of the University's regulations, rules, and policies.

In addition to those grounds for mandatory dismissal, the University may dismiss a Formal Complaint alleging Title IX Sexual Harassment, or any allegations therein, in the following circumstances:

1. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
2. The Respondent is no longer enrolled or employed by the University; or
3. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

In determining whether to dismiss in these circumstances, the Title IX Coordinator will evaluate whether a dismissal would be clearly unreasonable in light of the known circumstances.

B. All Other Forms of Sexual Misconduct

For Sexual Misconduct outside of Title IX's jurisdiction, the University may dismiss a Formal Complaint in the following circumstances:

1. The conduct would not constitute Sexual Misconduct even if proved;
2. Upon completion of the investigation, the Title IX Coordinator concludes that there is not reasonable cause to believe that a violation of this Regulation occurred. Reasonable cause is a lower standard than preponderance of the evidence;
3. The Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
4. The Respondent is no longer enrolled or employed by the University; or
5. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If dismissed, the University may continue to review the allegations as a violation of other University regulations, rules, and policies. For example, the Title IX Coordinator may determine that the alleged conduct does not constitute Sexual Misconduct, but may include allegations that, if proven, would violate the Student Code of Conduct. The Title IX Coordinator has the authority to refer matters to other divisions of the University when appropriate.

VIII. INVESTIGATION OF FORMAL COMPLAINTS

A. Criminal Investigations

To initiate a criminal investigation, reports of Sexual Misconduct should be made to "911," the University Police Department, or local law enforcement. The criminal process is separate from UNF's investigation and disciplinary process. The University has an obligation to promptly respond to allegations of Sexual Misconduct and investigate all Formal Complaints while the criminal process is pending. Therefore, the University in its sole discretion may proceed with an investigation under this Regulation before, during, or after any law enforcement investigation or criminal proceedings.

B. Triggering a University Investigation

The University's investigation is triggered by the filing of a Formal Complaint, whether by the Complainant or Title IX Coordinator. In order to facilitate the investigation, a Formal Complaint should include as many details of the incident as possible. For example, providing names of the individuals involved and names of any witnesses can help expedite the investigation.

The University will provide a prompt, fair, and impartial process from the initial investigation to the final result in cases of Sexual Misconduct involving both students and employees.

C. Timeline for an Investigation and Responsibility Determination

It is the University's intention to complete a Title IX investigation and reach a determination of responsibility within 120 days, although the school's good-faith efforts to conduct a fair, impartial investigation in a timely manner may require a different timeline depending on the circumstances.

Any deadline set forth in this Regulation or imposed during the grievance process may be temporarily modified or given a limited extension of time for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the modification. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

The University may act on its own in modifying deadlines, or the parties may request an extension in writing by contacting the Title IX Coordinator.

D. Appointment of an Investigator

The University's Title IX Coordinator's primary responsibility is to coordinate the University's compliance with Title IX, including the procedure for investigating Formal Complaints of Sexual Misconduct. The Title IX Coordinator may investigate Formal Complaints, or may designate one or more properly trained individuals to investigate, including University or third-party investigators.

The University prohibits the Title IX Coordinator, investigators, Decision-Makers, and any person facilitating an informal resolution process from having a conflict of interest or bias for or against complainants or respondents generally or an individual Complainant or Respondent. In the event of a conflict or bias, the University will appoint an alternate individual so that the process is free of conflicts of interest and bias.

E. Concurrent Proceedings

If the Respondent is a student and portions of a complaint include allegations that violate the Student Code of Conduct but are not alleged violations of the Sexual Misconduct Regulation or the Non-

Discrimination and Equal Opportunity Regulation, then those allegations may be investigated and/or addressed separately by Student Conduct before, during, or after the investigation coordinated by the Title IX Coordinator.

Similarly, if the Respondent is an employee and portions of a report or complaint include allegations that violate the University's personnel policies, but are not alleged violations of the Sexual Misconduct Regulation or the Non-Discrimination and Equal Opportunity Regulation, then those allegations may be investigated and/or addressed separately by Human Resources before, during, or after the investigation coordinated by the Title IX Coordinator.

F. Written Notices During an Investigation

The University will provide written notice of an investigation to the Complainant and Respondent. This notice will include sufficient details on the identities of the parties involved, the specific alleged violation, the precise conduct allegedly constituting the potential violation, and the date and location of the alleged incident, to the extent known. It will also contain notice of the procedures set forth in this Regulation, a statement that the Respondent is presumed not responsible for the alleged conduct, and a statement that a determination regarding responsibility is made at the conclusion of the grievance process. The written notice will inform the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney, and may inspect and review evidence collected during the investigation at an appropriate time. The written notice will also inform the parties that this Regulation prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

If, in the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the original written notice, the University will provide notice of the additional allegations to the parties.

In all cases, the written notice will be provided to the Parties at least fifteen (15) days prior to the live hearing, except in cases of emergency or unless waived by the Respondent.

G. The University's Burdens During Investigation

The burden of gathering evidence and burden of proof is on the University. For example, in a case where consent is a key issue, this means that the University will not shift the burden of proof to a Respondent to prove consent, and will not shift that burden to a Complainant to prove absence of consent.

H. The Collection of Evidence

The parties will have an equal opportunity to present facts and evidence, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The University will not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

The University will provide to a party whose participation is invited or expected written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

I. Exclusion of Certain Forms of Evidence

The University cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University obtains that party's voluntary, written consent to do so for a grievance process.

In addition, during the investigation or any other stage of the processes described in this Regulation, the University will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

If a party chooses to provide evidence that would otherwise be excluded under this subsection, it will be considered directly related evidence subject to the parties' inspection.

J. Review of Collected Evidence & Investigative Report

The Title IX Coordinator will provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Prior to completion of the investigative report, the University must send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties will be given at least 10 days to submit a written response. The investigator will consider any written responses prior to completion of the investigative report.

The University will also make all directly related evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

The Title IX Coordinator will send the parties and their advisors an investigative report that fairly summarizes relevant evidence, with at least 10 days for the parties to respond, prior to a hearing or determination of responsibility.

K. Complainant's and Respondent's Rights

- To be treated with respect and dignity
- To be informed of available options for resolution
- To be referred to campus resources and support services
- To be afforded certain procedural standards
- To be accompanied to all meetings by an advisor of their choice
- To receive written notice of the investigation
- To submit a Formal Complaint, supporting documents, and other relevant evidence
- To propose witnesses to the investigator
- To receive a prompt, thorough, and impartial investigation of their Formal Complaint
- To inspect, review, and respond to all directly related evidence collected
- To inspect, review, and respond to the final investigatory report

- To be kept informed of the status of the case throughout the process
- To receive written notification on the final outcome of the grievance process
- To receive written notification of any appeals, the outcomes of those appeals, and any changes to the final determination

IX. INFORMAL RESOLUTION

If a Formal Complaint has been filed, the University has the discretion at any time prior to reaching a determination regarding responsibility to choose to offer and facilitate informal resolution options so long as the parties give voluntary, informed written consent to attempt informal resolution. Informal resolution is not available when a Complainant is a student alleging that a University employee has engaged in Sexual Misconduct.

In offering an informal resolution process, the University will provide the parties a written notice disclosing the allegations, the requirements of the informal resolution process including the circumstances under which, upon reaching an agreed resolution, it precludes the parties from resuming a formal complaint arising from the same allegations; provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Formal Complaint. The University will also explain any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

The Informal Resolution process must be completed within fifteen (15) days of the parties agreeing to pursue such a process. If not completed by that deadline, in the absence of any approved extensions, the Formal Complaint will continue to be investigated and processed for a live hearing as described in this Regulation

X. HEARINGS

A. The Hearing Process

Formal Complaints that have not been dismissed or informally resolved will result a live hearing. The Decision-Maker or a hearing officer will explain each participant's rights and options and assure that fairness and procedural due process are observed throughout the hearing. For example, witnesses may only be present during the time they are being questioned. Note that the hearing process is not the same as a criminal or civil proceeding. Procedures governing Florida's criminal or civil courts, including formal rules of evidence, are not applicable.

At the live hearing, the Decision-Maker(s) will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor rather than by a party personally. At the request of either party, the University will provide for the entire live hearing (including cross-examination) to occur with the parties located in separate rooms with technology enabling the parties and Decision-Maker to see and hear the party or witness answering questions.

Only relevant cross-examination and other questions may be asked of a party or witness. To ensure this, before a Complainant, Respondent, or witness answers a cross-examination or other question, the

Decision-Maker will first determine whether the question is relevant and explain any decision to exclude a question as not relevant. If a party does not have an advisor present at the live hearing, the University will provide one, without fee or charge.

Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

The Decision-Maker(s) will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Live hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually. The University will create an audio or audiovisual recording, or transcript, of any live hearing.

Live hearings will be closed to the public.

B. The Written Determination Regarding Responsibility

The Decision-Maker will apply the "preponderance of the evidence" standard to determine whether it is more likely than not that the alleged conduct occurred. The Respondent is presumed not responsible unless the preponderance of the evidence shows otherwise. Proceedings are conducted to consider the totality of all evidence available, from all relevant sources.

The written determination must include the following:

1. Identification of the allegations potentially constituting Sexual Misconduct;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding the application of the University's rules and regulations to the facts;
5. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant (without disclosing the nature of those remedies except to the extent a remedy also imposes requirements on the Respondent); and
6. The University's procedures and permissible bases for the Complainant and Respondent to appeal.

The University will provide the written determination to the parties simultaneously within 14 days from the conclusion of the hearing. The Decision-Maker will also provide a copy of the written determination to the Title IX Coordinator.

XI. DISCIPLINARY SANCTIONS

In reaching a determination regarding sanctions, consideration will be given to any aggravating and mitigating circumstances. The sanctions described below are a description of the range of sanctions available, and not an exhaustive list of all sanctions that may be imposed.

Students who are found to have violated this Regulation are subject to disciplinary action as set forth in the Student Code of Conduct Regulation 5.0010R. Any sanctions will be proportionate to the severity of the violation and the student's cumulative conduct history. The range of sanctions include the following: reprimand, restorative service, reflective learning, educational programming, monitoring events, counseling assessment and compliance, restitution, disciplinary probation, restrictions, exclusion from university housing, suspension, loss of university recognition, expulsion, withholding of records, and/or transcript notations.

Faculty and staff who are found to have violated this Regulation are subject to disciplinary action pursuant to applicable collective bargaining agreements or UNF's Personnel Program. The range of sanctions include the following: letters of reprimand, training, performance improvement plans, reassignment, demotion, suspension with or without pay, and termination. Third parties (including contractors and guests) who are found to have violated this Regulation may be barred from the campus and/or conducting business with UNF. Disciplinary actions against students, employees and third parties will be determined on a case-by-case basis.

XII. REMEDIES

In some cases, the Decision-Maker may find that remedies are needed for a Complainant when a Respondent is found responsible for violating this Regulation. Remedies are designed to restore or preserve the Complainant's equal access to the University's education program or activities. As an example of the range of remedies available, remedies may include similar individualized services as defined in Supportive Measures; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the Respondent. Remedies do not include damages or other financial awards, or other relief that would impose an undue hardship on the University.

The Title IX Coordinator is responsible for the effective implementation of any remedies. When a Decision-Maker's determination indicates that remedies will be offered to the Complainant, the Complainant should contact the Title IX Coordinator to arrange for appropriate remedies.

XIII. APPEALS

Both parties will be provided with the opportunity to appeal a determination or dismissal based on the following grounds only:

1. Procedural irregularity that affected the outcome of the matter;
2. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
3. The Title IX Coordinator, investigator(s), or Decision-Maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; or
4. The sanctions are extraordinarily disproportionate to the violation committed.

An appeal must be submitted in writing to the Title IX Coordinator within five (5) days following receipt of the Decision-Maker's written determination and identify the grounds and arguments for challenging the outcome. If the appeal is based on newly discovered evidence, the evidence must be submitted with the written appeal.

Upon receipt of an appeal, the Title IX Coordinator will notify the other party in writing when an appeal is filed and provide them with five (5) days to submit a written statement in support of or challenging the outcome.

The University will appoint an Appeals Officer for the appeal, who will not be the same person as the Decision-Maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator. The Appeals Officer on appeal will have been properly trained prior to handling the appeal.

After both parties have had an opportunity to present their arguments challenging or supporting the outcome, the Appeals Officer will issue a written decision describing the result of the appeal, any changes to the result of the disciplinary proceeding, and the rationale for the result. This appellate decision will be provided simultaneously to both parties and will notify the parties that the written decision concludes the University's Appeal Process. The Appeals Officer will also provide a copy of the appellate determination to the Title IX Coordinator.

Final appellate decisions resulting in a suspension or expulsion of a student must include notice to the student of the student's right to appeal to an external judicial forum.

XIV. PRIVACY AND CONFIDENTIALITY

The University will keep confidential the identity of any individual who has made a report or complaint of Sexual Misconduct, including any individual who has made a report or filed a Formal Complaint, any Complainant, any individual who has been reported to be the perpetrator of Sexual Misconduct, any Respondent, and any witness, except as may be permitted by the FERPA, or as required by law, or to carry out the purposes of this Regulation, including the conduct of any investigation, hearing, or appeal.

The University will also maintain as confidential any Supportive Measures provided to the Complainant or Respondent in cases of sexual misconduct, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the Supportive Measures.

What this means is that the University is committed to protecting the privacy of all individuals involved in a report of Sexual Misconduct. However, as described in this section, it cannot guarantee complete confidentiality and anonymity in all circumstances.

If an individual desires confidentiality, meaning that no information will be shared, then that individual must either contact a Confidential Employee or their off-campus equivalent, who will maintain the confidentiality to the extent permitted by law. **Please remember that if an individual informs a Responsible Employee of Sexual Misconduct, that Responsible Employee must report the allegation to the Title IX Coordinator pursuant to this Regulation and cannot promise confidentiality.** The University will keep reports and investigations under this Regulation private to the extent possible under the law, meaning it will only disclose information to individuals with a legitimate need to know in order to review, investigate, and resolve reports of Sexual Misconduct, or as permitted or required by law.

The University may release information about Sexual Misconduct in certain circumstances without permission in order to warn and protect the University Community. For example, under the Clery Act, the

University must issue timely warnings for reported incidents that pose a substantial threat of bodily harm or danger to other members of the campus community. UNF will make every effort to ensure that a Complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger. UNF reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, or a change in student status.

An individual reporting of Sexual Misconduct has the right to not proceed with filing a Formal Complaint; however, the Title IX Coordinator may have an obligation to file their own Formal Complaint, investigate, and take remedial action even if the individual no longer participates. This would be true, for example, if the reported Sexual Misconduct indicated that there was a reasonably anticipated risk that the reported individual would commit additional acts of Sexual Misconduct or other violence; whether the Sexual Misconduct was reportedly engaged in by multiple individuals; whether a weapon was involved; and whether there is an indication of a pattern of misconduct. A lack of participation may, however, limit the University's ability to investigate and resolve concerns.

As explained in this Regulation, if a Formal Complaint is filed, the University has an obligation to identify the parties and the substance of the Complaint to comply with due process and the federal Title IX regulations.

XV. AMOROUS AND SEXUAL RELATIONSHIPS

It is not uncommon for University Community members who study, work or interact together to develop caring relationships. However, when persons in positions of unequal power engage in amorous or sexual relationships (e.g., between a supervisor and an employee, faculty member and student, or staff member and student), the person of greater power places themselves at risk of being accused of sexual harassment, either during the relationship or after the relationship ends. Accordingly, the University has adopted a policy prohibiting amorous or sexual relationships where one individual in the relationship is in a position to exercise authority such that it could impact the educational or work performance of the other individual. Please refer to the Amorous or Sexual Relationships Policy (1.0070P).

XVI. RETALIATION

The University will not, nor will it permit any other person or organization to intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this Regulation, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this Regulation.

In some situations, disciplinary proceedings will be necessary for conduct arising out of the same facts or circumstances as a report or complaint of Sexual Misconduct. However, the University will not intimidate, threaten, coerce, or discriminate for the purpose of interfering with any right or privilege secured by Title IX or this Regulation in pursuing such proceedings. For example, the University will not institute a student code of conduct charge against a Respondent for refusing to testify, or threaten that it will bring a conduct charge against a witness to coerce them to participate in a hearing.

Individuals who believe they have been retaliated against should promptly notify the Title IX Coordinator or Human Resources Department. If the individual against whom the allegation is made is the Title IX Coordinator or within the Human Resources Department, contact the Chief Compliance Office (compliance@unf.edu).

Complaints alleging retaliation will be addressed according to the grievance process for sex discrimination described in the Non-Discrimination and Equal Opportunity Regulation (1.0040R).

Those found to have violated this prohibition against retaliation will be subject to disciplinary action up to and including suspension or expulsion for students and termination for employees.

Authority: Board of Governors Regulations 1.001, Board of Governors Regulation 6.0105. Approved by the BOT as amended 10/14/21.

APPENDIX A: TRAINING, EDUCATION, AND PREVENTION PROGRAMS

The University strives to provide Sexual Misconduct reduction programs, activities, services, and educational opportunities to all who interact with the University Community. Specific Sexual Misconduct and Title IX training, education, and awareness programming is provided to new faculty members and employees during orientation, during admissions for students, and annually thereafter for all. This training includes information regarding conduct and behaviors that constitute Sexual Misconduct, how to report allegations of Sexual Misconduct, and what services are available at the University and in the community to assist individuals who believe they have been subjected to Sexual Misconduct.

The University provides education on safe and positive options for bystander intervention. Bystander Intervention is where someone who isn't directly involved safely steps in to assist another who may need support or who may be in a harmful situation. Stepping up may give the person you are concerned about the opportunity to get to a safe place or leave the situation. Everyone can be an active bystander. Knowing the warning signs and how to intervene is an essential part of Bystander Intervention.

5 D's of Bystander Intervention

Distract - Distraction is a strategy of intervening that is both direct and non – confrontational. There are many ways to disrupt a situation. You can start a conversation with the person, spill a drink, or compliment their attire. Your goal is to draw attention away and prevent the problem from escalating.
Delegate - If you do not feel comfortable directly approaching the situation, look for a third party to assist you. There is much power in numbers. Delegating looks different for each case, but you may be interested in calling a resource such as 911, a Victim Advocate, a Resident Assistant, the Counseling Center, or a friend. These resources can assist you with intervening.
Document - If it is safe to do so and/or someone is already helping the target, write notes or take a video. Keep a safe distance and make sure to take of the day and time, as well as the location. Always ask the person who was harassed what *they* want to do with your recording and/or notes. Never post it online or use it without their permission.
Delay - After the incident, ask the person if they are okay and offer your support. Your support could look like sharing resources or helping with making a report, or even just sitting with them for a while.
Direct - The Direct approach uses words or actions to non-confrontationally assist the person. Direct Intervention is used when you feel safe and capable of intervening directly. Always assess the situation before you decide to respond. If you do decide to interact, keep it short and succinct to prevent further escalation.
In addition, the University encourages safety among all the members of the University Community.

The following are some strategies to reduce one's risk of Sexual Misconduct:

- If you are uncomfortable with someone's behavior or feel threatened, remove yourself from the situation and, if possible, notify an authority about the situation;
- Don't allow yourself or others to be isolated with someone you don't trust or someone you don't know;
- When you go to a social gathering, go with a group of friends and watch out for each other;
- Be aware of your surroundings, avoid isolated areas, and trust your instincts;
- Make sure your cell phone is with you and charged; and
- Don't leave your drink unattended and don't accept drinks from people you don't know or trust.

In addition, bystanders play a critical role in the prevention of sexual assaults and sexual misconduct. Bystanders may not be directly involved, but can intervene, speak up, and call for help. You can make a difference.

The University ensures that its Title IX Coordinator, Deputy Title IX Coordinators, investigators, Decision-Makers, and those facilitating informal resolution are properly trained. This includes training on what constitutes Sexual Misconduct (including the definition of Title IX Sexual Harassment as defined by the U.S. Department of Education), the scope of the University's education programs and activities, how this Regulation operates, how to conduct an investigation and grievance process, including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially including by avoiding pre-judgment of the facts at issue, conflicts of interest, and bias. Decision-Makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant. Investigators also receive training on issues of relevance so that they may create an investigative report that fairly summarizes relevant evidence. These individuals also receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

APPENDIX B: EXAMPLES OF SEXUAL HARASSMENT

The following are examples of unwelcome conduct that, when sex-based, may rise to the level of Sexual Harassment and/or Title IX Sexual Harassment.

- Inappropriate touching or brushing against the body of another including, but not limited to patting, fondling, massaging, caressing, pinching, attempted or actual kissing.
- Requesting sex or sexual acts in exchange for an occupational or educational benefit.
- Unwelcome repetitive propositions, invitations, or pressure for sexual activity by a party.
- Suggestive or inappropriate sex-based communications, notes, letters, e-mail, text messages, contact through social media (i.e. Facebook, Instagram, X, etc.), or other written materials.
- Displaying, transmitting, or sending sexually based suggestive or inappropriate photographs, videos, computer images, slides, calendars, cartoons, or drawings through any medium.
- Sexual innuendo, comments, or remarks about a person's clothing, body, or activities which places an individual in fear of imminent physical or psychological harm or injury.
- Actual or implied sexual threats or intimidation which places an individual in fear of imminent physical or psychological harm or injury.

APPENDIX C: CONSENT-RELATED CONCEPTS

Legal Capacity to Consent

Individuals who are not of legal age, are incapacitated, or are forced cannot give consent to sex, regardless of what they say or do.

- In Florida, consent generally cannot be legally given by a minor under the age of 18, with certain specified statutory exceptions.
- If there is any question regarding whether a person may be incapacitated or able to give consent, do not engage in any type of sexual activity with that person.

Force

Consent cannot be obtained by force. Force includes the use of:

- **Coercion**: Using an unreasonable amount of pressure, including alcohol or drugs, to have sexual contact or sexual intercourse. Coercion is more than an effort to persuade, entice, or attract another person. When a person makes clear a decision not to participate, a decision to stop, or a decision not to go beyond a certain point, continued pressure can be coercive. In evaluating whether coercion was used, the University will consider:
    - The frequency of the application of the pressure
    - The intensity of the pressure
    - The degree of isolation of the person being pressured
    - The duration of the pressure
- **Intimidation**: An implied threat that menaces or causes reasonable fear in another person. A person's size alone does not constitute intimidation; however, it may be a contributing factor (e.g., blocking access to an exit).
- **Physical Violence**: Use of physical violence and/or imposing on someone physically to control and engage in sexual contact or sexual intercourse. Includes but is not limited to hitting, punching, slapping, kicking, restraining, choking, and brandishing or using any weapon.
- **Threats**: Words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation, or to cause a person academic or economic harm.

Incapacitation

"Incapacitation" means a state where a person cannot make knowing, intelligent, unambiguous, and voluntary decisions and therefore cannot give consent (e.g., cannot understand the who, what, when, where, why, or how of the sexual interaction).

A person may be incapacitated due to:

- Voluntary or involuntary use of drugs (legal, illegal, or prescription) or alcohol
- Illness
- Mental impairment or disability

- Sleep or unconsciousness

Incapacitation is a state beyond drunkenness or intoxication. The impact of drug and alcohol use varies from person to person. Whether an individual was incapacitated will be assessed by the totality of the evidence. Relevant factors include but are not limited to:

- Stumbling or loss of equilibrium
- Slurred speech or word confusion
- Combativeness or emotional volatility
- Vomiting
- Incontinence
- Disorientation or confusion as to time, place, etc.
- Loss of consciousness

In matters of accountability, the University will consider whether a Respondent knew or should have known that the Complainant was incapacitated. The use of drugs or alcohol by the person initiating the sexual activity is not an excuse for failing to obtain consent.

APPENDIX D: HOW TO REQUEST UNIVERSITY NO CONTACT ORDERS AND RESTRAINING ORDER

Victims of dating violence, domestic violence, sexual assault, and stalking may also have the option to obtain no contact orders, restraining orders or similar lawful orders with the criminal court system, civil court system or through UNF. University Victim Advocates will help a victim who is seeking any form of protective order. Additionally, victims may contact the Women's Center of Jacksonville or the local domestic violence centers for guidance.

- When going to the Courthouse to file any form of protective order, you should bring the following items:
    - Identification
    - Information concerning location/address of the alleged abuser.
    - Other information, such as pictures, of the alleged abuser.
    - Any documents relating to your complaint/case, such as police reports.

The Duval County Courthouse is located at 501 W. Adams Street. A request for a protective order is submitted at the Clerk of the Court's Office, located in courthouse room 2409, (904) 255-2000.

Individuals seeking no contact orders through the University conduct system should contact the Dean of Students, Founders Hall, Building 2, Suite 1400, (904) 620-1491.The University has an obligation to, and will, enforce all University-issued no contact orders.

APPENDIX E: ON- AND OFF-CAMPUS CONTACTS TO GET HELP

Emergency Situations

If in fear for physical safety, facing threats, or assault is involved contact:
University Police Department
Martin P. Garris Police Building, Building 41
911 or (904) 620-2800
https://www.unf.edu/upd/

UNF's Victim Advocacy Program
Building 61, Suite 1200
(904) 620-2945
(904) 620-1010: 24 hours a day
https://www.unf.edu/recwell/victim-advocacy/

Jacksonville Sheriff's Office
501 E. Bay Street
Jacksonville, FL
911 or (904) 630-0500
https://www.jaxsheriff.org/

University's Title IX Coordinator
Office of Title IX and Civil Rights, Hicks Hall, Building 53, Suite 1100
4892 First Coast Tech Parkway, Jacksonville, FL.
(904) 620-2507
https://www.unf.edu/otcr/
otcr@unf.edu

Additional On-Campus Contacts

In addition to contacting OTCR, any of the following offices at the University may be contacted for information or assistance regarding matters involving Sexual Misconduct:

Office of Academic Affairs
J.J. Daniel Hall, Building 1, Suite 2500
(904) 620-2700
https://www.unf.edu/asa/index.html

Office of Human Resources
J.J. Daniel Hall, Building 1
Room 1102
(904) 620-2903
https://www.unf.edu/hr/

Office of Student Conduct
Founders Hall, Building 2, Suite 1400
(904) 620-1491
https://www.unf.edu/conduct/

Office of the Student Ombuds and Dean of Students
Founders Hall, Building 2, Suite 1400
(904) 620-1491
https://www.unf.edu/ombuds/
https://www.unf.edu/deanofstudents/

Off-Campus Resources

In addition to the University's on-campus resources, any of the following off-campus/community resources may be contacted for information or assistance regarding Sexual Misconduct:

Hubbard House
(904) 354-3114
Provides 24-hour services to domestic and dating violence victims and survivors. Services include emergency shelter, counseling, support groups, court advocacy, and information and referral. All services are free and confidential.
https://www.hubbardhouse.org/
Sexual Assault Forensic Exam (SAFE) Program

The Women's Center of Jacksonville's Rape Recovery Team
(904) 722-3000
Provides crisis counseling for both the rape victim and victim's family. Forensic medical examinations are available to victims within 120 hours (5 days) of the assault regardless of whether the assault was reported to law enforcement. All services are free and confidential.
https://thewcj.org/rape-recovery-prevention/

Victim Services Center – City of Jacksonville
(904) 630-6300
Provides comprehensive services to victims of crimes and their families. Services are designed to reduce trauma and facilitate recovery. Services include emergency funds, community education, crisis response, information and referral, support through the criminal justice system, support groups and counseling.
https://www.coj.net/departments/parks-and-recreation/social-services/victim-services