



WISCONSIN LUTHERAN COLLEGE

2024 ANNUAL SECURITY REPORT

IN THE EVENT OF AN EMERGENCY

In the event of an emergency, or should criminal activity take place on the Wisconsin Lutheran College campus, the following steps should be taken to ensure a prompt and adequate response:

1 – Call 911

2 – Call Public Safety (x8500, 414.443.8500) or contact them in person at the Public Safety office located inside of the Trinity Home Group office in the lower level (P) of the Recreation Complex (REX).

In the event that a situation arises, either on or off campus, that, in the judgment of chair of the Crisis Management Team (Provost) constitutes an ongoing or continuing threat, the Warrior Alert Emergency Notification System (ENS) will be employed to deliver the “timely warning” through the alert system to students, faculty, and staff.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

The Crisis Management Team is responsible for the comprehensive Crisis Management Plan. This plan is designed to be an all-hazards disaster response and emergency management plan.

A copy of the Emergency Procedures Guide is published and posted in every classroom and meeting room on campus. The Emergency Procedures Guide is [publicly available on AccessWLC](#). Also, on www.wlc.edu/safety is other helpful information regarding lockdowns and safety procedures. Students, faculty, and staff are loaded in the Warrior Alert Emergency Notification System (ENS) when they enroll/are hired; it delivers emergency notices to cellular telephones, campus email addresses, campus telephones, and exterior speakers.

Annually, the College conducts an emergency management exercise, often led by local law enforcement agencies designed to test emergency procedures and readiness. The scenarios for these exercises change from year to year, and include several departments from across the campus under the coordination of the Crisis Management Team. To ensure the College’s emergency management plans remain current and actionable, the College will conduct an emergency management exercise, at a minimum, once yearly. These exercises may include tabletop drills, emergency operations center exercises, or full-scale emergency response exercises. The College conducts after-action reviews of all emergency management exercises (tests may be announced or unannounced).

TO REPORT A CRIME

Wisconsin Lutheran College has a number of ways for campus community members and visitors to report crimes, serious incidents, and other emergencies to appropriate College officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire Wisconsin Lutheran College community that you immediately report all incidents so that Public Safety and local police can investigate the situation and determine if follow-up actions are required, including issuing a crime alert or emergency notification.

We encourage all members of the Wisconsin Lutheran College community to report all crimes and other emergencies to Public Safety in a timely manner. Public Safety has a dispatch center that is available by

phone at 414.443.8500 or in person 24 hours a day in the lower level (P) of the Recreation Complex (REX). Although many resources are available in the greater Milwaukee community, Public Safety should be notified of any crime, whether or not an investigation continues, to ensure that the College can assess any and all security concerns and inform the community if there is a serious or ongoing threat to the College community. Anyone may call Public Safety at 414.443.8500 to report concerning information. Callers may remain anonymous.

While the College encourages all campus community members to promptly report all crimes and other emergencies directly to Public Safety at 414.443.8500 or 911, we also recognize that some may prefer to report to other individuals or College offices. The Clery Act recognizes certain College officials and offices as “Campus Security Authorities (CSA).” The act defines these individuals as “officials of an institution who have significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.” We officially recognize the following offices as places where campus community members should report crimes:

Public Safety	R053S	414.443.8500
Campus Safety & Security Coordinator – Bryan Guhr	A104	414.443.8896
Office of the Vice President of Student Life	A206	414.443.8852
Office of Human Resources	B108	414.443.8826
Office of the Provost	B060	414.443.8614
The Office of Residence Life	RH2113	414.443.8689
Title IX Coordinator – Jamie Brock	RH2112	414.443.8762

The College is committed to working with local law enforcement agencies in the prevention and investigation of all crimes that affect the Wisconsin Lutheran College community.

The Public Safety Office is responsible for maintaining the Daily Crime Log (DCL), which is available for review upon request.

If you are the victim of a crime and do not want to pursue action within the College’s system or the criminal justice system, you may still want to consider making a confidential report. With your permission, Public Safety or any of the above CSAs can file a report on the details of the incident without revealing your identity. Additionally, reports can be made online at wlc.news/reporting-form. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep an accurate record of the number of incidents affecting the Wisconsin Lutheran College community and better determine patterns of crimes with regard to particular locations, methods, or perpetrators and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the College.

TIMELY WARNING

Depending on the particular circumstances of the crime or emergency, especially in all situations that could pose an immediate threat to the community and individuals, the Warrior Alert Emergency Notification System (ENS) may also deliver text messages to mobile phones, voice messages through the speakers of the campus phone system, messages/instructions to campus video screens, and information on the College’s website.

Anyone with information warranting a timely warning should report the circumstances to the Public Safety office by phone (414.443.8500) or in person. The Public Safety office is located inside of the Trinity Home Group office in the lower level (P) of the Recreation Complex and can be accessed through the Recreation Complex (REX) or through the exterior entrance located off the F parking lot on the north side of the Recreation Complex (REX), 8725 W. Wisconsin Ave.

The Office of Marketing and Communication is responsible for crisis communication and for updating notices on the College's homepage and on social networking platforms and for maintaining communication with national, regional, and local news outlets. The College will withhold, as confidential, the name(s) of the victim(s) of incidents which warrant the timely warning notification.

WLC PUBLIC SAFETY AND SAFETY EDUCATION

Wisconsin Lutheran College Public Safety officers have the authority to ask persons for identification and to determine whether individuals have legitimate authority for presence on the Wisconsin Lutheran College campus. Public Safety officers have the authority to issue parking tickets that are billed to the financial accounts of students, faculty, and staff if not paid within 10 days. Public Safety officers do not possess arrest power nor are they sworn officers of the law. Criminal incidents are referred to the local police (Milwaukee, Wauwatosa) who have jurisdiction on campus. The Public Safety office and administration of Wisconsin Lutheran College maintain a highly professional working relationship with the Milwaukee and Wauwatosa Police Departments and Milwaukee County Sheriff's Department. Formal and informal meetings and training sessions are scheduled regularly between the College and law enforcement agencies. There is no written memorandum of understanding between Wisconsin Lutheran College Public Safety and local law enforcement agencies. All crime victims and witnesses are strongly encouraged to immediately report the crime to Public Safety and in cases of emergencies to contact 911. The Public Safety office will assist in the reporting crimes to the appropriate police agency. Prompt reporting will ensure timely warning notices on-campus and timely disclosure of crime statistics.

During Warrior Orientation & Welcome Weekend in August, students are informed of services offered by Public Safety (crime reporting, walking escorts, patrol, etc.). Video and slide presentations outline ways to maintain personal safety and residence hall security. Students are told about crime on-campus and in surrounding neighborhoods and are given (verbally and in print) tips to maintain a safe and secure presence on campus and in the community. Similar information is disseminated through the Office of Human Resources to new hires and through annual security training, which is required of all faculty and staff.

Student Programming, in conjunction with Residence Life/Campus Ministry/Health Services, presents programs for all students in the fall on bystander intervention, sexual assault (rape and acquaintance rape), date-rape drugs, alcohol, sex, theft, personal protection, domestic violence, dating violence, and stalking. Safety presentations are made to classes at the request of faculty, and annual training is conducted online and delivered through AccessWLC.

A common theme of all awareness and crime prevention is the role that all students, faculty, and staff members play in creating and maintaining a safe and secure environment for themselves and others.

In addition to the above programs, information is disseminated to students and employees through crime prevention emails, posters, newsletters, television screen slides, and articles in the student newspaper.

When time is of the essence, information is released to the Wisconsin Lutheran College community through security alerts (emails) and when a threatening or ongoing situation arises, the Warrior Alert Emergency Notification System (ENS) delivers information through text messages on mobile phones, messages broadcast through the College's phone system speakers, on television screens throughout campus, and to the College's website and primary social media platforms.

Public Safety does not provide services to off-campus residences of students nor do the Milwaukee/ Wauwatosa Police Departments monitor or report incidents to the College on a regular basis. Occasionally, the College receives reports/complaints from neighbors or concerned citizens regarding off-campus behavior of students, and at those times the College will partner with applicable law enforcement personnel to address those situations.

CAMPUS BUILDING ACCESS

As a matter of practice during the academic year when classes are in session, open access is available to campus buildings on the following schedule:

- **Gary J. Greenfield Administration Building:** Monday through Friday 7:00 a.m. to 7:15 p.m., Saturday and Sunday 10:00 a.m. to 6:00 p.m.
- **Marvin M. Schwan Library:** Monday through Thursday 7:30 a.m. to 10:00 p.m., Friday 7:30 a.m. to 4:00 p.m., Sunday 2:00 to 10:00 p.m.
- **Generac Hall:** Monday through Thursday 7:00 a.m. to 10:00 p.m., Friday 7:00 a.m. to 5:00 p.m.
- **Center for Arts and Performance:** Monday through Thursday 7:30 a.m. to 10:00 p.m., Friday 7:30 a.m. to 6:00 p.m., Saturday 9:00 a.m. to 6:00 p.m., Sunday 1:00 to 10:00 p.m.
- **Recreation Complex:** Monday through Thursday 7:00 a.m. to 10:00 p.m., Friday 7:00 a.m. to 7:00 p.m., Saturday 7:00 a.m. to 3:00 p.m., Sunday 10:00 a.m. to 10:00 p.m.
- **Stimac Hall and Fischer Hall classroom access:** Monday through Friday 7:30 a.m. to 5:00 p.m.
- **Aspire Hall classroom access:** Monday through Friday 7:30 a.m. to end of classes

Each non-residential academic building has a front desk located inside the entrance that is staffed during open access hours. Academic buildings are scheduled to be open on weekends only as needed. Access to individual classrooms and laboratories is limited to those enrolled in the courses meeting there.

Many cultural and athletic events held in Wisconsin Lutheran College facilities are open to the public and necessitate changes to the above hours of access to accommodate those programs.

Only those who have approval are issued keys to a building; access is otherwise issued to students, faculty, and staff through their Warrior OneCard.

ACCESS TO RESIDENCE LIFE FACILITIES

Residence halls (Fischer Hall, Stimac Hall, Aspire Hall) have access controlled through a computerized access control (Warrior OneCard) and a staffed front desk during the hours of 9:00 p.m. – 12:00 a.m. Sunday through Thursday and 9:00 p.m. – 2:00 a.m. Friday and Saturday. Additional residence facilities are controlled by OneCard access and keys issued to the residents of the building in which they reside.

Identification cards (Warrior OneCards) are coded so that only students who are residents in a particular hall/unit are authorized electronic access entry to that hall; the system denies entry to all unauthorized persons. Public Safety officers and Student Public Safety patrollers are responsible for checking and securing doors and performing rounds of campus on an ongoing basis to ensure the safety and security of campus, while the dispatch office monitors security cameras. The Residence Life staff also completes full rounds of campus on Friday and Saturday nights.

CRIME STATISTICS

Annually, Wisconsin Lutheran College publishes a report online at www.wlc.edu/safety containing crime statistics from the previous seven years that were reported to local police agencies or to campus security authorities that occurred at the following locations:

- On campus
- In certain off-campus buildings owned or controlled by Wisconsin Lutheran College
- Public property within or immediately adjacent to and accessible from the campus

The statistics in the report reflect the number of criminal incidents reported to the various authorities. The report also includes institutional policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters.

This report is a result of the **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** and complies with Federal reporting requirements, specifically 20 U.S. Code Section 1092(f). Each year, an email notification is made to all enrolled students and current faculty and staff that provides the web link to access the report. Copies of the report may also be obtained through the Office of Student Life (A206) or by calling 414.443.8852.



CAMPUS CRIME STATISTICS (CLERY ACT)

Criminal Offenses							
<i>On-Campus</i>	2023	2022	2021	2020	2019	2018	2017
Murder/Non-Negligent Manslaughter:	0	0	0	0	0	0	0
Negligent Manslaughter:	0	0	0	0	0	0	0
Rape:	0	0	0	0	0	1	0
Fondling:	2	0	0	0	0	1	3
Incest:	0	0	0	0	0	0	0
Statutory Rape:	0	0	0	0	0	0	0
Robbery:	0	0	0	0	0	0	0
Aggravated Assault:	0	1	0	0	0	0	0
Burglary:	0	2	0	2	0	1	0
Motor Vehicle Theft:	0	1	0	0	0	0	0
Arson:	0	0	0	0	0	0	0
<i>Residence Halls</i>	2023	2022	2021	2020	2019	2018	2017
Murder/Non-Negligent Manslaughter:	0	0	0	0	0	0	0
Negligent Manslaughter:	0	0	0	0	0	0	0
Rape:	0	0	0	0	0	1	0
Fondling:	0	0	0	0	0	1	2
Incest:	0	0	0	0	0	0	0
Statutory Rape:	0	0	0	0	0	0	0
Robbery:	0	0	0	0	0	0	0
Aggravated Assault:	0	1	0	0	0	0	0
Burglary:	0	2	0	1	0	0	0
Motor Vehicle Theft:	0	0	0	0	0	0	0
Arson:	0	0	0	0	0	0	0
<i>Noncampus</i>	2023	2022	2021				
Murder/Non-Negligent Manslaughter:	0	0	0				
Negligent Manslaughter:	0	0	0				
Rape:	0	0	0				
Fondling:	0	0	0				
Incest:	0	0	0				
Statutory Rape:	0	0	0				
Robbery:	0	0	0				
Aggravated Assault:	0	0	0				
Burglary:	0	0	0				
Motor Vehicle Theft:	0	0	0				
Arson:	0	0	0				
<i>Public Property</i>	2023	2022	2021	2020	2019	2018	2017
Murder/Non-Negligent Manslaughter:	0	0	0	0	0	0	0
Negligent Manslaughter:	0	0	0	0	0	0	0
Rape:	0	0	0	0	0	0	0
Fondling:	0	0	0	0	0	0	0
Incest:	0	0	0	0	0	0	0
Statutory Rape:	0	0	0	0	0	0	0
Robbery:	0	0	0	0	0	0	0
Aggravated Assault:	0	0	0	0	0	0	0
Burglary:	0	0	0	0	0	0	0
Motor Vehicle Theft:	0	1	1	0	0	0	0
Arson:	0	0	0	0	0	0	0

Hate Crimes							
<i>On-Campus</i>	2023	2022	2021	2020	2019	2018	2017
Murder/Non-Negligent Manslaughter:	0	0	0	0	0	0	0
Rape:	0	0	0	0	0	0	0
Fondling:	0	0	0	0	0	0	0
Incest:	0	0	0	0	0	0	0
Statutory Rape:	0	0	0	0	0	0	0
Robbery:	0	0	0	0	0	0	0
Aggravated Assault:	0	1 (race)	0	0	0	0	0
Burglary:	0	0	0	0	0	0	0
Motor Vehicle Theft:	0	0	0	0	0	0	0
Arson:	0	0	0	0	0	0	0
Simple Assault:	0	0	0	1 (ethnicity)	0	0	0
Larceny-theft:	0	0	0	0	0	0	0
Intimidation:	0	0	0	0	0	0	0
Destruction/damage/vandalism:	0	0	0	0	0	0	0
<i>Residence Halls</i>	2023	2022	2021	2020	2019	2018	2017
Murder/Non-Negligent Manslaughter:	0	0	0	0	0	0	0
Rape:	0	0	0	0	0	0	0
Fondling:	0	0	0	0	0	0	0
Incest:	0	0	0	0	0	0	0
Statutory Rape:	0	0	0	0	0	0	0
Robbery:	0	0	0	0	0	0	0
Aggravated Assault:	0	1 (race)	0	0	0	0	0
Burglary:	0	0	0	0	0	0	0
Motor Vehicle Theft:	0	0	0	0	0	0	0
Arson:	0	0	0	0	0	0	0
Simple Assault:	0	0	0	1 (ethnicity)	0	0	0
Larceny-theft:	0	0	0	0	0	0	0
Intimidation:	0	0	0	0	0	0	0
Destruction/damage/vandalism:	0	0	0	0	0	0	0
<i>Noncampus</i>	2023	2022	2021				
Murder/Non-Negligent Manslaughter:	0	0	0				
Rape:	0	0	0				
Fondling:	0	0	0				
Incest:	0	0	0				
Statutory Rape:	0	0	0				
Robbery:	0	0	0				
Aggravated Assault:	0	0	0				
Burglary:	0	0	0				
Motor Vehicle Theft:	0	0	0				
Arson:	0	0	0				
Simple Assault:	0	0	0				
Larceny-theft:	0	0	0				
Intimidation:	0	0	0				
Destruction/damage/vandalism:	0	0	0				
<i>Public Property</i>	2023	2022	2021	2020	2019	2018	2017
Murder/Non-Negligent Manslaughter:	0	0	0	0	0	0	0
Rape:	0	0	0	0	0	0	0
Fondling:	0	0	0	0	0	0	0
Incest:	0	0	0	0	0	0	0
Statutory Rape:	0	0	0	0	0	0	0
Robbery:	0	0	0	0	0	0	0
Aggravated Assault:	0	0	0	0	0	0	0
Burglary:	0	0	0	0	0	0	0
Motor Vehicle Theft:	0	0	0	0	0	0	0
Arson:	0	0	0	0	0	0	0
Simple Assault:	0	0	0	0	0	0	0
Larceny-theft:	0	0	0	0	0	0	0
Intimidation:	0	0	0	0	0	0	0
Destruction/damage/vandalism:	0	0	0	0	0	0	0

VAWA Offenses							
<i>On-Campus</i>	2023	2022	2021	2020	2019	2018	2017
Domestic Violence:	0	0	0	0	0	0	0
Dating Violence:	1	0	0	0	0	0	0
Stalking:	1	0	0	0	1	0	0
<i>Residence Halls</i>	2023	2022	2021	2020	2019	2018	2017
Domestic Violence:	0	0	0	0	0	0	0
Dating Violence:	1	0	0	0	0	0	0
Stalking:	0	0	0	0	0	0	0
<i>Noncampus</i>	2023	2022	2021				
Domestic Violence:	0	0	0				
Dating Violence:	0	0	0				
Stalking:	0	0	0				
<i>Public Property</i>	2023	2022	2021	2020	2019	2018	2017
Domestic Violence:	0	0	0	0	0	0	0
Dating Violence:	0	0	0	0	0	0	0
Stalking:	0	0	0	0	0	0	0

Arrests							
<i>On-Campus</i>	2023	2022	2021	2020	2019	2018	2017
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0
Drug Abuse Violations:	0	0	0	0	0	1	0
Liquor Law Violations:	0	0	0	0	0	0	0
<i>Residence Halls</i>	2023	2022	2021	2020	2019	2018	2017
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0
Drug Abuse Violations:	0	0	0	0	0	0	0
Liquor Law Violations:	0	0	0	0	0	0	0
<i>Noncampus</i>	2023	2022	2021				
Weapons: carrying, possessing, etc.	0	0	0				
Drug Abuse Violations:	0	0	0				
Liquor Law Violations:	0	0	0				
<i>Public Property</i>	2023	2022	2021	2020	2019	2018	2017
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0
Drug Abuse Violations:	0	0	0	0	0	1	0
Liquor Law Violations:	0	0	0	0	0	0	0

Disciplinary Actions/Judicial Referrals							
<i>On-Campus</i>	2023	2022	2021	2020	2019	2018	2017
Weapons: carrying, possessing, etc.	0	0	0	0	3	0	0
Drug Abuse Violations:	4	3	4	0	0	3	2
Liquor Law Violations:	29	38	30	27	47	35	19
<i>Residence Halls</i>	2023	2022	2021	2020	2019	2018	2017
Weapons: carrying, possessing, etc.	0	0	0	0	3	0	0
Drug Abuse Violations:	4	3	4	0	0	3	2
Liquor Law Violations:	29	38	30	27	47	35	19
<i>Noncampus</i>	2023	2022	2021				
Weapons: carrying, possessing, etc.	0	0	0				
Drug Abuse Violations:	0	0	0				
Liquor Law Violations:	0	0	0				
<i>Public Property</i>	2023	2022	2021	2020	2019	2018	2017
Weapons: carrying, possessing, etc.	0	0	0	0	0	0	0
Drug Abuse Violations:	0	0	0	0	0	0	0
Liquor Law Violations:	0	0	0	0	0	0	0

Unfounded Crimes							
	2023	2022	2021	2020	2019	2018	2017
Total Unfounded Crimes:	0	0	0	0	0	0	0

POLICIES REGARDING ALCOHOL (from the Code of Conduct – Prohibited Behaviors):

2. Using, possessing, or distributing alcoholic beverages, possessing alcohol containers, or public intoxication (for explanation see: Alcoholic Beverages & Drugs Policy).

NOTE 1: The College will also consider ALL individuals found in a location where an alcoholic beverage or drug is present to be in possession of an alcoholic beverage/drug. This would include locations off campus (e.g. underage students drinking in a bar or at a house party). **EXCEPTION:** This does not include specific situations where the student is in personal possession of or personally displaying an alcoholic beverage/drug, when the student is with a parent or guardian who is of legal age (e.g. restaurants, family gatherings, weddings, etc.).

NOTE 2: Drinking paraphernalia that contributes to over- and mass-consumption including beer pong tables, beer bong, and other items that contain alcohol residue.

NOTE 3: If students who are over the age of 21 choose to consume alcohol, they are expected to consume responsibly off campus and not become intoxicated.

ALCOHOLIC BEVERAGES AND DRUGS

No alcoholic beverages, illegal or intoxicating drugs, or non-prescribed narcotics of any kind are to be found on WLC property, in the student residence facilities, or at College-sponsored student events, regardless of whether or not you are 21 years of age, whether the events are held on or off campus, and/or whether the events involve domestic travel.

The consumption of alcohol by members of the College community during international travel is informed and regulated by the College's Sponsored Travel Policy.

NOTE: The only exception to the Campus Alcohol Policy are events sponsored by the Office of Development and sanctioned by the President's Cabinet. At such events, alcohol may be served to persons who are of the legal drinking age and who are not traditional undergraduate students of the College.

It is illegal for anyone under the age of 21 to consume alcohol per Wisconsin law. Therefore, underage students returning to campus with alcohol on their breath or other signs of alcohol in their system will be referred to the student conduct system. The College reserves the right to refer violations of civil law to civil authorities for prosecution.

Students 21 and older who have consumed any alcohol should not participate in school activities. Students who are of legal drinking age and choose to drink off campus are expected to not become intoxicated and will be held responsible for their actions and behavior, and if returning to campus, should return directly to their campus room. The College will address irresponsible behavior that results from alcohol consumption regardless of age. Possession or knowledge of the presence of these substances is considered grounds for suspension or expulsion.

NOTE: The presence of alcohol or illegal or intoxicating drugs is considered to be "in the possession of" all those present in a room/situation.

Drinking paraphernalia that contributes to over- and mass-consumption including beer pong tables, beer bong, and other items that contain alcohol residue are prohibited. The College also prohibits alcohol beverage containers, alcohol advertisements, and promotional materials.

Immoderate and illegal or intoxicating use of alcohol – whether on- or off-campus – is reason for counseling and may become grounds for disciplinary action and expulsion.

All members of the College community are responsible for the observance of state and federal laws that apply to alcohol and other drugs or narcotics. The College has an expectation that faculty, staff, and students know and understand the risks and liability associated with the use of alcohol, other drugs, or narcotics. Any individual or group who is a member of the College community who provides illegal substances to a minor, whether on or off campus, is acting irresponsibly and the College reserves the right to have the matter reviewed by the student conduct system and/or referred to civil authorities for prosecution.

Any student violating standards of conduct relating to alcohol shall be subject to the following sanction: Fines (minimum of \$100) may be levied as well as probation (minimum of one semester) and/or suspension. As a condition of enrollment, the College reserves the right to require a student to get an alcohol assessment from a licensed agency and, if deemed appropriate, complete an approved rehabilitation program. Misuse of alcohol or other drugs may result in automatic referral to the Vice President of Student Life, removal from campus, and notification of parents of their violations.

NOTE: The Family Educational Rights and Privacy Act (FERPA) permits colleges and universities to inform the family when a student under 21 years of age has been found in violation of the College's alcohol or drug rules and/or in the case of a health or safety emergency.

PREVENTION PROGRAMS

Wisconsin Lutheran College has developed a series of programs to educate students with the goal of preventing the illicit use of drugs and the abuse of alcohol. The program provides services and referrals related to drug use and abuse including access to counseling, professional, and community resources and education about prevention and healthy alternatives. The Office of Human Resources is responsible for the overall wellness programming for faculty and staff in cooperation with the insurance/benefits provider for the College.

The Office of Health Services provides overall coordination of the Drug-Free School Program. However, many services are the responsibility of other areas of the institution.

- Alcohol and Drug Education: Health Services, Residence Life, Student Programming, Campus
- Ministry Counseling Services: Health Services, Counseling Services, Campus Ministry
- Referral Services: Campus Ministry, Health Services, Residence Life, Human Resources
- College Disciplinary Actions: Student Conduct Board, Director of Residence Life and Student Conduct, Vice President of Student Life

LOCAL, STATE, AND FEDERAL LEGAL SANCTIONS

The State of Wisconsin sets 21 as the minimum age to purchase or possess any alcoholic beverage. Specific ordinances regarding violations of alcohol laws, including driving while intoxicated, are available online at: <https://wisconsindot.gov/Pages/safety/education/drunk-drv/default.aspx>.

A violation of any law regarding alcohol is also considered a violation of the College's Student Code of Conduct and will be treated as a disciplinary matter by the College.

VIOLENCE AGAINST WOMEN ACT (VAWA) PREVENTION OF DOMESTIC VIOLENCE, DATING VIOLENCE, SEXUAL ASSAULT, AND STALKING

KNOW YOUR RIGHTS

- Be informed of all reporting options.
- Be free from pressure to make a criminal report.
- Have any allegations of sexual misconduct, including sexual assault, harassment, domestic violence, dating violence, and stalking, investigated and adjudicated by the appropriate campus, criminal, and/or civil authorities.
- Be notified of existing campus and community medical services, victim advocacy, legal assistance, visa and immigration support, student financial aid assistance, order of protection support, counseling, and mental health services, whether or not the incident is reported to campus, criminal, and/or civil authorities.
- Receive, when required, the full prompt cooperation of campus personnel when obtaining, securing, and preserving evidence.
- Be informed of options for, available assistance in, and how to request changes to academic, living, dining, transportation, and working situations as well as protective measures offered by WLC.

STATE OF WISCONSIN SEX OFFENDER REGISTRY

The following website contains the Wisconsin Sex Offender Registry:

appsdoc.wi.gov/public

RESOURCES AVAILABLE TO WLC STUDENTS/SEXUAL VIOLENCE ADVOCATE

To help foster a safe and responsive environment, Wisconsin Lutheran College provides a wide range of prevention programming, education, resources and support services relating to sexual violence, which includes sexual assault, relationship violence, and stalking.

A sexual violence advocate is also available on campus to provide support and assistance to those involved with sexual harassment, assault and violence. The advocate will assist you in making a report to Title IX officials and in follow up and finding support and services throughout the process of this occurrence.

Services the advocate can provide include:

- Information about reporting options
- Assistance and support throughout the College investigation process
- Assistance with creating a safety plan
- Referrals to campus and community service providers
- Assistance with working through housing, academic, and other related concerns.

On-campus support services are available through:

Title IX Coordinator:

Jamie Brock, Assistant Director of Residence Life 414.443.8762

Counseling/Mental Health Services:

Jackie Kacmarynski, Director of Health Services 414.443.8549

Christian Family Solutions (counseling) [Online form](#)

Student Support and Disability Services:

Karen Sitz, Director of Student Support and Disability Services 414.443.8797

Financial Aid:

Office of Financial Aid 414.443.8856

Off-campus support services are available through:

Sexual Assault Treatment Center of Milwaukee – Violence & Rape Discovery 414.219.5555

Wauwatosa Police Non-Emergency 414.471.8430

Rogers Memorial Hospital (24-hour help line) 800.767.4411

Aurora Psychiatric Hospital – Inpatient & outpatient care 414.454.6600

Milwaukee Women's Center (24-hour help line) – Violence and 414.671.6140

Safe Place Resources

The Healing Center – Outpatient Therapy Group for Assault Victims 414.671.4325

Pathfinders – Outpatient Therapy for Assault Perpetrators 414.964.2565

[Legal Aid Society of Milwaukee](#) 414.727.5300

[Refugee and Immigration Services](#) 414.643.8570

Visa and Immigration Assistance Information Services United States 703.603.3400

Immigration and Customs Enforcement Student

and Exchange Visitor Program (sevp@ice.dhs.gov)

Student Financial Aid Financial Aid Federal Student Aid Office 800.433.3243

of the United States Department of Education

Hotlines

Suicide: National Suicide Prevention Hotline	988
Domestic Violence: National Domestic Violence Hotline	800.799.7233
Sexual Assault: National Sexual Assault Hotline	800.656.4673

ROLE OF THE ADVOCATE

The Advocate supports and provides resources to students involved in assault situations. This individual serves primarily as a support resource and a system navigator. The Advocate is not a professional counselor and is not a confidential reporting source.

The Advocate is a person who will:

- Maintain their duty to report incidents to campus personnel maintaining confidentiality where possible
- Explain the reporting options a student has in regard to sexual assault involvement which would include:
 - Not reporting
 - Reporting as a confidential witness
 - Reporting as a victim/complainant
- Explain the campus policy and procedure in regard to sexual harassment
- Help students navigate the policy and procedure
- Partner with students and investigators in an assault allegation to communicate fully about the process
- Sit in meetings with students who are involved in such a process as a silent support person
- Review and help with understanding of the College process regarding sexual assault
- Be available at the request of a student or by request of a member of the investigation team
- Refer students to appropriate care resources (as listed above) and provide regular follow up
- Periodically check in with students to ensure compliance with investigation outcome
- Solve problems as students encounter them.

The following information provides steps to follow if any of the following has occurred: sexual assault, domestic violence, dating violence, or stalking:

- Get to a safe place as soon as possible!
- Try to preserve all physical evidence – the victim should not bathe, shower, brush teeth, douche, use the toilet, or change clothing until he or she has a medical exam. Contact a close friend or relative, if available, who can provide support and accompany the victim to the medical exam and/or police department. Advocates from the Sexual Assault Treatment Center of Milwaukee or on campus are available to the victim to provide support.
- Get medical attention as soon as possible – an exam may reveal the presence of physical injury that the victim is unaware of. Following a sexual assault, antibiotics are typically given at the time of the exam to help prevent the victim from acquiring certain sexually transmitted diseases or infections. If the victim reports memory loss, loss of consciousness, or other circumstances suspicious for a drug-facilitated assault, a urine test may be done if the victim presents within 96 hours. Some of the commonly used “date rape” drugs, however, are only detectable in the urine for six to eight hours after ingestion.
- Contact the police – Sexual assault is a crime; it is vital to report it. It is important to remember that reporting a crime is not the same as prosecuting the crime. The decision to prosecute may be made at another time. Final decision to prosecute is determined by the District Attorney.
- Consider talking to a counselor – Seeing a counselor may be important in helping the victim understand her/his feelings and begin the process of recovery.

For additional resources from the Milwaukee Commission on Domestic Violence and Sexual Assault, [read their "You Are Not Alone" brochure](#).

The Title IX Coordinator (Jamie Brock, 414.443.8762) is responsible for implementing and monitoring Title IX compliance at the College.

TITLE IX AND POLICY AGAINST HARASSMENT AND DISCRIMINATION

Wisconsin Lutheran College, out of love for our neighbor as modeled by Jesus Christ, and in compliance with Title IX of the Education Amendments of 1972, does not discriminate and will not tolerate discrimination or harassment of anyone on the basis of sex in its education programs and activities.

It is the policy of the College to provide an educational, employment, and business environment free of all forms of discrimination or harassment. Discrimination or harassment based upon one's race, color, religion, national origin, gender identity, sexual identity, age, genetic information, veteran status, or disability as defined in this policy and as otherwise prohibited by state and federal statutes is prohibited at the College. Sexual harassment, including acts of sexual assault, sexual violence, domestic violence, dating violence, stalking and sexual exploitation/misconduct, is a form of sex discrimination and is prohibited at the College. The College also prohibits all forms of hazing. This policy applies to all College students, faculty, and staff, to other members of the College community, and to all contractors, consultants, and vendors doing business or providing services to the College.

If you are a victim of sexual violence or harassment, get to a safe place, seek medical attention, get support, and consider your reporting options.

Jamie Brock, Title IX Coordinator, Assistant Director of Residence Life

Office: Fischer Hall 2112; **Phone:** 414.443.8762; **Email:** Jamie.Valerio@mail.wlc.edu

POLICIES

Title IX

This policy of Wisconsin Lutheran College ("College") addresses the requirements of Title IX of the Education Amendments of 1972 ("Title IX"), federal law prohibiting sex discrimination in federally-funded education programs and activities. Title IX states as follows:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Sexual harassment is outlined in the Title IX regulations within three categories: 1. Quid pro quo sexual harassment, 2. Conduct on the basis of sex that is so severe, pervasive, and objectively offensive that it effectively denies access to the College's educational programs or activities, and 3. Sexual assault, dating violence, domestic violence, and stalking. These categories are all further defined below. Title IX prohibits sex discrimination in both the educational and employment settings.

All individuals are presumed not responsible for violations of this policy until the report of findings has been filed following the conclusion of the grievance process. The grievance process at WLC is outlined below. The goal of the grievance process is to treat both parties equitably.

SAVE, VAWA, Clery Act

The WLC harassment and discrimination policy and procedures outlined below, along with training provided to those involved with institution's disciplinary procedures, and supportive measures offered, satisfy the requirements of the Campus Sexual Violence Elimination (SaVE) Act, a 2013 amendment to the Jeanne Clery Act. The College recognizes that these forms of prohibited conduct have a profound and serious impact on the lives of students, faculty, and staff involved. For the same reason, other forms of harassment and discrimination not of a sexual nature will be dealt with under the same policies and procedures outlined here.

TITLE IX APPLICABILITY/JURISDICTION

- Title IX applies to all students, faculty, staff, and others participating or attempting to participate in the College's educational programs or activities.
- Sexual harassment as defined in the prohibited conduct section below and occurs against a person who is participating or attempting to participate in a program or activity at WLC and must occur within the United States.
- If an incident has occurred but you are unsure if it fits within one of these categories or does not meet the above qualifications, you are still encouraged to report it to the Title IX Coordinator or [use the form](#) to report.
- The formal grievance process and procedures for Title IX complaints are defined in the Grievance Procedures section below.
- If a case does not fall under Title IX, it will be adjudicated through the applicable system: student conduct system, Human Resources office, or the office of the Vice President for Student Life.

TITLE IX COORDINATOR AND TITLE IX TEAM MEMBERS

The Title IX Coordinator is responsible for WLC's compliance with Title IX regulations. The Title IX Coordinator coordinates the College's Title IX response, conducts trainings with Title IX team, faculty, staff, and students, and enforces sanctions/remedies based on findings of Title IX investigation. When the Title IX Coordinator is notified of a report, supportive measures will be offered to all Complainants regardless of if a formal complaint is signed.

WLC's Title IX Coordinator is Jamie Brock. A report can be made in person during office hours, or 24/7 by phone, email, or the [reporting form online](#).

Jamie Brock, Title IX Coordinator, Assistant Director of Residence Life

Office: Fischer Hall 2112; **Phone:** 414.443.8762; **Email:** Jamie.Valerio@mail.wlc.edu

Other Title IX Team Members

Investigator: Responsible for gathering evidence, meeting/interviewing Complainant, Respondent, and witnesses. Reports all findings of fact in investigation report to be shared with both parties (as well as available at live hearing). Investigators handle cases in teams of 2 if possible.

Decision Maker: Responsible for determining a Respondent's responsibility for accusations using the preponderance of the evidence standard. Panel of 2 or 3 to be used for each case. Determines relevancy for each question asked at live hearing.

Advisor: Complainants and Respondents may choose anyone they would like to serve as their Advisor. Serves as the support person for the Complainant or Respondent throughout the Title IX process. The Advisor's role in the hearing is to ask all questions that the party would like to be asked at the live hearing. Can be present for interviews during the investigative process as a support person. Does not need legal experience, but can be a lawyer. WLC has a pool of Advisors who will be assigned if a student does not have one.

Appeals Officer: Oversees the appeals process. Cannot be the same as the Title IX coordinator, investigator, or decision makers from the original case. Makes a final decision on all appeals. One appellate officer will be assigned to each case, two if possible based on availability/conflict.

RESOURCES AND SUPPORTIVE MEASURES

On-Campus Confidential Resources

- **Greg Lyon**, Campus Pastor
Gregory.Lyon@wlc.edu; 414.443.8551
- **Nathan Wordell**, Campus Pastor
Nathan.Wordell@wlc.edu; 414.443.8556
- **Jackie Kacmarynski**, Director of Health Services
Jackie.Kacmarynski@wlc.edu; 414.443.8549; www.wlc.edu/health
- Theology Professors acting in their capacity as a religious counselor in a formal counseling session

Appointments for Counseling Services

- Complete [this online form](#).
- Call Health Services at 414.443.8630 or email healthservices@wlc.edu

Off-Campus Confidential Resources

- [Christian Family Solutions Counseling Services](#)
- [Christian Life Counseling](#)
- [Milwaukee Health Department Domestic & Sexual Assault Resources](#)
- [Milwaukee County Crime Victim Resources](#)

External Advocacy Service

- [Aurora Health Care Healing and Advocacy Services](#)

Orders of Protection

- [Sojourner PDF Booklet: Making Your Restraining Order Work for You](#)

Supportive Measures

Supportive measures are additional resources that are offered as applicable on a case by case basis. Some examples include: mutual no contact order, class scheduling adjustments, housing changes, additional security rounds of a particular area, assistance in scheduling a counseling appointment.

Preservation of Evidence *

Regardless of whether an incident of sexual misconduct is reported to the police or the College, WLC strongly encourages individuals who have experienced sexual misconduct to preserve evidence to the greatest extent possible, as this will best preserve legal options for them in the future. Below are suggestions for preserving evidence related to an incident of sexual misconduct. Each suggestion may not apply in every incident:

- Individuals should consider not altering, disposing of, or destroying any physical evidence of sexual misconduct.
- If there is suspicion that a drink may have been drugged, inform a medical assistance provider and/or law enforcement as soon as possible so they can attempt to collect possible evidence (e.g., from the drink, through urine or blood sample).
- Individuals can preserve evidence of electronic communications by saving them and/or by taking screen shots of text messages, instant messages, social networking pages, or other electronic communications, and by keeping pictures, logs, or copies of documents that relate to the incident and/or perpetrator. This can also include messages sent to a friend or support person explaining what happened.
- If you are experiencing ongoing or repeated abuse or harassment, track dates and times and specific conduct in a calendar or journal. You can also obtain a “stalking booklet” from the police or use a personal calendar to help you keep track. This practice can also help with memory recollection.
- Even if survivors choose not to make a formal complaint regarding sexual misconduct, they may consider speaking with local law enforcement to preserve evidence.
- Because some evidence, particularly evidence that may be located on the body, dissipates quickly (within 48-96 hours), individuals who have been sexually assaulted and wish to preserve evidence should go to a hospital or medical facility immediately to seek a medical examination and/or evidence collection.
- Timing may be important for other types of evidence. For example, surveillance footage of private establishments or campus locations may be deleted after a certain amount of time if not saved in a timely manner.
- An individual who has been sexually assaulted and wishes to preserve evidence should, if possible, not shower, bathe, douche, smoke, brush teeth, eat, drink, use the bathroom, or change clothes or bedding before going to the hospital or seeking medical attention.
- If the individual who has been sexually assaulted decides to change clothes or bedding, and wishes to preserve evidence, they should not wash the clothes worn or bedding used during the assault, and should bring them to a hospital, medical facility, or the police in a non-plastic (e.g. paper) bag.

* This section was adopted from Northwestern University's Sexual Misconduct Response and Prevention webpage and the [University of Wisconsin-Madison's Reporting & Response Options webpage](#).

Clery Report

[View Campus Crime Statistics](#)

[View Annual Security Report](#)

REPORTING OPTIONS

Institution

You can make a report at any time by contacting WLC's Title IX Coordinator:

Jamie Brock, Title IX Coordinator, Assistant Director of Residence Life

Office: Fischer Hall, 2112; **Phone:** 414.443.8762; **Email:** Jamie.Valerio@mail.wlc.edu

OR use [WLC's Online Form](#) to Report Sexual Harassment/Assault or Discrimination/Harassment

Law enforcement/emergency response

- **Emergency Response:** 911
- **Local precinct - Milwaukee District 3 Police Station:** 414.935.7232
- **Local precinct - Wauwatosa Police Department:** 414.471.8430
- **Sexual Assault Treatment Center:** 414.219.5555
- **Froedtert Hospital Emergency Department:** 414.805.6717
- **Aurora West Allis Emergency Department:** 414.219.5938

Bodily Harm

If the Coordinator receives a report of harassment or assault involving bodily harm, local law enforcement will be contacted. The report to law enforcement is made in compliance with Section 940.34 Wis. Stats., which states, in part: "Any person who knows that a crime is being committed and that a victim is exposed to bodily harm shall summon law enforcement officers or other assistance or shall provide assistance to the victim." The victim of sexual assault also may choose to file a criminal complaint against the alleged perpetrator. The College reserves the right to commence and/or complete its own investigation prior to the completion of any criminal investigation or criminal proceeding.

Confidentiality vs. Privacy

Privacy refers to the right of an individual to keep his or her information private. Confidentiality refers to the duty of anyone entrusted with information to keep that information private. To the extent permitted by law, the confidentiality of all parties involved in the resolution of alleged or suspected violations of this policy will be observed, provided that it does not interfere with the College's ability to conduct an investigation and take any corrective action deemed appropriate. While confidentiality cannot be guaranteed, care will be taken to keep investigation discussions appropriately limited to protect the identities of the Complainant and Respondent.

Assist and Encourage

WLC embraces the culture of the Warrior Way, that is, for Warriors to take care of Warriors. Our students, faculty and staff are concerned about the well-being of everyone on our campus and we will make an effort to spiritually, mentally, and physically assist and encourage those affected by potential violations of this policy throughout the Title IX process.

EMPLOYEE RESPONSIBILITIES

All WLC faculty and staff are mandated by the institution to report all incidents of sexual harassment to the Title IX Coordinator. These are different from campus security authorities who are responsible for reporting non-personally identifying data to the Clery Compliance Officer. When a report is received by the Title IX Coordinator, the Coordinator will reach out to the Complainant to offer supportive measures and explain the grievance process including how to sign a formal complaint. Receipt of a report does not determine the beginning of a formal complaint and grievance process.

PROHIBITED CONDUCT

Prohibited conduct includes harassment and discrimination, including but not limited to sexual discrimination, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communications constituting sexual harassment, and discrimination or harassment based upon one's race, color, religion, national origin, age, veteran status, or disability, as well as non-discriminatory harassment.

Discriminatory Harassment

Unwelcome verbal or physical conduct based on race, color, religion, national origin, age, veteran status, or disability, when:

- Such conduct has the purpose or effect of unreasonably interfering with the individual's work or educational performance;
- Such conduct creates or has the intention of creating an intimidating, hostile, or offensive working and/or learning environment; or
- Such conduct unreasonably interferes with or limits one's ability to participate in or benefit from an educational program or activity.

Non-Discriminatory Harassment

Non-discriminatory harassment, as defined by WLC Policy, includes any action, language, or visual representation that is sufficiently severe, pervasive, persistent, or patently offensive that it has the effect of unreasonably interfering with that person's work or academic performance, or that creates an intimidating, hostile, or offensive working, educational, or living environment.

It is a violation of this Policy for a member of the Wisconsin Lutheran College community (faculty, staff, student, guest/visitor, or anyone else acting at the instigation of a WLC community member) to:

- Engage in any form of harassment whether intentional or unintentional on the campus or in an off-campus area.
- Retaliate against a person who has initiated an inquiry or complaint having to do with harassment.

A hostile environment is defined as an environment on campus that, through harassing conduct (e.g., physical, verbal, graphic, or written) based on a person's protected status (e.g., race, age, etc.), becomes sufficiently severe, pervasive, and objectively offensive so as to interfere with or limit the ability of an individual to participate in or benefit from a College program or activity.

Examples and Definitions of Prohibited Conduct

The acts listed below are included to clarify examples of acts which would qualify as discrimination or harassment against those with protected status under Title IX. [View additional examples.](#)

Sex Discrimination

Making a distinction in favor of, or against, a person on the basis of sex rather than on individual merit, or making a distinction on the basis of sex that deprives a person of the ability to participate in or benefit from the college's education program or activities.

Harassment on the basis of sex

Unwelcome, sex or gender-based verbal or physical conduct that unreasonably interferes with, limits, or deprives someone of the ability to participate in or benefit from the College's education program and/or activities; creates a hostile environment, or involves retaliation.

Sexual harassment can be:

- **Verbal** (e.g. comments about body, spreading sexual rumors, sexual remarks or accusations, dirty jokes, or stories)
- **Visual/Non-Verbal** (e.g. display of naked pictures or sex-related objects, obscene gestures)
- **Physical** (e.g. grabbing, rubbing, flashing or mooning, touching, pinching in a sexual way, sexual assault)

Sexual harassment for the purposes of this policy falls under one of the below categories:

1. **Quid pro quo**
 - a. A benefit is directly tied to an unwelcomed sexual advance
 - b. Sexual harassment that involves a proposed exchange of actions
 - c. Example: A professor offers a student an A on an assignment if they agree to have sex with the professor.
2. **Severe, pervasive and objectively offensive** that it effectively denies access to an educational program or activity.
 - a. Sex based sexual harassment
 - b. Sexual Exploitation/Sexual Misconduct occurs when a student/employee takes non-consensual or abusive sexual advantage of another.
 - i. Examples of sexual exploitation and sexual misconduct include, but are not limited to:
 1. Invasion of sexual privacy
 2. Prostituting another person
 3. Non-consensual video or audio-recording or broadcasting or sharing of sexual activity
 4. Engaging in voyeurism
 5. Exposing one's genitals in non-consensual circumstances; forcing another to expose their genitals
 6. Sexually based stalking and/or bullying
 7. Use or display in the classroom or any facility of the College, including electronic, of pornographic or sexually harassing materials such as posters, photos, cartoons or graffiti without pedagogical justification
 8. Sexual activity with someone whom one should know to be - or based on the circumstances should reasonably have known to be - mentally or physically incapacitated (by alcohol or other drug ingestion, unconsciousness or blackout), constitutes a violation of this policy.
 9. Sexual activity with someone whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the taking of drugs.
 10. Sexual activity of any kind with anyone under the age of 18
 - c. On-line sexual harassment
3. **Clery crimes**
 - a. **Sexual Assault**
 - i. **Rape:** Forcible¹ penetration, no matter how slight, of the vagina or anus with any body part of object, or oral penetration by a sex organ of another person, without the consent² of the victim. This definition includes any gender of victim or Respondent.
 - ii. **Fondling:** The forcible touching³ of the private body parts of another person for the purpose of sexual gratification without consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or temporary or permanent mental or physical incapacity.
 - iii. **Incest:** Non-forcible sexual intercourse⁴ between persons who are related to each other within the degrees wherein marriage is prohibited by law. Wis. Statute 944.06 states "Whoever marries or has non-marital sexual intercourse, as defined in s. 948.01 (6), with a person he or she knows is a blood relative and such relative is in fact related in a degree within which the marriage of the parties is prohibited by the law of this state is guilty of a Class F felony."
 - iv. **Statutory rape:** Non-forcible sexual intercourse with a person who is under the statutory age of consent Wis. Statute 942.09 states "A person under the age of 18 is incapable of consent."
 - b. **Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
 - i. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
 - ii. For the purposes of this definition
 1. Dating violence includes but is not limited to, sexual or physical abuse or the threat of such abuse.
 2. Dating violence does not include acts covered under the definition of domestic violence.
 - c. **Domestic Violence:** A felony or misdemeanor crime of violence committed by:
 - i. A current or former spouse or intimate partner of the victim
 - ii. By a person with whom the victim shares a child in common
 - iii. By a person who is cohabitating with, or spouse or intimate partner

- iv. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred OR
- v. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.”
- d. **Stalking:** Engaging in a pattern of repeated and unwanted attention, harassment, contact, or any course of conduct directed at a specific person that would cause a reasonable person to-
 - i. Fear for the person's safety or the safety of others; or
 - ii. Suffer substantial emotional distress.
- e. **Hazing:** Hazing includes but is not limited to any act directed toward an individual, or any coercion or intimidation of an individual to act or to participate in something which a reasonable person would perceive is likely to cause physical or psychological injury and where such act is a condition of initiation into, admission into, continued membership in or association with any group whether that group is a formal or informal entity.

NOTE: Use of alcohol or drugs will never function as a defense for any behavior that violates this policy.

¹ Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion.

² Wisconsin Statute 940.225: Consent is words or overt actions indicating a freely given agreement, intelligent, knowing and voluntary, an affirmative (not the absence of a negative). Consent is not silence, a failure to fight back, or implied. Consent is null and void if: judgment is impaired by drugs or mental illness, someone changes her/his mind, someone under the age of 18 is consenting to sexual intercourse, someone under the age of 16 is consenting to sexual contact, or it was given under pressure/coercion.

³ Sexual contact includes: Intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

⁴ Sexual Intercourse includes: vaginal or anal penetration by a penis, object, tongue or finger and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

GRIEVANCE PROCEDURES

Title IX Grievance Procedure

The Title IX grievance procedure refers to the entire length of a case from the time of the institution receiving actual knowledge through the end of the appeal and its resulting sanctions. Grievance process refers to the steps following the signed formal complaint. The grievance process exists to provide a fair process that resolves complaints as equitably and accurately as possible in order to preserve and restore access to the institution's educational programs or activities.

Grievance Process

- The Title IX Coordinator receives a report via the online form, email, phone call, or in person.
- The Title IX Coordinator reaches out in a reasonably prompt time-frame to the Complainant to offer supportive measures and explain the formal grievance process including how to file a formal complaint.
- The Complainant decides which, if any, supportive measures they would like put in place and if they would like to file a formal complaint.
- If a formal complaint is filed, the Title IX Coordinator notifies the Respondent of the formal complaint, explains the formal grievance process, and notifies them that they may have an Advisor of their choosing or one will be provided to them by the College.
- The Title IX Coordinator assigns at least one investigator to the case, two if possible.
- The investigators interview both parties and witnesses and collect evidence that is relevant to the case.
- The investigators write up a report of findings, which is shared with both parties. The parties are allowed 10 business days to inspect preliminary report and all evidence and respond with any factual changes they want made.

- After factual changes/corrections are clarified, parties are allowed 10 business days to review.
- The final report is completed and parties are given 10 business days minimum to prepare before the live hearing.
- Live hearings allow for cross examination of both parties and any witnesses. Questions are only asked by the Advisors and decision makers during the live hearing.
- Live hearings will take place in two separate rooms connected via Zoom video and audio, so that parties can see and hear each other.
- Parties and witnesses will each appear before the hearing panel (3 decision makers) to respond to the decision makers questions, cross examine the other party, and cross examine and witnesses.
- Live hearings will be recorded.
- Decision makers determine relevancy of each question before it is answered.
- If either party or any witness refuses to answer even one question during cross examination, no part of their statements during the hearing or during the investigation can be used to make a determination.
- At the conclusion of the live hearing, the decision makers will meet to deliberate.
- Final determination and sanctions will be provided to the parties.

Notice

Upon receipt of a signed formal complaint, all parties involved will receive written notice of the details of the complaint including:

- Description of the formal grievance process
- Description of the details of the allegation of potential sexual harassment including: identities of parties, date/time and location, and the specific conduct allegedly constituting sexual harassment
- Statement that the Respondent is presumed not responsible until the conclusion of the grievance process

Each party will also be notified about the following:

- They will have sufficient time to prepare a response before any meetings/interviews
- Each party may have an Advisor of their choice who may be but is not required to be an attorney or an Advisor will be provided for them, free of charge
- The handbook rule that prohibits false statements to a college official

If at any point during the investigation the College discovers any further allegations that were not included in the initial notice, the College will provide notice of the additional allegation details to the parties in writing.

If a case is dismissed, parties will receive a written notice of dismissal with grounds for dismissal, as well as information on how to appeal the dismissal.

The College will provide advance notice to all parties and witnesses of any investigative interview, hearing, or meeting that the party is expected to be present for.

Investigation

The Lead Investigator will begin an investigation in partnership with trained investigators. Audio or video recording of any proceedings are prohibited by any party other than the College throughout this process. The burden of proof and responsibility for gathering evidence will rest on the College and not on either party. If multiple formal complaints arise from the same facts, the College may consolidate investigations at its discretion.

The Complaining and Responding parties will be given written notice in advance of any interview with sufficient time to prepare for meaningful participation.

As part of the investigation, the investigator(s) will seek separate interviews with the Complainant, the Respondent, and any witnesses to the greatest extent possible. To help ensure a prompt and thorough investigation, interviewees are encouraged to provide as much of the following information as possible:

- The name, department, and position/status of the person or persons in alleged violation of this policy
- A description of any relevant incident(s), including the date(s), location(s), and witnesses

- The alleged effect of the incident(s) on the Complainant's academic standing, educational benefits or opportunities, position of employment, salary, employee benefits, promotional opportunities, or other terms or conditions of employment
- The names of other students or employees who might have been subject to the same or similar discrimination, harassment, or retaliation
- Any steps the Complainant has taken to try and stop the discrimination, harassment, or retaliation
- Any other information the Complainant believes to be relevant to the alleged discrimination, harassment, or retaliation

Privileged Information

Information that is protected by doctor-patient confidentiality, marital status, attorney-client privilege, etc. shall remain protected unless it is voluntarily given by the party as evidence in the case.

False Information

The [2024-2025 WLC Student Handbook](#) prohibits furnishing false information. "19. Furnishing false information to any College official, faculty/staff member, or Office; furnishing false information in any College application or agreement that is required by the College no matter the time of discovery or knowingly bringing false charges against the student, faculty, or staff member."

Hearing

Prior to a hearing, a pre-hearing meeting will take place with parties and advisors to clarify the hearing rules. During a live hearing, Complainant and Respondents with their Advisors will be in separate rooms with Zoom video conferencing where they will be able to see and hear each other. Live hearings will be recorded. Hearing panel will be made up of 3 decision makers, one of which will be the hearing chair. Complainant and Advisor will first appear before the panel, panel will ask questions, Advisor will ask questions of the Respondent and any witnesses they wish. Once this is completed the Respondent and Advisor will appear before the panel and complete the same process. Advisors will be limited to asking questions that the advisee wishes them to ask. Each question will be determined for relevancy by the decision maker chair prior to any party answering. If any party or witness declines to answer a question during the live hearing, none of their statements or evidence can be used in making a determination of responsibility.

Determination of Responsibility

The decision making panel will meet following the conclusion of the live hearing in order to reach a determination of responsibility in the case within a reasonably prompt time frame. When they have determined if a College policy has been violated and which policy, they will then decide which remedies/sanctions to assign. Written notice of their determination will be sent out to the parties simultaneously. The written notice of determination will include: the initial allegations of a Title IX policy violation, findings of fact, rationale for the determination on each allegation, sanctions that will be imposed on Respondent, remedies and supportive measures offered to Complainant, information on how to file an appeal. Parties will have 10 business days to file an appeal. If they do not choose to appeal, the written determination becomes final. If they do choose to appeal, the written determination with results of the appeal is final.

Standard of Evidence

The standard used to determine whether this policy has been violated is whether it is more likely than not that the Respondent violated this policy. This is often referred to as the "Preponderance of Evidence" standard.

Objective Evaluation of Evidence

Title IX team members will be assigned to cases after determination that they do not have a conflict of interest in the case. Team members participate in annual training on objectively evaluating evidence and avoiding bias.

Presumption of Not Responsible

Respondents are presumed not responsible for a violation of this policy until the conclusion of the grievance process.

Appeal

Either party may appeal a dismissal or final determination on the following grounds:

- A procedural error
- New evidence that was not previously available
- Conflict or bias that impacted the outcome

Dismissal

A case must be dismissed as Title IX if it:

- Does not fall under definition of sexual harassment
- Did not occur in the recipient's program or activity
- Did not occur in the United States

A case may be dismissed as Title IX if:

- Complainant requests dismissal in writing
- Respondent is no longer a student or employee
- Or determination cannot be made due to specific circumstances

If a case is dismissed, parties will be notified in writing of the dismissal, whether it was mandatory or discretionary, and of their right to appeal the dismissal.

Referral

The Title IX Coordinator may refer any/all of the matter for consideration under another applicable College policy or procedure (Student Conduct System, Human Resources, etc.) in the event that a complaint is dismissed for purposes of Title IX.

Consolidation of Complaints

Complaints may be consolidated if there are multiple parties with complaints and/or there are cross claims of the same allegation.

Equity

WLC, motivated by Jesus' command to "Love your neighbor as yourself," strives to promote and maintain an equitable experience for all students, faculty, staff, and visitors by showing God's love through our words and actions throughout the grievance process. In keeping with the spirit of the Title IX regulations, Respondents and Complainants will be given the same information regarding the grievance process, receive notifications simultaneously, and have the opportunity to select an Advisor or have one freely provided to them.

WLC recognizes that there may be challenges in maintaining equity in situations where one party has access to legal counsel and the other does not. To combat this potential issue, the roles of Advisors within proceedings will be limited and clearly explained at all pre-hearing meetings.

Range of Sanctions and Remedies

Any violation of this policy involving students, faculty, staff, or other employees of the College is subject to the policy and procedures as stated in this document and is not governed by any other employee or student handbook or policy. The College will take steps to prevent the recurrence of any harassment or other discrimination and to remedy the discriminatory effects on the Complainant (and others, if appropriate).

The Decision Makers will review the information gathered during the investigation process and live hearing to determine the outcome which may include "no violation," "in violation," and application of one or more sanctions or remedies.

The range of potential sanctions/remedies may include (not meant to serve as an exhaustive list) one or more of the following: no contact order, campus housing restrictions, class restrictions, campus event restrictions, campus leadership restrictions, advising restrictions, teaching restrictions, probation, community service, education, training, suspension, or expulsion. The College also may take any other corrective action that it deems appropriate under the circumstances.

Employees and/or students who are found to have violated this policy will be subject to disciplinary action up to and including expulsion or dismissal.

Faculty and staff who are found to have violated this policy will be subject to disciplinary action up to and including discharge or termination.

Guests and other third parties who are found to have violated this policy will be subject to corrective action deemed appropriate by the College, which may include removal from College property and termination of any contractual or other arrangements.

When the College is unable to offer resolution to an alleged violation of this policy because a Complainant insists on confidentiality or for some other reason, the College will nonetheless take steps to limit the effects of any actions that violate this policy and will work to prevent any recurrence of violation.

Range of Supportive Measures

Supportive measures are additional resources that are offered as applicable on a case by case basis. Supportive measures are always non-punitive. Some examples include: mutual no contact order, class scheduling adjustments, extensions of deadlines, campus employment adjustments, housing changes, additional security rounds of a particular area, assistance in scheduling a counseling appointment.

Retaliation

Retaliation exists when action is taken against a participant in the complaint process that (i) adversely affects the individual's employment or academic status and (ii) is motivated in whole or in part by the individual's participation, or lack thereof, in the complaint process.

No individual involved in a complaint alleging a violation of this policy or participating in the investigation or resolution of such a complaint shall be subject to retaliation as a result of such activity or participation. Any acts of retaliation, as defined in this policy, shall be grounds for disciplinary action, up to and including expulsion/dismissal for students and termination/dismissal for faculty and staff.

Early College Credit Program

All students who are enrolled in WLC's Early College Credit Program will receive notification of where to find the WLC Student Handbook on the College website as well as the link to the Title IX policy. Wis. Stat. 948 details the state laws regarding crimes against children. In compliance with Wisconsin State Law, any report of sexual assault, sexual harassment, or mistreatment of a minor will be reported to the local police immediately.

Training

[2020 Title IX Regulations: Policy Implications and Practical Application](#) (PDF document from training by D. Stafford & Associates, LLC)

[Constructing the Live Hearing Process](#) (PDF document from training by D. Stafford & Associates, LLC)

[OCR Webinar: Title IX Regulations Addressing Sexual Harassment](#) (YouTube video from the U.S. Department of Education)

RECORD MANAGEMENT

All records of Title IX complaints are kept for a period of 7 years. They are securely stored on campus. Supportive measures offered are kept in a separate filing location so as to preserve confidentiality.

DEFINITIONS

Actual Knowledge: When someone has notified the Title IX Coordinator or a College official (all non-exempt employees of the college) of sexual harassment.

Business Day: A business day at WLC is defined as a regular day which the College is open (M-F 8:00 a.m.-5:00 p.m.)

Complainant: The party who signs a formal complaint as a victim of sexual harassment.

Conduct File: The file in which all records of student conduct reports and resolutions is stored. These files are stored in a secure filing system and are separate from Title IX case files.

Contractor: Any person or company that undertakes an contract to provide materials or labor to perform a service or do a job.

Designee: A person who has been designated.

Employee: A person employed for wages or salary by Wisconsin Lutheran College.

Evidence - Exculpatory: Any evidence that supports the idea that a party is not guilty.

Evidence - Inculpatory: Any evidence that supports the idea that a party is guilty.

Formal Complaint: A formal complaint is a written statement describing alleged sexual harassment given and signed by a Complainant in order to start the formal grievance process.

Program or Activity: An educational or extracurricular program or activity in which the College has substantial control.

Remedies: Remedies or corrective actions will address the effects of the violation/misconduct.

Respondent: Respondent refers to the person against whom the allegation or complaint of harassment is made.

Sanctions: Penalties that are punitive and exist to restore access to a program or activity when a Respondent is found responsible or in violation. (Examples, a no-contact order, warning, fine, creative sanction, Christian counseling, referral to civil authorities, probation, suspension, and/or expulsion)

Standard of Evidence: standard by which all Title IX cases at WLC will be adjudicated. WLC has adopted the Preponderance of the evidence standard, meaning that a violation of the policy must be more likely than not to have occurred.

Student: A student is defined as any person who is enrolled at Wisconsin Lutheran College and seeking college credit.

Supportive Measures: Non-punitive measures that are offered to a Complainant when an initial report is received by the Title IX Coordinator. These measures are meant to support the Complainant in their continued access to a program or activity. For example: changing a course schedule, class seating assignment, housing assignment, or mutual no-contact order.

Third Party: A person or group besides the two primarily involved in a situation.

Vendor: A person or company offering something for sale.

Volunteer: A person who freely offers to take part in an enterprise or undertake a task, or a person who works for an organization without being paid.

Witness: Any individual that may have seen or heard relevant information pertaining to the alleged misconduct.

RELATED POLICIES

FERPA: Section V. of the [2024-2025 Student Handbook](#). For more on this policy, see www.wlc.edu/registrar/.

Code of Conduct: Section VII. of the [2024-2025 Student Handbook](#).

Retaliation: #15 of the [2024-2025 Student Handbook](#) prohibits retaliation against a person who has initiated an inquiry or complaint having to do with harassment.

1ST AMENDMENT

"Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances."

Speech is protected and has to be more than just offensive to qualify a violation of Title IX, it must rise to the level of severe, pervasive, AND objectively offensive.

ACCOMODATION/INTERPRETATION REQUESTS

The Office of Student Support and Disability Services provides support, advocacy, and resources for students with physical or educational disabilities as well as in times of personal crisis or life challenges. Students are welcome to contact the Support Office for assistance/accommodation requests with Title IX procedures.

Karen Sitz, Director of Student Support and Disability Services
414.443.8797; Karen.Sitz@wlc.edu

INTERPRETATION AND REVISION

Registration of a student is considered by Wisconsin Lutheran College to be an assent to the policies of the student handbook, including this policy, and a pledge to abide by them. Additions and changes in policy and regulations may be made during the course of the year and, if made, will be announced and distributed to all students electronically.

STATE LAWS

1. Wisconsin Statute 940.225: Consent is words or overt actions indicating a freely given agreement, intelligent, knowing and voluntary, an affirmative (not the absence of a negative). Consent is not silence, a failure to fight back, or implied. Consent is null and void if: judgment is impaired by drugs or mental illness, someone changes her/his mind, someone under the age of 18 is consenting to sexual intercourse, someone under the age of 16 is consenting to sexual contact, or it was given under pressure/coercion.

2. Wis. Statute 944.06 states "Whoever marries or has non-marital sexual intercourse, as defined in s. 948.01 (6), with a person he or she knows is a blood relative and such relative is in fact related in a degree within which the marriage of the parties is prohibited by the law of this state is guilty of a Class F felony."

SEX OFFENSE POLICY, PROCEDURES, PREVENTION, AND PROGRAMS

Through WLC's Title IX training in compliance with VAWA, students are exposed annually to training concerning all aspects of the College's responses to violence, assault and stalking. This includes annual new student training, training with student employees, training with faculty and staff, and Living the Warrior Way.

- Bystander intervention training includes the discussion of traveling in groups, watching beverages, phone applications, "tag" lines to get out of situations, scenarios about men treating women as they would a sister or other cherished loved one, and resources available to all.
- Living the Warrior Way: Required annual seminar for all new students that addresses alcohol, sex, relationships, and prevention of domestic violence, dating violence, sexual assault, and stalking.
- Office of Campus Ministry Retreats and Groups

- RU OK? Healthy relationships and support options.
- Drug Awareness and Recognition: This program outlines the most abused drugs on campus, warning signs of abuse, and how these drugs affect students and the community.
- Health Fair: Local police/first responders provide information about alcohol abuse, preventing sex offenses.
- Boundaries in Dating: These programs provide descriptions of stalking behaviors, Wisconsin law, and safety planning.
- Lunch and Learn: Services at The Healing Center and at The Sexual Assault Treatment Center; Common Reactions and Emotions after a Recent Assault; Long-term Emotions and Reactions; coping and education about prevention.
- Sexual Assault Prevention Month programs: These programs provide definitions of consent, definitions of rape and sexual assault, Wisconsin law, alcohol information, reporting procedures, community resources, victim rights, and safety procedures (risk reduction/safety planning for victims) and prevention information for men as well as bystander strategies.

Wisconsin Lutheran College will disclose the decision of any campus disciplinary proceeding and associated sanctions to the victim (and perpetrator) for the following types of violations:

- crime of violence,
- non-forcible sex offense,
- sexual violence (rape, sexual assault, sexual coercion),
- sexual harassment (nonviolent) - only sanctions that directly relate to the harassed person, stalking, dating violence, domestic violence.

In the event the victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.

PASTORAL AND PROFESSIONAL COUNSELORS

According to the Clery Act, campus "Pastoral Counselors" and campus "Professional Counselors," when acting as such, who are appropriately credentialed and hired by Wisconsin Lutheran College to serve in a counseling role, are not considered Campus Security Authorities. As such, when these counselors are acting in the counseling role, they are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, Wisconsin Lutheran College encourages pastoral and professional counselors to notify those whom they are counseling of the voluntary, confidential reporting options available to them.

Pastoral Counselor: An employee of an institution who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Professional Counselor: An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

MISSING-STUDENT POLICY

The Higher Education Opportunity Act of 2008 (effective August 14, 2008) requires any institution participating in a Title IV federal student financial aid program that maintains on-campus housing facilities to establish a missing-student notification policy and related procedures.

The following policy and related procedures is Wisconsin Lutheran College's official Missing-Student Policy:

When it is determined that a student is apparently missing from the College, staff at Wisconsin Lutheran College will attempt to locate the missing student.

This policy requires others who believe a Wisconsin Lutheran College student is missing to immediately notify Residence Life staff, other members of the administration, or Public Safety. Anyone who has a concern that a student is missing should alert any WLC employee who they think will aid in the investigation of a student disappearance. If initial efforts to contact the missing student fail, a missing person's report must be referred immediately to the local law enforcement agency that has jurisdiction in the geographical areas around the specific campus location of the missing student.

In accordance with this policy, students will be notified annually by the Office of Student Life that each residential student has the option to confidentially designate an individual to be contacted by the Wisconsin Lutheran College administration no later than 24 hours after the time that it is determined the student is missing. Missing student contact information is registered confidentially.

This information is private and only accessible to WLC employees who are authorized campus officials. This information will not be disclosed to others, with the exception to law enforcement personnel in the furtherance of a missing student investigation.

WLC will notify the missing student's parents or guardian in addition to the person identified as the missing student's contact person of any student who is under 18 years of age and not an emancipated individual. The College will make contact no later than 24 hours after the time that the student is determined to be missing.

WLC will also notify the appropriate local law enforcement agency of the missing student unless the local law enforcement agency was the entity that made the determination that the student was missing. This notification will include any missing student who lives in on-campus housing regardless of age or status, and regardless of whether he or she has registered a confidential missing student or general emergency contact person. This notification will be made no later than 24 hours after the time that the student is determined missing.

CONTACTS FOR REPORTING MISSING STUDENTS (MISSING FOR 24 HOURS)

- Vice President of Student Life, A206, 414.443.8852
- Public Safety, R053S, 414.443.8500
- Director of Residence Life, RH2113, 414.443.8689

RELATIONSHIP VIOLENCE/HARRASSMENT

Wisconsin Lutheran College prohibits the following actions as defined by law and in the Clery Act as:

Dating Violence (Clery): Means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.

Domestic Violence (Clery): Includes violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

Stalking (Clery): Means a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety or to suffer substantial emotional distress.

Wisconsin Definition of Consent with Regard to Sexual Activity: Words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact (WI Code 940.225).

Wisconsin Definition of Domestic Abuse: Intentionally causing physical pain, physical injury or illness; intentionally harming someone; sexual assault; property destruction; and threatening to do any of the above acts.

Wisconsin Definition of Stalking: In this section: (a) "Course of conduct" means a series of two or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:

1. Maintaining a visual or physical proximity to the victim.
2. Approaching or confronting the victim.
3. Appearing at the victim's workplace or contacting the victim's employer or coworkers.
4. Appearing at the victim's home or contacting the victim's neighbors.
5. Entering property owned, leased, or occupied by the victim.
6. Contacting the victim by telephone or causing the victim's telephone or any other person's telephone to ring repeatedly or continuously, regardless of whether a conversation ensues.
- 6m. Photographing, videotaping, audiotaping, or, through any other electronic means, monitoring or recording the activities of the victim. This subdivision applies regardless of where the act occurs.
7. Sending material by any means to the victim or, for the purpose of obtaining information about, disseminating information about, or communicating with the victim, to a member of the victim's family or household or an employer, coworker, or friend of the victim.
8. Placing an object on or delivering an object to property owned, leased, or occupied by the victim.
9. Delivering an object to a member of the victim's family or household or an employer, coworker, or friend of the victim or placing an object on, or delivering an object to, property owned, leased, or occupied by such a person with the intent that the object be delivered to the victim.
10. Causing a person to engage in any of the acts described in subs. 1. to 9. (WI Code 940.32)

RISK REDUCTION

In order to reduce risk for the above listed actions it is important to be knowledgeable of the definitions of dating violence, domestic violence, stalking, consent and domestic abuse. If you see something that falls into one of these categories, say something. In order to reduce risk for such types of situations and to prevent them from happening it is important to make it clear that those types of prohibited actions will not be accepted or tolerated by you or others around you. The policies of Wisconsin Lutheran College are in place to keep students, faculty and staff members safe. These policies are intended to shape a community that does not accept dating violence/harassment as a social norm, but instead reports the offenses and supports the victims.

RESOURCES/SUPPORT ON CAMPUS

Wisconsin Lutheran College offers counseling through the Health Services and/or Campus Ministry offices. The Residence Life Staff has also been trained to help support students on campus who have found themselves to be victims of dating violence/harassment situations and have been trained to inform students of the options they have for counseling services and to assist them in reporting the situation.

If you find yourself a victim of or involved in that type of relationship or situation the following options are available to you: to notify proper law enforcement, to be assisted by the College to notify law enforcement and you have the right to decline to notify such authorities.

We will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation and working situations or protective measures. Wisconsin Lutheran College will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to Public Safety or local law enforcement.

APPENDIX: The following is a complete and up-to-date list of all campus buildings and their street addresses.

MAIN CAMPUS BUILDINGS

Gary J. Greenfield Administration Building	8800 W. Bluemound Rd.
Campus Center	580 N. 89th St.
Generac Hall	612 Maywood Ct.
Recreation Complex	8725 W. Wisconsin Ave.
Center for Arts and Performance	8815 W. Wisconsin Ave.
Modern Languages Building	640 N. 89th St.
Marvin M. Schwan Library	630 N. 89th St.
Health Services	529 N. 89th St.
Parking Center	8701 W. Wisconsin Ave.

RESIDENCE HALLS

Stimac (East) Hall	8780 W. Bluemound Rd.
Fischer (West) Hall	8890 W. Bluemound Rd.
Aspire Hall	8901 W. Wisconsin Ave.

CAMPUS APARTMENTS

541 Apartment Bldg.	541 N. 89th St.
555 Apartment Bldg.	555 N. 89th St.
603 Apartment Bldg.	603 N. 89th St.
611 Apartment Bldg.	611 N. 89th St.
619 Apartment Bldg.	619 N. 89th St.
627 Apartment Bldg.	627 N. 89th St.
524 Apartment Bldg.	524 N. 90th St.
540 Apartment Bldg.	540 N. 90th St.
630 Apartment Bldg.	630 N. 90th St.
Round Apartment Bldg. #1	9114 W. Bluemound Rd.
Round Apartment Bldg. #2	9128 W. Bluemound Rd.

CAMPUS HOUSES

H8624	8624 W. Bluemound Rd.
H8710	8710 W. Bluemound Rd.
H8716	8716 W. Bluemound Rd.
H505	505 Maywood Ct.
H520	520 Maywood Ct.
H8619	8619 W. Wisconsin Ave.
H8625	8625 W. Wisconsin Ave.
H620	8629 W. Wisconsin Ave.
H608	8633 W. Wisconsin Ave.
H517	517 N. 90th St.
H529	529 N. 90th St.
H539	539 N. 90th St.
H545	545 N. 90th St.
H559	559 N. 90th St.
H615	615 N. 90th St.

OTHER

Outdoor Athletic Complex	1401 Swan Blvd.
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WISCONSIN

LUTHERAN COLLEGE

FIRE SAFETY REPORT

Residential Facility Address*	Fire Alarm Monitoring Done On Site#	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	# of Fire Drills Per Calendar Year	Fires in 2023
Fischer Hall 8890 W. Bluemound Rd.	Yes	Yes	Yes	Yes	Yes	3	0
Stimac Hall 8780 W. Bluemound Rd.	Yes	Yes	Yes	Yes	Yes	3	0
Aspire Hall 8901 W. Wisconsin Ave.	Yes	Yes	Yes	Yes	Yes	3	0
541 N. 89th St.	No	No	Yes	Yes	Yes	1	0
555 N. 89th St.	No	No	Yes	Yes	Yes	1	0
603 N. 89th St.	No	No	Yes	Yes	Yes	1	0
611 N. 89th St.	No	No	Yes	Yes	Yes	1	0
619 N. 89th St.	No	No	Yes	Yes	Yes	1	0
627 N. 89th St.	No	No	Yes	Yes	Yes	1	0
511 N. 90th St.	No	No	Yes	Yes	Yes	1	0
517 N. 90th St.	No	No	Yes	Yes	Yes	1	0
524 N. 90th St.	No	No	Yes	Yes	Yes	1	0
529 N. 90th St.	No	No	Yes	Yes	Yes	1	0
539 N. 90th St.	No	No	Yes	Yes	Yes	1	0
540 N. 90th St.	No	No	Yes	Yes	Yes	1	0
545 N. 90th St.	No	No	Yes	Yes	Yes	1	0
559 N. 90th St.	No	No	Yes	Yes	Yes	1	0
615 N. 90th St.	No	No	Yes	Yes	Yes	1	0
630 N. 90th St.	No	No	Yes	Yes	Yes	1	0
542 N. 91st St.	No	No	Yes	Yes	Yes	1	0
548 N. 91st St.	No	No	Yes	Yes	Yes	1	0
8616 W. Bluemound Rd.	No	No	Yes	Yes	Yes	1	0
8624 W. Bluemound Rd.	No	No	Yes	Yes	Yes	1	0
8710 W. Bluemound Rd.	No	No	Yes	Yes	Yes	1	0
8716 W. Bluemound Rd.	No	No	Yes	Yes	Yes	1	0
9114 W. Bluemound Rd.	No	No	Yes	Yes	Yes	1	0
9128 W. Bluemound Rd.	No	No	Yes	Yes	Yes	1	0
8619 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
8625 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
8629 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
8633 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
9019 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
9021 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
9101 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
9203 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
9309 W. Wisconsin Ave.	No	No	Yes	Yes	Yes	1	0
505 Maywood Ct.	No	No	Yes	Yes	Yes	1	0
520 Maywood Ct.	No	No	Yes	Yes	Yes	1	0

* All addresses in Milwaukee/Wauwatosa, WI 53226

Public Safety automatically notified by fire detection system if marked "Yes"

Rev 9/26/2024