ANNUAL SECURITY & FIRE SAFETY REPORT 2026

Concordia University Irvine
Turtle Rock Campus
Spectrum Campus
Rancho Cucamonga Campus

"Safety in Service"

Department of Campus Safety
24-hour Dispatch: (949) 214-3000
Email: campussafety@cui.edu
Website: www.cui.edu/safety

Department of Campus Safety is Located on the Turtle Rock Campus on Concordia West and Dorm Road, in the Campus Safety and Wellness Building *

Accessibility of the 2026 Annual Security & Fire Safety Report

This report, known as the Clery Act Annual Security & Fire Safety Report (ASFSR) was inspired and mandated by the Clery Act. It contains specific Clery Act crime, arrest and disciplinary referral data, as well as information about safety, security policies and practices intended to promote awareness about security and safety. This report is coordinated, prepared and updated by Concordia University Irvine's Department of Campus Safety (DCS). The information and Crime Statistics pertain to Concordia University Irvine as prescribed by the Clery Act.

We urge members of the Concordia community to use this report as a guide for safe practices on and off-campus. The DCS sends an e-mail to every enrolled student and current employee on an annual basis to notify that the report is available to be viewed. Availability of the report is also noted on the DCS website, social media accounts, and in the CUI weekly update. The notices include a brief summary of the contents of this report and the web address for the DCS website where the Annual Security and Fire Safety Report can be found. You may request a copy of the report be mailed to you by calling (949)214-3007. The report is available online at the website listed below this paragraph. A copy of the report can also be obtained from the Department of Campus Safety office located at 1530 Concordia, Irvine, CA. 92612, Campus and Safety Wellness Building, Spectrum Campus located at 16355 Laguna Canyon Road, Irvine CA. 92612 (front desk) and the Rancho Cucamonga Campus located at 10750 4th street suites 200 in Rancho Cucamonga Ca. 91730

www.cui.edu/campus-safety (under the Clery Disclosure tab)

Overview of the Clery Act

Selecting the right college or university to attend is a very important decision for students and their families. Additionally, deciding where to work and build a career is also a big decision and one that needs to be made based on an assessment of a number of factors. Campus safety and security is an important factor that goes into this process for potential students and employees and should not be taken lightly. CUI realizes that access to campus safety and security information for current students and employees is important for individuals who study, work and visit Concordia.

Responding to concerns regarding campus safety and security at colleges and universities, Congress enacted the Crime Awareness and Campus Security Act of 1990, which amended the Higher Education Act of 1965. The 1998 amendments to this Act renamed it the Jeanne

Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. This federal law has become known across the United States as the "Clery Act."

All public and private postsecondary institutions that participate in Title IV student financial assistance programs must comply with the Clery Act and institutionalize its mandates. Among the various requirements as now colleges and universities are required to prepare, publish, and distribute a report concerning campus crime statistics, statements of safety and security policies and procedures on an annual basis through appropriate publication.

Chi Sigma Residence Hall

CU Center with French Hill in the background

Students enjoying French Hill overlooking campus

Borland-Manske Center

Message from the Director of the Department of Campus Safety

On behalf of the Department of Campus Safety, I am pleased to present our 2026 Annual Security and Fire Safety Report. Every member of the Concordia University community has a role in providing a safe environment for our students, faculty, staff, visitors and community members. This comprehensive report contains valuable information for the entire university community and the public at large. We also publish this report to comply with important provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (known as the "Clery Act").

We encourage you to review the information we have made available to you in this report. You will find information about Concordia's Department of Campus Safety, including descriptions of certain services that we provide. You will also become familiar with our university's strong commitment to campus safety. Our commitment to timely response and action is centered on partnering with the Irvine Police Department in prevention of, responding to, and investigation of crimes including sexual violence. In this report you will also find important information about security policies and procedures, Clery Act crime data, crime prevention and reporting, emergency response and evacuation procedures, emergency notifications, timely warnings, alcohol, drug, and weapons policies.

We are committed to fostering and maintaining a fair, secure, and supportive environment at Concordia University. The Department of Campus Safety partners with all stakeholders and departments including the Title IX Office, Student Affairs, Student Life & Leadership, the CARE Team, , Office of Student Conduct, Athletics, Wellness Center and Human Resources. We work closely with outside community partners including the Irvine Police Department, Orange County Fire Authority, the Orange County Sheriff's Department and the San Bernardino Sheriff's Department, Rancho Cucamonga Station.

We are committed to serving our community while embracing the Christian Values that are the mission of Concordia so that that educational process can be realized in a safe and tranquil environment that is Concordia University.

IN HIS SERVICE

Raul D. Morales
Director of the Department of Campus Safety
Emergency Management
Investigations
CARE Team
Police Sergeant (retired)
949.214 3007
raul.morales@cui.edu

Concordia University Irvine

Our History

The story of Concordia University dates back to the mid-1950s when a small group of Southern California Lutherans began to plan for a Lutheran college to serve the people of the Pacific Southwest. By 1962 the decision had been made by The Lutheran Church—Missouri Synod (LCMS) to build the new school.

An extensive search for the "perfect" site led to Irvine, California. Construction of the campus began in 1975, and in 1976, classes were held for the first time at Christ College Irvine, the original name of the institution. From a single building and thirty-six students, the school has grown to over twenty buildings and an annual enrollment of more than 3,720 undergraduate, graduate, and adult degree students.

In February 1993 the Board of Regents of Christ College Irvine, responding to a decision by the LCMS to incorporate its universities into the Concordia University System (CUS), voted to change the name of Christ College Irvine to Concordia University Irvine. The CUS, along with the two seminaries, 130 high schools, and over 900 elementary schools of LCMS, comprises the second largest church-related school system in the United States.

Concordia University Irvine includes Christ College, the School of Arts and Sciences, the School of Business and Economics, the School of Education, the School of Health and Human Sciences and the Townsend Institute.

Over the last three years Concordia University has opened two additional campuses that include the Spectrum Campus in Irvine and the Rancho Cucamonga Campus.

Our Mission

Concordia University Irvine, a comprehensive Lutheran Christian university guided by Christ's Great Commission, develops wise, honorable, and cultivated citizens to serve society and the church.

Good Shepherd Chapel at Sunset

Wise Honorable and Cultivated

Concordia performance of Xanadu in the Black Box Theater

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Department of Campus Safety

Mission Statement

"The Department of Campus Safety (DCS), in partnership and active engagement with the community it serves, is committed to supporting the mission of Concordia by facilitating a safe educational environment as well as promoting a culture of safety and preparedness."

The Department of Campus Safety and How We Serve

Turtle Rock Campus

Concordia University Irvine Turtle Rock campus, is located at 1530 Concordia, Irvine, California. The Turtle Rock Campus is a gated campus, with two points of vehicle entry. Facilities including buildings, athletic fields and parking lots are restricted to student, faculty, staff, and approved guest use. All non-affiliated groups, organizations and individuals must receive authorization from University Services prior to using Concordia facilities. Portions of the campus may be made available to the general public during designated times (Library, track, walking and bicycle paths) and during special events.

The Turtle Rock campus provides student housing utilizing four resident hall buildings that are listed in the Crime and Fire Statistic pages of this document.

DCS officers lock and check exterior doors of administrative and academic buildings every evening or when buildings are not open for general use by students and employees. When buildings are closed to general use, Campus Safety officers grant access to authorized personnel only.

By Concordia policy, access to individual residential student rooms is restricted to resident students and their guests. Concordia personnel that include Residential Services, maintenance personnel, and Campus Safety can only access occupied residential rooms when following policy. Campus Safety officers will only grant room access to locked-out occupants upon verification of occupant's residency. Resident students must comply with

Concordia policies regarding guests and privacy hours as outlined in the Housing Handbook. DCS officers and Residential Education staff patrol the residence halls on a regular basis.

DCS provides professional security services while enforcing Concordia policies and actively promoting community involvement through progressive community security strategies. DCS is staffed by professional, certified Campus Safety Officers and Community Service Officers. DCS staff are not commissioned police officers, but are granted the same arrest authority of a private citizen as provided in California Penal Code Section 837. Campus Safety Officers obtain initial and periodic updated training and certification through the California Bureau of Special Investigative Services (BSIS).

DCS officers are also provided with advanced training through the California Commission on Peace Officer Standards Training. This training includes laws of arrest, officer safety, arrest and control and mental health awareness. Officers also receive yearly training and recertification on micro-aggression/anti-bias awareness, updates on Clery Law, crime reporting, and violent intruder response training.

DCS jurisdiction is limited to the property owned and controlled by the Concordia and only pertains to the Turtle Rock campus and the Spectrum campus.

DCS officers patrol the Turtle Rock campus 24 hours a day while focusing on crime prevention, and fire alarm response. DCS Officers maintain a proactive philosophy of service and crime prevention embracing the DCS motto of SAFETY in SERVICE.

DCS employees maintain 24-hour vehicle entry control at the two points of entry of the Turtle Rock campus. The points of entry (gatehouses) are located at the Ridgeline and Turtle Rock entrances. Per agreement the DCS also maintains vehicle entry control for two homeowners' associations (HOA's) that are located within the perimeter of the two vehicle points of entry at Ridgeline and Turtle Rock. The HOA's are not Concordia property and are not patrolled by DCS. All vehicles entering the main campus must have authorization from DCS, or be a member of the campus community, or the two neighboring HOA's. This greatly enhances safety and security on the Turtle Rock campus and within the HOA properties. License Plate Readers (LPR), record and screen vehicles as they enter through the gatehouse locations.

The gatehouses are monitored with video and audio surveillance. The gatehouse attendants are equipped with handheld radios and a telephone that can be used in case of an emergency.

CAMPUS SAFETY DISPATCH

DCS dispatch services are available 24-hours a day at **(949.214.3000).** Dispatchers receive emergency calls, requests for assistance or service via telephone. Dispatchers are in radio contact with DCS patrol officers. DCS dispatchers call 911 when needed. **DCS encourages everyone to call 911 directly for any urgent or emergency situation.**

Turtle Rock Campus Parking Lots are patrolled by DCS patrol offices 24 hours a day. The parking lots are within close proximity to class rooms, student housing and business offices. The parking lots are illuminated at night by maintained light poles**.**

PARKING LOT BLUE LIGHT EMERGENCY PHONE TOWERS

Blue Light Emergency Phone Towers are located in the main parking lot, west parking lot, Good Shepherd parking lot, and the east parking lot.

An additional Blue Light Emergency Phone is located on the pathway behind the Borland Manske Center and behind the baseball stadium's center field fence.

Blue Light Emergency Phones are GPS signaled and call directly to DCS dispatch. A bright flashing blue light rapidly emits from the tower when the phone is in use for enhanced visibility. A public address system positioned on the tower can be utilized for mass emergency notifications.

Note: Blue light Emergency Phone Towers are only available at the Turtle Rock campus at this time.

Proactive Local Police Collaboration

The Irvine Police Department (IPD) and the DCS maintain a close partnership in emergency response, crime prevention and emergency preparedness. Per a Memorandum of Understanding (MOU), the Irvine Police Department holds operational responsibility for all law enforcement response and investigations on all parts of the Turtle Rock campus. The Spectrum campus also located in the City of

Irvine enjoys all police services from IPD. IPD provides annual Clery statistical crime data for the Turtle Rock campus, the Spectrum campus.

DCS staff work closely with IPD in incident response that require joint investigative efforts, mutual resources, and exchanges of information. This working relationship also includes joint training exercises, presentations and interagency collaborative working groups.

The Turtle Rock, and Spectrum campuses have video surveillance that is strategically placed in various buildings, hallways, exterior walkways, and parking lots.

Video surveillance is also in and around the Turtle Rock dorm buildings, hallways and common areas.

All video surveillance is recorded 24 hours a day and maintained by DCS.

Facilities and landscaping at the Turtle Rock campus and the Spectrum campus are maintained in a manner that minimizes hazardous conditions. DCS regularly patrols the Turtle Rock and Spectrum campuses and reports malfunctioning lights and other unsafe physical conditions to University Services for repair. Other members of the Turtle Rock and Spectrum campus communities should promptly report hazards, poor lights issues, and maintenance issues that impact safety to the Department of DCS or University Services.

Campus Sunset

Mid-Campus Walk

Concordia Athletics

Spectrum Campus

The Spectrum Campus located at 16355 Laguna Canyon Road, Irvine CA; opened for instruction on August 21, 2023. The Spectrum Campus serves as a Nursing program campus and also contains offices of Masters of Coaching , Athletics, and Graduate Admissions and the Southwest Pacific District office of the Lutheran Church Missouri Synod (LCMS).

Campus safety responsibilities at the Spectrum Campus are conducted by DCS officers and a contracted security company; **Sunset Security Agency.**

Sunset Safety Agency Security Officers are supervised by DCS Administration and designated Sunset Safety Agency representatives. Sunset Safety Security Officers possess citizen powers of arrest. They are certified and trained by the State of California's Bureau of Investigative and Security Services (BSIS). Sunset Safety Agency Officers receive additional training from DCS Administration and trained as Clery Campus Safety Authorities (CSA's).

CALL DCS Dispatch at 949.214.3000 for Campus Safety service 24/7.

DCS dispatch services are available 24-hours a day at **(949.214.3000) for Spectrum Campus students, faculty, staff and kvisitors.** Dispatchers are in radio and telephone contact with DCS patrol officers and Sunset Safety Agency Security Officers at the Spectrum Campus. DCS dispatchers will call 911 for the Spectrum Campus when needed. **The DCS encourages everyone to call 911 directly for any urgent or emergency situation.**

Concordia University currently does not have any formal Memoranda of Understanding (MOU) for the Spectrum Campus with IPD. However, Concordia University has a long history of partnership with IPD and maintains a close working relationship with IPD by reporting all incidents that occur on or around campus, assisting with investigations, including evidence collection, sharing intelligence, monthly security-based meetings and quarterly emergency management coordination.

The Spectrum Campus has the following additional security infrastructure in place.

- **Video Surveillance recorded and maintained by DCS.**
- **Fire detection and monitoring service.**
- **Burglar detection**
- **Proximity card entry control system.**
- **Titan HST Emergency and Mass notification system that notifies in tandem with the Turtle Rock Campus.**

Rancho Cucamonga Nursing Campus

Reporting Crimes, Emergencies and Urgent Matters at Rancho Cucamonga Campus.

The Rancho Cucamonga Campus is located at 10750 4th Street, Suite 200 in Rancho Cucamonga Ca. opened on January 8, 2024. The campus is located within a business complex. The complex is privately owned and is managed and maintained by a property management company.

The **San Bernardino Sheriff's Department's Rancho Cucamonga Patrol Station** has jurisdiction for all law enforcement responsibilities. All incidents that affect the Concordia campus community of a criminal or suspicious nature are documented by DCS and the San Bernardino Sheriff's Department upon report. DCS provides safety assessments, and guidance in reporting crimes to the **San Bernardino Sheriff's Department located at:**

10510 Civic Center Drive.
Rancho Cucamonga, California 91730
Call 911 for all emergencies or suspicious circumstances.
909.477.2500

The San Bernardino Sheriff's Department will be asked to provide DCS the annual Clery crime statistics (first Clery reporting will be in the 2025 ASFSR).

Allied Universal Security (AUS), is contracted by the property management company to periodically patrol the parking lot and business building complex in which the campus is located. The service provided does not include a response component from AUS. It is important that requests for police response, suspicious circumstance and emergencies be made by calling 911.

Rancho Cucamonga Campus on site administrators are available during business hours to receive information that includes reporting of non-emergencies, crimes not in progress and any other concern or issue that Rancho Cucamonga students, faculty, staff or visitors might have (please see contact information below).

Concordia Administrator
Chelsea Entzel, M. COMM, MSN, RN: Assistant Director of Nursing-
Assistant Professor
Office: (909) 367-2495 chelsea.entzel@cui.ecu

Medina Ali ; Admission Site Manager, Hybrid ABSN track
Office: (949) 538-3909 madina@absn.cui.edu

Pam Beck; Office Manager: Front lobby reception
909-320-2558 pamela.Beck@absn.cui.edu

&&&&&&Concordia Campus Safety Department is available 24/7 365 to assist Rancho Cucamonga Campus with any concerns or questions that pertain to non-urgent circumstances at

Campus Safety Dispatch: (949) 214.3000

General Procedures for Reporting a Crime or Emergency

It is imperative that all crime, suspicious activity or other emergencies be reported to DCS or the Irvine Police Department promptly (Turtle Rock campus and Spectrum) If requested by the victim DCS will assist the victim with the process of reporting a crime to the police.

DCS will assist victim reporting for Rancho Cucamonga students, faculty and staff as well but it should be noted that DCS does not have an Campus Safety Officer posted on campus. Arrangements will be made by the Director of Campus Safety when police reporting assistance is needed. In this event call DCS Dispatch 24/7 365 days a year at 949.214.3000 or contact the Director of Campus Safety directly at 949.214.3007 during business hours.
Call 911 for all emergency, urgencies, or recent crimes that need immediate investigation.

All reports of crimes, suspicious activity or other emergencies will be immediately investigated by the DCS. This includes completion of appropriate reports, collecting of evidence, etc. DCS will notify and assist Student Affairs and University Administration when a crime has been reported. IPD and the San Bernardino Sheriff's Department will be contacted when the law mandates or agreed protocol is apparent.

REQUIREMENT TO REPORT

Federal law requires that Clery Category Crimes must be reported to DCS or to the Irvine Police Department or the San Bernardino Sheriff's Department if the crime is reported to a Campus Security Authority (CSA). Provisions are in place for victims to legally withhold their names and the name of a perpetrator in reports made to DCS and the police in some cases. A report made in a timely manner can help to preserve evidence and assist in an investigation if the victim chooses to disclose at a later date. The definition of Clery Laws and the role of the CSA are contained in this report.

While we encourage all community members to promptly report all crimes and other emergencies directly to DCS or the police and sheriff's department listed for each campus

It is recognized that some may prefer to report to other individuals or Concordia offices. The name, title and contact information for each person or organization to whom students and employees can report criminal offenses are listed below and included in the "Resource" section of this report.

Immediate reporting of any crime committed on any Concordia campus can promote safety for the Campus Community and mitigate trauma that victims often experience.

Primary Campus Security Authorities (CSA) or Preferred Receivers of Reports:

- Raul Morales: Director of Campus Safety, Administration Building, Suite 103, 949-214-3007, raul.morales@cui.edu
- Megan C. Bouslaugh: Vice President of Student Affairs, and Chief Title IX Coordinator, Dean of Students: Concordia Student Leadership building; 949-214-3057, megan.bouslaugh@cui.edu
- Crystal Rosenthal: Associate Vice President, Athletics, Offices of Athletic Administration, CUI Arena; 949-214-3223, crystal.rosenthal@cui.edu
- Amanda Norris, Associate Dean for Student Life, Concordia Student Leadership Building, 949.214.3048; Amanda.norris@cui.edu
- Stephanie Staley: Director of Disability Access Services and ADA Compliance: Student Success Center, (949) 214-3039, stephanie.staley@cui.edu
-

Employee Related Reporting:

- Mariana Saldana, Director of Human Resources, Administration Build Suite 203: 949.214.3131, mariana.saldana@cui.edu

Spectrum Campus: Crimes occurring at the Spectrum Campus may be reported to Cheryl Smythe-Padgham, or Jennifer Dahl, any of the above listed individuals, the Irvine Police Department or the Department of Campus Safety. **All other security concerns should be reported immediately to the on-site DCS Officer or the Sunset Security Officer.**

- Cheryl Smythe-Padgham: Director of Nursing Department, Spectrum Campus, (949)214-3635, cheryl.smythe-padgham@cui.edu

Reporting to Irvine Police Department

The Irvine Police Department has overall response and investigative authority for the Turtle Rock Campus and the Spectrum Campus.

Any person reporting a crime to the Department of Campus Safety also has the right **to report the crime to the Irvine Police Department by calling 911** or contacting the **Irvine Police Department non-emergency number at 949-724-7000.** The Irvine Police Department is located at 1 Civic Center Drive, Irvine, CA 92606. Department of Campus Safety officers will discuss with the victim all options.

Reporting to the Department of Campus Safety and Response

In the event that anyone has information regarding crimes or emergencies on campus, they should immediately notify the Department of Campus Safety or the Irvine Police Department. **The Department of Campus Safety can be reached 24-hours a day at 949-214-3000. The Department of Campus Safety office is located in the Campus Safety and Wellness building located on the corner of Concordia West and Dorm Road. Office hours are Monday – Friday, 8:00 a.m. – 4:30 p.m.**

Campus Life

CONCORDIA
CROSS COUNTRY

CU
Active

CUI
EAGLES
The Hunt
The Hunt
The Hunt

Confidential Reporting

If you are a victim of a crime and do not want to pursue action within the criminal justice system, you may want to consider making a confidential report. A Department of Campus Safety officer can file a report on the details of the incident without revealing the victims or perpetrator's identity. The purpose of a confidential report is to maintain confidentiality, while taking steps to ensure the future safety of yourself and others. With such information, Concordia can keep an accurate record of the number of incidents involving students, employees and visitors, determine where there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community to potential dangers. Reports filed in this manner are statistically noted in the annual crime statistics for the University. Confidential reports that involve allegations of sexual harassment (including sexual violence), are made available to the Concordia Title IX Coordinator**. The Annual Safety Fire Safety Report (ASFSR) NEVER DISCLOSES names or a description of a crime.**

Confidential reports that constitute felony behavior are filed with the Irvine Police Department or the San Bernardino Sheriff's Department with undisclosed information concerning the identity of the victim and the suspect.

A confidential report will improve the chance of a complete investigation in the event that the victim decides at a later date to move forward with an open investigation.

Emergency Notifications & Timely Warnings

Emergency Notifications or Timely Warnings will be disseminated to the campus community.

On a daily basis the Department of Campus Safety monitors events on and around all campuses. **If the Department of Campus Safety confirms that there is an**

emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the campus community, Campus Safety will activate notification procedures. This is to provide immediate notification of the threat to the entire community or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. Campus Safety will, without delay, take into account the safety of the community, determine the content of the notification and initiate notification, unless issuing a notification will, in the judgment of first responders (including, but not limited to the Department of Campus Safety, local law enforcement agencies or the local fire departments) compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency Notifications and Timely Warnings may be distributed via Concordia's mass notification system, Titan HST which may include emails, text messages or voicemails. Emergency Notifications and Timely warnings may also be posted on the Concordia's website, the Campus Safety website, Facebook page, Twitter account or other means of social media. Campus Safety alert posters may also be posted in strategic locations on campus when deemed necessary.

Emergency Notifications

Emergency Notifications will be issued upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of the Concordia community. The University will post updates during a critical incident utilizing the same distribution systems.

Timely Warnings

Timely Warnings will be issued to inform the campus community of Clery Crimes that may represent a serious or continuing threat. Names of victims will be withheld to ensure confidentiality. Timely Warnings are usually distributed for all "Clery" reportable crimes including the following Uniform Crime Reporting Program (UCR) classifications: major incidents of arson, murder/non-negligent manslaughter and robbery. Incidents of aggravated assaults and sex offenses are considered on a case-by-case basis, depending on the facts of the case and whether there is a continuing threat to the campus community. Timely Warnings may also be issued for other crime classifications as deemed necessary.

Responsibility for message development and Timely Warning issuance hierarchy.

- Director of Campus Safety

- Associate Director of Campus Safety
- Administrative Sergeant of Campus Safety

The Department of Campus Safety monitors events, crime and significant events on and around campus. This is accomplished through DCS 24 hour patrol service at the Turtle Rock campus and the Spectrum Campus.

DCS also stays alert to incidents in the surrounding areas through the following avenues.

- Spotcrime.com; a daily crime reporting and mapping system that reports crime that has been reported within a 5-mile radius of the Turtle Rock campus, Spectrum campus and the Rancho Cucamonga campus.
- Emergency notifications from nearby University of California Irvine.
- Emergency Notifications from Orange Counties mass notification, ALERT OC.
- Emergency Notifications from the Irvine's Police Departments mass notification system
- Quarterly meetings with the Irvine Police Department discussing crime trends.
- Membership in Orange County Interagency Agency Collaborative (OCIAC) providing information and bulletins from the FBI and the Orange County Sheriff.
- Storm Ready Emergency Weather notification membership

Titan HST
Titan Health & Security Technologies, Inc.

Mass Notification Access through TITAN HST

Concordia Contracts with Titan HST to send mass notifications and alerts to the campus community in an emergency or during an event in which immediate notification is warranted. Titan HST enables the Concordia to send direct messages to students, faculty, staff, guests, and surrounding community groups through text messages, emails, and phone calls.

KEEP YOUR CONTACT INFORMATION CURRENT

Concordia automatically adds the email and cell phone information of actively enrolled Concordia students, staff, and faculty into Titan HST data base. Students, faculty, and staff are encouraged to verify that the contact information on file is correct and current. They may check their contact information online at myrecords.cui.edu in the "My Information" menu option. Contact information can be reviewed and changed in the "Update Addresses and Phones" menu option. When adding a phone number, "Cell phone" must be selected in "Phone Type" in order to receive alerts at that number.

NOTIFY CAMPUS SAFETY THROUGH THE TITAN APP

Titan HST also has a cellphone App available to all students, staff and faculty that when downloaded allows users to send emergency information directly to Campus Safety through the App. To download go to your App Store for Titan HST; follow the prompts and use a personal Concordia University Irvine Google Account. Call 911 for all life threatening emergencies.

Visitor access to CUI's Mass Emergency Notification System:

Visitors can also receive emergency alerts pertaining to the campus through a Smart Phone via text message. In order to receive emergency alerts while on campus, please scan the **QR code on the right or text "sub cuivisit" to 848261**. **This info is also available on the back of all visitor parking passes.**

Emergency Management and Preparedness

Concordia has adopted an Emergency Operations Plan (EOP) that establishes policies, procedures and an organizational hierarchy for response to emergencies on all campuses. The Plan outlines incident priorities, campus organization and the role and operation of Concordia personnel during an emergency. Emergency operations planning at Concordia means preventing, preparing for, responding to emergencies that could affect Concordia and local communities. Emergency preparedness at Concordia is managed by DCS. The basic EOP is available on the DCS website. **www.cui.edu/campus-safety**

The following is a list of programs and exercises Concordia participated in or conducted in the pursuit of emergency preparedness in 2025.

- **Emergency Preparedness Interagency Collaborative (EPIC), quarterly meetings.**
- **Irvine Police Departments Violent Intruder Prevention Presentation and Run, Hide and Fight exercise.**
- **The Great ShakeOut Earthquake Preparedness Campaign as the precursor to the Drop, Cover, and Hold On drill with a campus wide evacuation exercise.**

The Great California ShakeOut is an annual opportunity to practice how to be safer during big earthquakes: "Drop, Cover and Hold On." The ShakeOut has also been organized to encourage you, your community, your school, or your organization to review and update emergency preparedness plans.

'Run, Hide, Fight' is a protocol endorsed by many security organizations and law enforcement agencies around the world as a simple, yet effective, strategy for surviving an active shooter or similar life-threatening situation where escape is not initially possible. It instructs individuals to first try to escape (Run), if that is not possible, find a safe place to hide (Hide), and as a last resort, confront the threat directly (Fight).

EMERGENCY PREPAREDNESS
INTERAGENCY COLLABORATIVE

CITY OF IRVINE
CERT
COMMUNITY EMERGENCY RESPONSE TEAM

The City of Irvine welcomes Students, Faculty and Staff to join Irvine's Cert program. The CERT program is about readiness, people helping people, rescuer safety, and doing the greatest good for the number. The program provides a positive and realist approach to emergency and disaster situations.

For more information on how to join CERT contact the Irvine Police Department at:

sbarnes@cityofirvine.org

University & Community Resources

Campus Safety and Wellness Center

Located in the Campus Safety & Wellness Building on the Turtle Rock Campus at Concordia West and Dorm Road

Department of Campus Safety • CRIME REPORTING • On-campus emergency (24 hours) • Safety escorts (24 hours) • Key assists (24 hours) • Vehicle jump start (24 hours) • Lost and found (Monday – Friday, 8:00 a.m. – 4:30 p.m.)	**24 Hour Response:** **949-214-3000** Administrator: Raul Morales, Director of Campus Safety Campus Safety and Wellness Building 949-214-3007 raul.morales@cui.edu
Wellness Center Located at Concordia West and Dorm Road • Counseling and psychological services (Monday – Friday, 9:00 a.m. – 4:00 p.m.) • Health services (Monday – Friday, 9:00 a.m. – 4:00 p.m.)	**949-214-3102** Administrator: Michelle Laabs, MSN, FNP-C Associate Dean (949) 214-3105 Michelle.laabs@cui.edu

Student Affairs

Megan C. Bouslaugh: Vice President of Student Affairs, Chief Title IX Coordinator, and Dean of Students: Center for Student Leadership and Development, (949)-214-3057, megan.bouslaugh@cui.edu

Amanda Norris; Associate Dean of Student Life; Concordia Student Leadership Building. (949) 214-3048 amanda.norris@cui.edu

Stephanie Staley: Director of Disability Access Services and ADA Compliance: Student Success Center, (949) 214-3039, stephanie.staley@cui.edu

Human Resources

Mariana Saldana: Director of Human Resources Director; Administration Building, Suite 308

(949) 214-3131, mariana.saldana@cui.edu

Spectrum Campus Administrator

Cheryl Smythe-Padgham: Director of Nursing Department,
Park Place campus, (949) 214-3635, cheryl.smythe-padgham@cui.edu

Off Campus Resources	
Irvine Police Department 1 Civic Center Drive, Irvine, CA 92606	**911** **(949)724-7000 (front desk)**
San Bernardino Sheriff's Department 10510 Civic Center Drive. Rancho Cucamonga, California 91730	**911** **909.477.2800**
Hoag Hospital Irvine 16200 Sand Canyon Ave Irvine, CA 92618	911 (949)573-6000 (business line)
Kaiser Permanente–Irvine Medical Center 6640 Alton Parkway Irvine, CA 92618	(949)764-4624
Western Medical Center 1001 N. Tustin Ave Santa Ana, CA 92705	(949)932-5000
CSP Sexual Assault Victim Services	(714)953-3500
Orange County's Rape Crisis Center 24-hr Hotline	(949) 831-9110
Rape, Abuse, Incest, National Network 24/7 , 7 days a week, confidential	(949)752-1971
National Domestic Violence Hotline	1-800-656-HOPE www.rainn.org
Waymakers Certified Sexual Assault Counselors respond 24 hours a day, seven days a week	1-800-799-SAFE (7233) 24/7 , 7 days a week, confidential
National Mental Health & Suicide Prevention 24-hour Hotline	949-831-9110, https://waymakersoc.org/
	Call 988 - https://988lifeline.org/

Jeanne Clery Disclosure Requirements regarding Crime Statistics

To comply with the disclosure requirement regarding crime statistics, the Department of Campus Safety annually publishes crime statistics of the past three years of crimes as mandated by the Act.

The statistics in this report are published in accordance with the standards and guidelines used by the FBI Uniform Crime Reporting Handbook and relevant federal law. The Department of Campus Safety submits the annual crime statistics published in this report to the federal Department of Education. In addition, a daily crime/fire log is available by visiting the Department of Campus Safety located in the Administrative Building, Room #103 or by visiting the DCS web page at. https://www.cui.edu/campus-safety

The procedures for preparing the annual disclosure includes obtaining Clery crime statistics from the following sources:

1. **The Department of Campus Safety,**
2. **Concordia Campus Security Authorities (CSA's).**
3. **The Irvine Police Department,**
4. **Other law enforcement agencies having jurisdiction over any location in which Concordia had control of when a Clery crime occurred during student instruction.**

A designated campus security authority (CSA) includes Concordia employees, and volunteers who have significant responsibility for students during campus activities. In addition, DCS sends a request each year to the Concordia Wellness Center, which encourages counselors and medical personnel to inform the persons they are counseling or treating of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. A similar request is also sent to the campus pastor.

Campus Security Authority (CSA)

Concordia strongly urges community members to promptly report all crimes and other emergencies directly to Campus Safety in an accurate and timely manner. Victims and witnesses are encouraged to report crimes. Some individuals may prefer to report crimes to Concordia employees or offices other than to the DCS. The Clery Act recognizes certain University employees and offices as being a "Campus Security Authority" **(CSA). The Act defines a CSA as being an "official of an institution who has 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.**". The Director of Campus Safety identifies University CSA's and provides the necessary CSA information and training. Concordia CSA's are mandated to report Clery Crimes to the Irvine Police Department and/or to DCS.

Avenues for Campus Safety Authorities reporting of Clery Category Crimes

- Irvine Police Department: 911 or 949.724.7000
- San Bernardino Sheriff's Department: 911 or 909.744.2899
- Campus Safety Dispatch: 949- 214 -3000
- Campus Safety CSA Reporting Website: https://www.cui.edu/campus-safety/campus-security-authority-report-form

Violence Against Women Act (VAWA)

Concordia prohibits the offenses of domestic violence, dating violence, and stalking and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the Concordia community. Toward that end, Concordia issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a Concordia official. *(See VAWA crimes defined in this report).*

Hate Crimes

Concordia strives to foster a safe and healthy learning environment that embodies diversity and inclusion of all members of the Concordia community. The hate crime statistics are separated by categories of prejudice including race, religion, ethnicity, national origin, gender, sexual orientation, disability and gender identity. If a hate crime occurs where

there is an incident involving intimidation, vandalism, larceny, simple assault or other bodily injury, state law and Clery mandates that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of compliance documentation. Note: A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim's race, sexual orientation, gender, etc., the assault is then classified as a hate crime.

To report a hate crime, please contact Campus Safety, local law enforcement agencies.

California Definitions: Sexual Assault, Intimate Partner Violence, and Stalking

Crimes generally referred to as sexual assault may be prosecuted through California's sexual battery laws. Sexual Battery is defined by California's Penal Code Section 243.4 as:

(a) Any person who touches an intimate part of another person while that person is unlawfully restrained by the accused or an accomplice, and if the touching is against the will of the person touched and is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery.

(b) Any person who touches an intimate part of another person who is institutionalized for medical treatment and who is seriously disabled or medically incapacitated, if the touching is against the will of the person touched, and if the touching is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery.

(c) Any person who touches an intimate part of another person for the purpose of sexual arousal, sexual gratification, or sexual abuse, and the victim is at the time unconscious of the nature of the act because the perpetrator fraudulently represented that the touching served a professional purpose, is guilty of sexual battery.

(d) Any person who, for the purpose of sexual arousal, sexual gratification, or sexual abuse, causes another, against that person's will while that person is unlawfully restrained either by the accused or an accomplice, or is institutionalized for medical treatment and is seriously disabled or medically incapacitated, to masturbate or touch an intimate part of either of those persons or a third person, is guilty of sexual battery.

(e) Any person who touches an intimate part of another person, if the touching is against the will of the person touched, and is for the specific purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of misdemeanor sexual battery As used in this subdivision, "touches" means physical contact with another person, whether accomplished directly, through the clothing of the person committing the offense, or through the clothing of the victim.

(f) As used in subdivisions (a), (b), and (c), "touches" means physical contact with the skin of another person whether accomplished directly or through the clothing of the person committing the offense.

The following terms have the following meanings: (1) "Intimate part" means the sexual organ, anus, groin, or buttocks of any person, and the breast of a female.

(2) "Sexual battery" does not include the crimes defined in Section 261 or 289 of the California Penal Code

(3) "Seriously disabled" means a person with severe physical or sensory disabilities.

(4) "Medically incapacitated" means a person who is incapacitated as a result of prescribed sedatives, anesthesia, or other medication.

(5) "Institutionalized" means a person who is located voluntarily or involuntarily in a hospital, medical treatment facility, nursing home, acute care facility, or mental hospital.

(6) "Minor" means a person under 18 years of age.

California Penal Code Section 646.9 defines **Stalking** as:

a. Any person who willfully, maliciously, and repeatedly follows or willfully and maliciously harasses another person and who makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of his or her immediate family, is guilty of the crime of stalking.

b. Any person who violates subdivision (a) when there is a temporary restraining order, injunction, or any other court order in effect prohibiting the behavior described in subdivision (a) against the same party

California Penal Code Section 13700 defines Abuse and Domestic Violence as:

Abuse means intentionally or recklessly causing or attempting to cause bodily injury, or placing another person in reasonable apprehension of imminent serious bodily injury to himself or herself, or another.

Domestic Violence means abuse committed against an adult or a minor who is a spouse, former spouse, cohabitant, former cohabitant, or a person with whom the respondent has had a child or is having a child where the presumption applies that the male parent is the father of the child of the female parent under the Uniform Parentage Act, or is having or has had a dating or engagement relationship.

Cohabitant means two unrelated adult persons living together for a substantial period of time, resulting in some permanency of relationship. Factors that may determine whether persons are cohabiting include, but are not limited to, (1) sexual relations between the parties while sharing the same living quarters, (2) sharing of income or expenses, (3) joint use or ownership of property, (4) whether the parties hold themselves out as husband and wife, (5) the continuity of the relationship, and (6) the length of the relationship.

California does not define "dating violence."

- ***To be noted Concordia Policy does not necessarily contain all or the exact elements of the Ca. Penal Code in terms of violations that can be student conduct violations.***

Response to Sexual Violence and Sexual Harassment

Concordia is committed to creating and maintaining a community where all persons who participate in programs and activities learn and work together. Concordia does not discriminate on the basis of sex in its educational programs. Sexual harassment and sexual violence are considered types of sex discrimination and are prohibited. In addition, sexual offenses of any form, including sexual assault, domestic violence, dating violence and stalking, can be detrimental to the safe living and learning environment which Concordia seeks to maintain and such behavior is prohibited by law and Concordia policy. Concordia will respond promptly and effectively to reports of sexual assault, domestic violence, dating violence and stalking and will take appropriate action to prevent, correct and discipline behavior that violates this policy. The complete Sexual Misconduct policy can be found on-line at: www.cui.edu/studentlife/title-ix

Prohibited Sexual Harassment

In accordance with its obligations under the Title IX Regulations of 2020, Concordia prohibits sexual harassment, which is conduct based on sex, including gender identity, gender expression, or sexual orientation, that satisfies one or more of the following definitions:

1. Quid Pro Quo Conduct. An employee conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
2. Unwelcome Conduct. Unwelcome conduct that is determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity; or
3. Sexual Assault. This category of prohibited conduct includes the following:
    a. Sex Offenses—Any sexual act directed against another person, without the affirmative consent of the Complainant including instances where the complainant is incapable of giving affirmative consent. Sexual Act is defined as conduct between persons consisting of:
        i. Contact between the penis and the vulva.
        ii. Contact between the penis and the anus.
        iii. Contact between the mouth and the penis.
        iv. Contact between the mouth and the vulva.
    b. Non-Consensual Penetration—Actual or attempted penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the affirmative consent of the Complainant. This includes penetration forcibly and/or against that person's will or not forcibly or against the person's will in instances where the Complainant is incapable of giving affirmative consent because of their temporary or permanent mental or physical incapacity.
    c. Fondling—The non-consensual touching of the private body parts of another person for the purpose of sexual gratification, without affirmative consent, whether forcibly and/or against that person's will or not forcibly or against the person's will in instances where the Complainant is incapable of giving affirmative consent because of their youth or because of their temporary or permanent mental or physical incapacity.
    d. Other Lawfully Prohibited Sexual Intercourse—This category includes conduct constituting sexual assault that does not meet the definition of Non-Consensual Penetration or Fondling:
        i. Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law, regardless of affirmative consent.
        ii. Nonforcible sexual intercourse with a person who is under the statutory age of consent, regardless of affirmative consent.
4. Dating violence. Violence committed by a person— (A) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and (B) where the existence of such a relationship shall be determined based on a consideration of

the following factors: (i) the length of the relationship (ii) the type of relationship (iii) the frequency of interaction between the persons involved in the relationship.

5. Domestic violence. A felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of the state of California or by any other person against an adult or youth who is protected from that person's acts under the domestic or family violence laws of the state of California.
6. Stalking. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress.
7. Sexual Exploitation occurs when a person takes sexual advantage of another person for the benefit of anyone other than that person, without that person's consent. Examples of behavior that could rise to the level of sexual exploitation include but are not limited to: prostituting another person; recording images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness without that person's consent; distributing images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nakedness if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to such disclosure and objects to such disclosure; and, viewing another person's sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy, without that person's consent, re, and for the purpose of arousing or gratifying sexual desire. Sexual exploitation may occur regardless of whether sexual activity takes place.

Sexual Assault and Affirmative Consent

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

Concordia University has an established definition of Affirmative Consent that is in alignment with the State of California's Affirmative Consent Law (Education Code 67386 (1)).

Affirmative consent means affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that they have the affirmative consent of the other or others to engage in the sexual activity.
Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time.

1. Lack of protest or resistance does not mean consent.
2. Silence does not mean consent.
3. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

It shall not be a valid excuse that the Respondent believed that the Complainant affirmatively consented to the sexual activity if the Respondent knew or reasonably should have known that the Complainant was unable to consent to the sexual activity under any of the following circumstances:

1. The Complainant was asleep or unconscious.
2. The Complainant was incapacitated due to the influence of drugs, alcohol, or medication, so that the Complainant could not understand the fact, nature, or extent of the sexual activity.
3. The Complainant was unable to communicate due to a mental or physical condition.

In addition, it shall not be a valid excuse to alleged lack of affirmative consent that the Respondent believed that the Complainant consented to the sexual activity under either of the following circumstances:

1. The Respondent's belief in affirmative consent arose from the intoxication or recklessness of the Respondent.
2. The Respondent did not take reasonable steps, in the circumstances known to the Respondent at the time, to ascertain whether the Complainant affirmatively consented.

A minor for the purposes of consent is someone under the age of 18 years old.
A minor below the age of consent according to state law cannot consent to sexual activity. This means that sexual contact by an adult with a person below the age of consent is a crime as well as a violation of this policy, even if the minor appeared to have given consent to engage in the act, because a minor lacks capacity to give consent under CA law.

Report Sexual Assault

All forms of sexual violence are violations of Concordia's Code of Student Conduct. All University officials will treat victims of assault with respect and dignity. If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you are encouraged to report the incident to the Department of Campus Safety (Administration Building, Suite 103, 949-214-3000) or the Irvine Police Department (911 or 949-724-7000). Concordia will provide resources to persons who have been victims and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy. Other University officials an incident may be reported to include:

- Raul Morales: Director of Campus Safety, Administration Building, Suite 103, (949) 214-3007, raul.morales@cui.edu
- Megan C. Bouslaugh: Associate Vice President of Student Affairs, and Chief Title IX Coordinator, and Dean of Students: Concordia Student Leadership Building, (949)214-3057, megan.bouslaugh@cui.edu
- Stephanie Staley: Director of Disability Access Services and ADA Compliance: Student Success Center, (949) 214-3039, stephanie.staley@cui.edu
- Amanda Norris: Associate Dean for Student Campus Life: Student Leadership Building, (949)214.3048; amanda.norris@cui.edu
- Mariana Saldana: Director of Human Resources; Administration Building, Suite 308 (949)214.3131; mariana.saldana@cui.edu

Spectrum Campus: *Including the above* Individuals can report to the below

- Cheryl Smythe-Padgham: Director of Nursing Department, Park Place campus, (949) 214-3635, cheryl.smythe-padgham@cui.edu

Reporting to Student Residential Life:

Students can also report sexual misconduct to the On-duty Residential Director (RD) or to the On-duty Residential Assistant (RA) on a 24 hour basis. Residential Students are provided with the on call RA phone number. If a RA or RD must be contacted and you do not have the RA phone number please call CAMPUS SAFETY DISPATCH at (949) 214-3000.

YOU CAN REPORT A PAST SEXUAL ASSAULT ANY TIME YOU ARE READY

An individual who has experienced an incident of sexual misconduct or relationship violence may report the incident at any time, regardless of how much time has elapsed since the incident occurred.

Filing a report does not commit you to pursue an investigation or prosecution and Concordia officials will respect your decision. Many individuals experience sexual assault, domestic violence, dating violence or stalking and never tell anyone about it at the time of the incident. If you or someone you know was victimized weeks or years ago, assistance is still available. Talking with someone now may help you cope better with abuse from the past, whether it was a sexual assault, child sexual abuse, incest or sexual harassment.

National Sexual Assault Hotline

Hours: Available 24 hours

1-800-656-4673

https://www.rainn.org/resources

Procedures for Reporting a Complaint

Concordia has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking including informing individuals about their right to file criminal charges as well as the availability of medical care, psychological counseling, and victim advocacy, and other services on and/or off campus. Additional remedies are available to prevent contact between a complainant and an accused party, such as housing relocation, academic adjustments, transportation and on campus work accommodations, if reasonably available.

Confidential Reporting Options

If you are the victim of a crime and do not want to pursue action within the Concordia's procedures or the criminal justice system, you may still want to consider making a confidential report. With your permission, a Campus Safety officer can file a report on the details of the incident without revealing your identity (except to the Title IX Coordinator in the event of a reported sex offense or sexual harassment). The purpose of a confidential report is to comply with your wish to keep the matter confidential while taking steps to enhance the future safety of yourself and others. With such information, Concordia can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Any on-campus crime witnessed by a university student or employee must be reported to the DCS as soon as possible.

Victims or witnesses may report crimes on a voluntary, confidential basis to DCS for inclusion in the annual security report by requesting to make a confidential report for statistical purposes only. Pastoral and professional counselors are encouraged to refer persons they are counseling to report crimes to Campus Safety on a voluntary, confidential basis for inclusion in the annual security report.

Procedures for Victims of Crimes of Domestic Violence, Dating Violence, Sexual Assault and Stalking

After an incident of sexual assault, domestic violence or dating violence the victim should consider seeking medical attention as soon as possible at the Concordia Wellness Center or one of the following locations:

Hoag Hospital Irvine
16200 Sand Canyon Ave
Irvine, CA 92618
(949)764-4624

Kaiser Permanente – Irvine Medical Center
6640 Alton Parkway
Irvine, CA 92618
(949)932-5000

Western Medical Center
1001 N. Tustin Ave
Santa Ana, CA 92705
(714)953-3500

In California, evidence may be collected even if you chose not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be necessary to the proof of criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University hearing boards/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection orders related to the incident more difficult**. If a victim chooses not to make a complaint**

regarding an incident, he or she nevertheless should consider speaking with DCS or other law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date. University officials will assist any victim with notifying local police if they so desire.

Your Right to Confidential Report Will Be Respected

Although the University strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, the below are the procedures that the University will follow as well as a statement of the standard of evidence that will be used during any judicial hearing on campus arising from such a report:

How We Will Support You When You Report

Sexual Assault

- Depending on when reported (immediate vs. delayed report), University will provide the complainant with access to medical care.
- University will assess immediate safety needs of the complainant.
- University will advise the complainant of the right to have an advisor, advocate, or support person present during investigation, hearing, etc.
- University will assist the complainant with contacting local police if the complainant requests AND the complainant will be provided with contact information for the local police department.
- University will provide the complainant with referrals to on and off campus mental health providers.
- University will provide written information to the complainant on how to preserve evidence.
- University will assess the need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties and interim suspension/restriction.
- University will provide a "No Entry" directive to the accused party if deemed appropriate.
- University will can provide information and assist in obtaining an Emergency Protective order
- University will provide a copy of the Sexual Misconduct Policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.

- University will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is.
- University will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for filing a complaint of sex-based discrimination or for assisting in the investigation. In the case of student involvement, sexual assault cases are referred to the Title IX Coordinator and are adjudicated by the Student Conduct Office using the preponderance of the evidence standard.

Stalking

- University will assess immediate safety needs of the complainant.
- University will advise the complainant of the right to have an advisor, advocate or support person present during investigation, hearing, etc.
- University will assist the complainant with contacting local police if the complainant requests AND complainant will be provided with contact information for the local police department.
- University will provide the complainant with referrals to on and off campus mental health providers.
- University will provide written information to the complainant on how to preserve evidence.
- University will assess the need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties or interim suspension/restriction.
- University will provide a "No Entry" directive to the accused party if deemed appropriate.
- University will provide written instructions on how to apply for Protective Orders.
- University will provide a copy of the Sexual Misconduct Policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.
- University will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is.
- University will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for filing a complaint of sex-based discrimination or for assisting in the investigation. In the case of student involvement, stalking cases are referred to the Title IX Coordinator and are adjudicated by the Student Conduct Office using the preponderance of the evidence standard.

Dating Violence

- Depending on when reported (immediate vs. delayed report), University will provide the complainant with access to medical care.
- University will assess immediate safety needs of the complainant.
- University will advise the complainant of the right to have an advisor, advocate or support person present during investigation, hearing, etc.
- University will assist the complainant with contacting local police if the complainant requests AND complainant will be provided with contact information for the local police department.
- University will provide the complainant with referrals to on and off campus mental health providers.
- University will provide written information to the complainant on how to preserve evidence.
- University will assess the need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties and interim suspension/restriction.
- University will provide a "No Entry" directive to the accused party if deemed appropriate.
- University will provide written instructions on how to apply for Protective Orders.
- University will provide a copy of the Sexual Misconduct Policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.
- University will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is.
- University will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for filing a complaint of sex-based discrimination or for assisting in the investigation. In the case of student involvement, domestic violence cases are referred to the Title IX Coordinator and are adjudicated by the Student Conduct Office using the preponderance of the evidence standard.

Domestic Violence

- Depending on when reported (immediate vs. delayed report), University will provide the complainant with access to medical care.
- University will assess immediate safety needs of the complainant.
- University will advise the complainant of the right to have an advisor, advocate, or support person present during investigation, hearing, etc.

- University will assist the complainant with contacting local police if the complainant requests AND complainant will be provided with contact information for the local police department.
- University will provide the complainant with referrals to on and off campus mental health providers.
- University will provide written information to the complainant on how to preserve evidence.
- University will assess the need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties or interim suspension/restriction.
- University will provide a "No Entry" directive to the accused party if deemed appropriate.
- University will provide written instructions on how to apply for Protective Orders.
- University will provide a copy of the Sexual Misconduct Policy to the complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution.
- University will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is.
- University will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for filing a complaint of sex-based discrimination or for assisting in the investigation. In the case of student involvement, domestic violence cases are referred to the Title IX Coordinator and are adjudicated by the Student Conduct Office using the preponderance of the evidence standard.

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint, the University will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights. Victim's rights include:

- To be treated with respect by university officials.
- To take advantage of campus support resources (such as the Counseling Center, the Wellness Center and Campus Ministries).
- To experience a safe living, educational and work environment.
- To have an advisor, advocate or support person during the process.
- To receive amnesty for minor student misconduct (such as alcohol, drug violations, and intimacy policy) that is ancillary to the incident.
- To be free from retaliation.

- To have complaints heard in substantial accordance with procedures.
- To full participation in any process whether the injured party is serving as the complainant or the University is serving as complainant.
- To be informed in writing of the outcome/resolution of the complaint, sanctions where permissible and the rationale for the outcome where permissible.

In California, a victim of domestic violence, dating violence, sexual assault or stalking has additional rights. The rights are found in a variety of California Codes and the California Constitution. For complete and up-to-date information please refer to the State of California, Department of Justice, and Office of the Attorney General website at:

https://oag.ca.gov/sexual-violence

Further, Concordia complies with California law in recognizing protection orders by contacting local law enforcement authorities in the event of a protection order violation. Any person who obtains a protection order from California or any other issuing jurisdiction, should provide a copy to the Department of Campus Safety, the Office of the Title IX Coordinator or Human Resources. A complainant may then meet with Campus Safety to develop a Safety Action Plan, which is a plan for Campus Safety and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location or allowing a student to complete assignments from home, etc.

To the extent possible, identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. This includes maintaining confidential any accommodations or protective measures provided to the victim or other necessary parties, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the accommodations or protective measures. The University will inform a victim or other necessary parties prior to sharing personally identifiable information about the victim or other parties that the University believes is necessary to provide an accommodation or protective measure. The University does not publish the name of crime victims or other parties nor house identifiable information regarding victims in the Campus Safety Department's Daily Crime Log or online. Victims may request that directory information on file be removed from public sources. Victims or other necessary parties may contact the Dean of Students or Human Resources for assistance.

Protective Orders: Concordia cannot apply for a protection order for a victim. Information regarding Protection Orders is available through the Irvine Police Department or by visiting the Superior Court of California website at:
https://selfhelp.courts.ca.gov/restraining-orders

DCS will provide written instruction on how to obtain a restraining

In some cases the Director of Campus Safety can assist with obtaining a restraining order. For more information contact:

- Raul Morales: Director of Campus Safety, Administration Building, Suite 103, (949) 214-3007, raul.morales@cui.edu

Protective Orders at a Glance

THE TYPES OF RESTRAINING ORDERS AND EMERGENCY PROTECTIVE ORDERS:

- Emergency Protective Order: Protects victims of abuse, serious harassment, or stalking. An emergency protective order is available 24 hours a day from the police.
- Domestic Violence Restraining Order: Protects individuals from family members, spouse or former spouse, parties that have a child together, or parties that have a current or past dating relationship.
- Civil Harassment Restraining Order: Protects individuals from abuse, threats of abuse, stalking, sexual assault, or serious harassment by someone you have not dated, and do NOT have a close relationship with, like a neighbor, roommate, friend or family member other than those listed in the "Domestic Violence Restraining Order" section.
- Elder and Dependent Adult Abuse Restraining Order: Protects elders and dependent adults from physical and financial abuse, neglect, isolation, abduction, harm, or deprivation by a caregiver.
- Workplace Violence Prevention Restraining Order: Protects employees from workplace violence.
- Criminal Restraining Order: Protects victims and witnesses from the defendant in a criminal case.
- Juvenile Restraining Order: A Juvenile Restraining Order is a court order to protect a person suffering unlawful violence or credible threats of violence from a juvenile.
- Private Postsecondary School Violence Prevention Restraining Order: Protects students from violence in a private postsecondary school.

Adjudication of Violations

Procedures for Resolving Complaints of Prohibited Sexual Harassment

1. Informal Resolution

Consistent with the requirements of this section, at any time prior to reaching a determination regarding responsibility the University may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that the University:

i. Provides to the parties a written notice disclosing:
   a. The allegations,
   b. The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a Formal Complaint arising from the same allegations, provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the Grievance Process with respect to the Formal Complaint, and
   c. Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

ii. Obtains the parties' voluntary, written consent to the informal resolution process; and

iii. Does not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student.

iv. Completes the informal resolution process within 60 days of receiving the Formal Complaint, unless unusual or complex circumstances exist.

The University does not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the right to an investigation and adjudication of Formal Complaints of sexual harassment under this policy. The University shall not require the parties to participate in an informal resolution process and will not offer an informal resolution process unless a Formal Complaint is filed.

2. **Formal Complaint and the Grievance Process**

i. **Filing a Formal Complaint.** A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail, by

using the contact information listed for the Title IX Coordinator above. A formal complaint may also be submitted online via CUI's Title IX Complaint Form. A "document filed by a Complainant" means a document or electronic submission (such as by electronic mail or through an online portal provided for this purpose by the University) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the Formal Complaint.

Where the Title IX Coordinator signs a Formal Complaint, the Title IX Coordinator is not a Complainant or otherwise a party. A Formal Complaint shall trigger an investigation except as specified below. The Formal Complaint should include the date(s) of the alleged incident(s), the name of the Respondent, and should describe the circumstances of the incident(s), where known.

ii. **Dismissal of a Formal Complaint.** The University shall investigate the allegations in a Formal Complaint, except as follows:
   a. **Mandatory Dismissal.** The University shall dismiss the Formal Complaint if the conduct alleged in the Formal Complaint
      i. would not constitute sexual harassment as defined by this policy, even if proved,
      ii. did not occur in the University's education program or activity,
      iii. or did not occur against a person in the United States.
      iv. This dismissal does not preclude action under another policy or procedure of the University.
   b. **Discretionary Dismissal.** The University may dismiss the Formal Complaint or any allegations therein, if at any time during the investigation or hearing:
      i. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
      ii. The Respondent is no longer enrolled in or employed by the University; or
      iii. Specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.

The University may dismiss a Formal Complaint at any time in the process if it becomes known that one of the foregoing reasons for dismissal applies. Upon a dismissal required or permitted under this section, the University will promptly send written notice of the dismissal and reason(s) therefore simultaneously to the parties. The University may also refer the matter to the appropriate department for resolution under the appropriate University policy, including, without limitation, policies found in the Student Code of Conduct, the Housing Handbook, Student-Athlete Handbook, Employee Handbook and the Employee Student Handbook.

iii. **Consolidation of Formal Complaints**. The University may consolidate Formal Complaints as to allegations of sexual harassment against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances. Where a grievance process involves more than one Complainant or more than one Respondent, references in this section to the singular ''party,'' ''Complainant,'' or ''Respondent'' include the plural, as applicable.

iv. **Notice of Charges**

a. **Initial Notice of Charges.** Upon receipt of a Formal Complaint, prior to commencing the investigation, the University shall provide the following written notice to the parties who are known. This notice shall include:

i. This policy (as a link or attachment).

ii. Notice of the allegations of sexual harassment potentially constituting sexual harassment as defined in this policy, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under this policy, and the date and location of the alleged incident, if known.

iii. A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Grievance Process.

iv. Notification to the parties that they may have an advisor of their choice, who may be, but is not required to be, an attorney.
v. Notification to the parties that they may inspect and review evidence, as set forth in this policy.
vi. Any provision in the University's Student Code of Conduct that prohibits knowingly making false statements or knowingly submitting false information during the Grievance Process.
vii. Describes the standard of evidence that will be used.
viii. Lists all possible sanctions the University may impose.

b. **Amended Notice of Charges.** If, in the course of an investigation, the University decides to investigate allegations about the Complainant or Respondent that are not included in the initial notice of charge, the University must provide notice of the additional allegations to the parties whose identities are known.

v. Principles for the Grievance Process

Under this Grievance Process, the University shall:

a. Ensure that the burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the parties, provided that the University cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University obtains that party's voluntary, written consent to do so for a Grievance Process under this section (if a party is not an ''eligible student,'' as defined in 34 CFR 99.3, then the University must obtain the voluntary, written consent of a ''parent,'' as defined in 34 CFR 99.3).
b. Provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence.
c. Not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

d. Provide the parties with the same opportunities to have others present during any Grievance Proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice, who may be, but is not required to be, an attorney, and not limit the choice or presence of advisor for either the Complainant or Respondent in any meeting or Grievance Proceeding; however, the University may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to both parties. For the purposes of this policy, the role of the advisor is limited to the following: the advisor may attend any interview or meeting connected with the Grievance Process, but may not actively participate in interviews nor provide testimony or argument on behalf of the party. The advisor may attend the live hearing and may conduct cross-examination of the other party and any witness at the hearing; otherwise, the advisor may not actively participate in the hearing.
e. Allow each party to be accompanied by a support person if they do not wish to have an advisor and or a support person.
f. Provide, to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.
g. Require an objective evaluation of all relevant evidence—including both inculpatory and exculpatory evidence— and provide that credibility determinations may not be based on a person's status as a Complainant, Respondent, or witness.
h. Require that any individual designated as a Title IX Coordinator, investigator, decision maker, or any person to facilitate an informal resolution process, not have a conflict of interest or bias for or against complainants or respondents generally or an individual Complainant or Respondent. The University may use internal personnel or external parties in the informal resolution process or the Grievance Process, provided that they meet this requirement.

i. Include a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Grievance Process.
j. Use the following standard of evidence to determine responsibility for allegations in a Formal Complaint of sexual harassment: the *preponderance of the evidence standard.* The standard of evidence shall be the same for Formal Complaints against students as for Formal Complaints against faculty and staff.
k. Not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

vi. **Extensions of the Grievance Process**

The Title IX Coordinator may grant or deny requests from either party to temporarily delay the Grievance Process or may issue the limited extension of time frames for good cause with written notice to the Complainant and the Respondent of the delay or extension and the reasons for the action.

Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities.

vii. **Investigation of Formal Complaints**

If not serving as the investigator, the Title IX Coordinator will appoint an investigator, who may be an employee or official of the University or may be an external investigator with appropriate experience or expertise. The parties will be provided with notice of the identity of the appointed investigator, and will be informed that any objections to the service of the appointed investigator on grounds of conflict of interest or a lack of impartiality should be submitted in writing to the Title IX Coordinator within three days of notice of the appointment. The Title IX Coordinator will decide promptly whether the appointed investigator will or will not continue to conduct the investigation. Any materials collected or notes prepared by the investigator during the objection period will be turned over to any replacement investigator. The replacement investigator will decide whether to use such materials or not.

When investigating a Formal Complaint the University shall, within 30 days of receiving the Formal Complaint, unless unusual or complex circumstances exist:

a. Engage in fact-gathering of all relevant facts. Credibility resolutions and fact-finding shall be conducted in the live hearing phase of the Grievance Process.
b. Provide both parties an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised in a Formal Complaint, including the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation.
c. Prior to completion of the investigative report, send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy, and the parties must have at least 10 days to submit a written response, which the investigator will consider prior to completion of the investigative report.
d. Make all such evidence subject to the parties' inspection and review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination; and
e. Create an investigative report that fairly summarizes relevant evidence and, at least 10 days prior to a hearing or other time of determination regarding responsibility, the Title IX Coordinator shall send to each party and the party's advisor, if any, the investigative report in an electronic format or a hard copy, for their review and written response. Upon finalization of the investigative report, the Title IX Coordinator shall provide it to the decision- maker(s).

Live Hearings Under the Grievance Process

1. **Requirement of a Live Hearing for Fact-Finding and Determining Responsibility.**

    i. Following the investigation, within 30 days of sending the final investigative report to the parties, unless unusual or complex circumstances exist, the University shall conduct a live hearing in front

of the decision-maker(s), which may be an individual or a review panel, for the purposes of determining responsibility for allegations of sexual harassment in the Formal Complaint. The decision-maker(s) cannot be the same person(s) as the Title IX Coordinator or the investigator(s). A decision-maker may include internal employees or external third-parties contracted by the University. If using a review panel, the Title IX Coordinator will choose three (3) review panel members from its pool to attend the hearing and make determinations. All potential review panel members will receive annual training as specified by this policy. The parties each may challenge the participation of any member of the review panel for conflict of interest or other good cause. The Title IX Coordinator will make the final decision whether to select an alternate upon a challenge from a party. If using a review panel, the Title IX Coordinator will appoint a member of the review panel to be chair of the review panel.

ii. The live hearing will be closed. The only individuals permitted to participate in the hearing are as follows: the Complainant and Respondent, the decision-maker(s), the advisor for each party, any witnesses (only while being questioned), the Title IX Coordinator, the University's General Counsel, a Campus Safety representative, a note taker or technical operative, as required, and any individual providing authorized accommodations or assistive services.

iii. If a party does not have an advisor present at the live hearing, the University shall provide without fee or charge to that party, an advisor of the University's choice, who may be, but is not required to be, an attorney, to conduct cross examination on behalf of that party. The University is obligated to ensure each party has an advisor, either of the party's or University's choice regardless of whether or not the party is present at the hearing. To ensure timely proceedings, a party shall alert the Title IX Coordinator as soon as practicable if the party will need an advisor. If a party's selected advisor is unavailable for a hearing date, the live hearing date may be postponed for good cause.

iv. Live hearings may be conducted with all parties physically present in the same geographic location or, at the University's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

v. At the request of either party, the University shall provide for the live hearing to occur with the parties located in separate rooms with

technology enabling the decision-maker(s) and parties to simultaneously see and hear the party or the witness answering questions.

vi. The University shall create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for inspection and review. Any other recording is prohibited, and violations may result in discipline.

vii. The parties shall separately participate in a pre-hearing meeting with the Title IX Coordinator to go over the process and administration of the live hearing. Prior to or during this meeting, the Title IX Coordinator will set the deadlines for submitting and exchanging names of witnesses, evidence, and pre-hearing questions. (The parties will also be permitted to submit questions during the live hearing.) Participation in this pre-hearing meeting is required in order to facilitate the efficient and fair administration of the live hearing process.

2. **Questioning at the Live Hearing**

i. At the live hearing, the decision-maker(s) must permit each party's advisor to ask the other party and any witnesses in attendance all relevant questions and follow-up questions, including those challenging credibility.

ii. Only relevant cross examination and other questions may be asked of a party or witness.

iii. Decision-maker(s) also have the right to question a party or witness in attendance.

iv. Cross examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally, notwithstanding the University's ability to otherwise restrict the extent to which advisors may participate in the proceedings.

v. Before the Complainant, Respondent, or any witness answers a cross-examination or other question, the decision-maker or chair of the review panel must first determine whether the question is relevant. The decision-maker or chair must explain to the party proposing the questions any decision to exclude a question as not relevant.

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

and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove affirmative consent.

3. **Use of Witness Statements**
    i. If a party or witness does not attend the live hearing, the decision-maker(s) may, but is not required to rely on any statement of that party or witness in reaching a determination.
    ii. The decision-maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross examination or other questions.
4. **Written Determination of the Decision-Maker**
    i. The decision-maker(s) shall issue a written determination regarding responsibility. If the decision-maker is a review panel, a majority of the review panel members must find that a policy violation occurred for a finding of responsibility and a majority of the review panel members must assent to the sanction(s) imposed, if any. To reach this determination, the decision-maker must apply the standard of evidence required by this policy. The written determination must include:
        a. Identification of the allegations potentially constituting sexual harassment as defined by this policy;
        b. A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
        c. Findings of fact supporting the determination;
        d. Conclusions regarding the application of the University's policy to the facts;
        e. A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions imposed on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided to the Complainant; and

f. The procedures and permissible bases for the Complainant and Respondent to appeal, as set forth in this policy.

ii. the University shall provide the written determination to the parties simultaneously.

iii. The determination regarding responsibility becomes final either on the date that the University provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

Appeals

1. Grounds

Within 10 days of receiving the written determination, either party may appeal from a determination regarding responsibility, and from the University's dismissal of a Formal Complaint or any allegations therein, on the following grounds:

Ground 1: Procedural irregularity that affected the outcome of the matter;

Ground 2: New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

Ground 3: The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

Appeals must be delivered to the Title IX Coordinator in writing.

2. Response to Appeals

As to all appeals, the Title IX Coordinator (or designee) shall:

i. Notify the other party in writing immediately when an appeal is filed and implement appeal procedures equally for both parties;

ii. Ensure that the decision-maker(s) for the appeal is not the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator;

iii. Ensure that the decision-maker(s) for the appeal complies with the standards set forth in this policy;

iv. Give the non-appealing party an opportunity to submit a written statement in response to the appeal within 10 days of receiving the appeal,

which shall be transmitted within 2 business days to the Appeal decision-maker(s).

3. Decision on Appeal

Within 20 days of receiving the appeal and any response, the appeal decision- maker(s) shall issue a written decision describing the result of the appeal and the rationale for the result; and provide the written decision simultaneously to both parties. The appeal decision-maker(s) may deny the appeal or, if the appeal ground(s) has or have been met, may return the case to the initial decision-maker(s) for reconsideration, or convene a new hearing. If a case is returned to the initial decision-maker(s), the appeal decision-maker(s) shall identify which aspects merit further review.

Remedies and Sanctions

Remedies must be designed to restore or preserve equal access to the University's education program or activity. The Title IX Coordinator is responsible for effective implementation of any remedies.

A student found responsible for a violation of this policy will be subject to sanction(s) regardless of whether legal proceedings involving the same incident are underway or anticipated. An employee found responsible for a violation of this policy will be subject to sanction(s) up to and including termination of employment.

Possible sanctions and remedies that the University may implement following any determination of responsibility include:

1. **Student Sanctions**
    i. Educational training;
    ii. Prohibition on shared classes or extra-curricular activities;
    iii. Suspension or revocation of rights and privileges, including but not limited to participation in athletic or extracurricular activities and ability to reside in University owned or operated housing;
    iv. Withholding of grades, official transcript, and/or degree;
    v. Bar against readmission, bar against enrollment, drop from one or more classes, and/or withdrawal from the University;
    vi. Denial of degree;
    vii. Fines/restitution;
    viii. Revocation of degree and withdrawal of diploma;
    ix. Disciplinary probation;
    x. Denial of admission to and/or removal from a University Educational Program or Activity;

xi. Suspension from the University. Suspension is for a set period of time and is noted on the academic transcript. At the request of the student, the notation can be removed from the transcript when the period of suspension has concluded and all conditions of the suspension and any other sanctions have been met;
xii. Expulsion (permanent removal from the University). Expulsion creates a permanent notation on the student's academic transcript; and/or
xiii. Other sanction(s) or remedies as deemed appropriate by the hearing officer(s).

2. **Employee Sanctions**
    i. Employment probation;
    ii. Job demotion or reassignment;
    iii. Suspension (with or without pay) for a specific period of time;
    iv. Dismissal or termination;
    v. Ineligibility for rehire; and/or
    vi. Other sanction(s) or remedies as deemed appropriate by the hearing officer(s).

Retaliation Prohibited

No one may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right established by this policy or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

Intimidation, threats, coercion, or discrimination, including charges against an individual for violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of sexual harassment, for the purpose of interfering with any right under this policy constitutes retaliation.

The exercise of rights protected under the First Amendment does not constitute retaliation prohibited under this section.

Charging an individual with a Student Code of Conduct violation for making a materially false statement in bad faith in the course of a Grievance Proceeding under this policy does not constitute retaliation prohibited under of this section, provided, however, that a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Confidentiality

Consistent with the requirements of this policy, the University shall keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a Formal Complaint of sexual harassment, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder. This means that the University will protect the party's privacy consistent with this policy but may disclose information to those who have a legitimate need to know and in order to process complaints under this policy.

Confidentiality is not absolute, however. Where criminal conduct has occurred, or where the health and/or safety of others in the community may be in danger, it may be necessary for the University to take appropriate steps to protect the safety of its students and employees, including the person who has reported the misconduct.

Confidential Resources

Students, faculty, and staff may wish to seek confidential assistance in dealing with an incident of sexual misconduct. Concordia has identified specific employees who will maintain confidentiality under the professional license or professional ethics necessary for their employed role at the University. Please see Concordia's Title IX webpage for a list of those Concordia employees who may keep information regarding an incident of sexual misconduct confidential. The list includes the following individuals:

- **Rev. Quinton Anderson, Campus Pastor**; Abbey West Halburton Building quinton.anderson@cui.edu (949) 214-3024
- **All Counselors in the Wellness Center** Wellness Center
- **Employee Assistance Program.** Eligible employees have access to the Employee Assistance Program (EAP) as part of their benefits with the University. The EAP covers up to six free face-to-face sessions with a counselor, per issue, per year, plus unlimited telephonic assistance. The University is not notified when an employee uses the service. You can contact EAP 24 hours a day/ 7 days a week at 866.726.5267 or via their website at:

  www.mycigna.com

In most cases, Confidential Resources at the University will not share the substance of any such communications or that such communications occurred without consent. Individuals who wish to talk about issues related to sexual harassment or sexual misconduct

confidentially, with the understanding that the University will not take any action based on such confidential communications, are encouraged to contact one of these Confidential Resources.

Confidential Resources may, however, have an obligation to disclose otherwise- privileged information where they perceive an immediate and/or serious threat to a person and/or property. This is a limited exception to the privileged nature of communications with Confidential Resources. Reports or records maintained by the University (including Counseling Service records), and other confidential, non- privileged records may, however, be subject to a subpoena if civil or criminal charges are filed in court.

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Confidential Resources will not confidentially report Clery crimes by name or specific locations. When legally permissible, Concordia shall conduct record-keeping on reports of dating violence, domestic violence, stalking and sexual assault for legally required disclosures, that excludes personally-identifiable information of any complainants.

Under California law, any health practitioner employed in a health facility, clinic, physician's office, or local or state public health department or clinic is required to make a report to local law enforcement if he or she provides medical services for a physical condition to a person who he or she knows or reasonably suspects is suffering from: (1) a wound or physical injury inflicted by a firearm; or (2) any wound or other physical injury where the injury is the result of assaultive or abusive conduct (including Sexual Assault, and Dating and Domestic Violence). This requirement does not apply to sexual assault and domestic violence counselors and advocates.

Required Trainings

The Title IX Coordinator, investigators, decision-makers, and any person who facilitates an informal resolution process (whether internal or external) shall receive training on the definition of sexual harassment under this policy, the scope of the University's education program or activity, how to conduct an investigation and Grievance Process including hearings, appeals, and informal resolution processes, as applicable, and how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias. These individuals shall receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

Decision-makers shall receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant.

Investigators shall receive training on issues of relevance to create an investigative report that fairly summarizes relevant evidence.

Any materials used to train Title IX Coordinators, investigators, decision-makers, and any person who facilitates an informal resolution process, will not rely on sex stereotypes and will promote impartial investigations and adjudications of Formal Complaints of sexual harassment.

Recordkeeping

The University shall maintain for a period of seven years records of:

1. Each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript required under this policy, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to the University's education programs or activities;
2. Any appeal and the result therefrom;
3. Any informal resolution and the result therefrom; and
4. All materials used to train Title IX Coordinators, investigators, decision makers, and any person who facilitates an informal resolution process.

Records of any actions, including any Supportive Measures, taken in response to a report or Formal Complaint of sexual harassment. In each instance, the University will document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the University's education program or activity. If the University does not provide a Complainant with Supportive Measures, then the University must document the reasons why such a response was not clearly unreasonable in light of the known circumstances. The documentation of certain bases or measures does not limit the University in the future from providing additional explanations or detailing additional measures taken.

Effective Date; Revisions

This policy is effective as of August 14, 2020 and was approved by the University's Board of Regents.

Sanctions and Protective Measures

In all cases, investigations that result in a finding more likely than not that a violation of the policy occurred will lead to the initiation of disciplinary procedures against the Respondent. For students, sexual assault, domestic violence, dating violence, and stalking are violations of the Student Conduct Code. Employees who violate this policy will be subject to disciplinary sanctions. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law.

The Title IX Coordinator (or Human Resources) will determine whether interim interventions and protective measures should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: an order of mutual no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position, modified work schedules and security escorts. These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator or Human Resources Director's directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Concordia University Irvine.

Confidentiality of Identifying Information

Victims may request that directory information on file with the University be withheld by request to the Registrar. The Registrar may be contacted in person in The Grimm Hall building or via telephone at (949) 214-3008

Regardless of whether a victim has opted-out of allowing the University to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. Furthermore, if a Crime Alert is issued on the basis of a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Responsible Employee Policy & Reporting Sexual Harassment

Policy against Sexual Harassment

Concordia prohibits sexual harassment and will not tolerate the sexual harassment of any member or guest of the university community by anyone associated or affiliated with Concordia. See Concordia's policies site (https://sites.google.com/cui.edu/policies/home) for Concordia Policy against Sexual Harassment. State and federal laws require annual training of employees regarding sexual/workplace harassment. It is the policy of Concordia to prohibit harassment of its employees, students, or visitors by any person, in any form. In addition, Concordia has a zero tolerance policy regarding the sexual harassment of students by faculty or staff. This training should be completed within an employee's first 60 days of employment and a refresher course must be completed annually during each year of employment. All supervisors must take part in a training course every other year. Employees will receive notification from HR regarding the completion of refresher courses.

Policy: Workplace Harassment

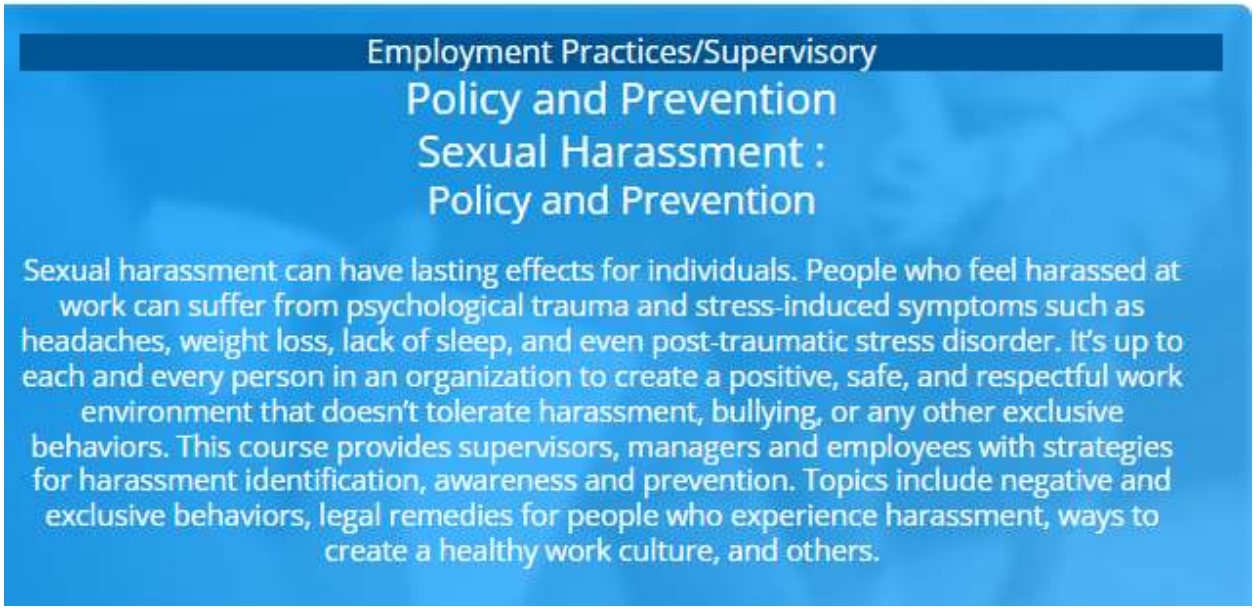
Concordia does not tolerate workplace harassment, whether verbal, physical, or visual, that is based upon an individual's race, color, religion, sex, sexual orientation, pregnancy, age, physical or mental disability, national origin, marital status, ancestry, medical condition including genetic characteristics, veteran status, or any other characteristics protected by federal and state laws prohibiting discrimination, harassment and retaliation. Harassment can take many forms, including but not limited to words, signs, offensive jokes, cartoons, pictures, posters, email jokes or statements, pranks, intimidation, physical assaults or contact, and/or violence. Any employee or independent contractor who encounters any type of harassment should tell the harasser his/her conduct is unwelcome and should ask the harasser to stop at once. The conduct should also immediately be reported to his/her supervisor. If the supervisor is the offender, contact the Director of HR.

Any member of the campus community, guest or visitor who believes that Concordia's policy on equal opportunity, nondiscrimination, sexual harassment, or other forms of harassment has been violated should contact one of the following Concordia officials:

- Rev. Dr. Scott Ashmon: Senior Vice President and Provost, Grimm Hall, Suite 315, (949) 214-3735, scott.ashmon@cui.edu
- Mariana Saldana: Director of Human Resources Director; Administration Building, Suite 308 (949) 214-3131, mariana.saldana@cui.edu

It is also possible for employees to notify a supervisor, for students to notify an administrative adviser or faculty member, or for any member of the campus community or public to contact Campus Safety.

TRAINING: On a biennial basis all employees are required to complete the training described below provided by the Universities contracted online training provider Safe Colleges, https://www.safecolleges.com/.



All employees receiving reports of a potential violation of Concordia policy are expected to promptly contact Provost Dr. Scott Ashmon or Human Resource Director within 24 hours of becoming aware of a report or incident. All initial contacts will be treated with the maximum possible privacy: specific information on any complaints received by any party will be reported to Human Resources or the Provost. Subject to the University's obligation to redress violations, every effort will be made to maintain the privacy of those initiating a report of a complaint. In all cases, Concordia University Irvine will give consideration to the complainant with respect to how the complaint is pursued, but reserves the right to investigate and pursue a resolution when an alleged victim chooses not to initiate or participate in a formal complaint.

Other Resources for victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking – On-Campus

Wellness Center (students only)

Concordia's Wellness Center can provide confidential support for you during this difficult period. They can inform you of common emotional reactions and discuss coping methods that may assist you immediately following the event(s) and later. Talking about your concerns with a counselor in a safe and supportive environment may help you sort through your feelings and decide what to do. You do not need to disclose your name if you call the Wellness Center for information. Counselors will not reveal your identity to anyone without your permission. Students may be seen on an emergency walk-in basis or by appointment. The Wellness Center is located on the first floor of the Student Union building (by the mail room). Center hours are Monday – Friday: 9:00 a.m. – 4:00 p.m. The Center can be contacted by telephone at (949) 214-3102 or on-line at www.cui.edu/wellness. The Wellness Center currently has counselors and a psychiatrist on staff during the fall and spring semesters. When student needs are beyond the scope of available services, counselors offer case management and referrals to local treatment centers.

Department of Campus Safety

Department of Campus Safety officers offer information and guidance to victims when they file a report. If you choose to report the incident, a Department of Campus Safety officer will take a statement from you regarding what happened. The officer will ask you to describe the assailant(s) and may ask questions about the scene of the crime, any witnesses and what happened before and after the incident. You may have a support person(s) with you during the interview. NOTE: Reporting an incident is a separate step from choosing to prosecute. When you file a report, you are NOT obligated to continue with legal proceedings or University disciplinary action. If the assault occurred off-campus, reporting the incident to the local police department is the agency of jurisdiction. If desired DCS will assist individuals who are unsure of how and where to report the crime**. The reasons for reporting to the Department of Campus Safety are:**

- **To take action which may prevent further victimization, including issuing an Immediate Notification or Timely Warning to warn the campus community of an impending threat to their safety.**

- **To apprehend the assailant.**
- **To seek justice for the wrong that has been done to you.**
- **To have the incident recorded for purposes of reporting statistics about the incidents that occurred on campus.**

Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking – Off-Campus

24-hour Rape Crisis: In addition to counseling services through the Wellness Center, survivors of sexual assault or abuse are encouraged to contact Sexual Assault Victim Service for South Orange County. **They provide free counseling, accompaniment and advocacy as well as a 24-hour rape crisis hotline (949)831-9110 or (949)752-1971.**

In an emergency call the Irvine Police Department: The Irvine Police Department can be contacted by dialing 911 or by dialing their business line at (949)724-7000. The Irvine Police Department is located at 1 Civic Center Drive, Irvine, CA 92606.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are "individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it." Concordia works to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. Below is a list of some ways to be an active bystander.

If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

Risk Reduction

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

- Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
- Make sure your cell phone is with you and charged and that you have funds to pay for an Uber, Lyft or Cab.
- Don't allow yourself to be isolated with someone you don't trust or someone you don't know.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
- Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911).
- Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
- Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself.
- Don't drink from the punch bowls or other large, common open containers.
- Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
- If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

- If you need to get out of an uncomfortable or scary situation here are some things that you can try:
    - Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
    - Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
    - Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.
    - Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
    - Alcohol and Drug use often lead to poor decision making and assaultive behavior. Refrain from both for your physical safety and emotional health.

Reporting of Suspected Child Abuse

Concordia will report all suspected child abuse and neglect, including sexual assault, to the Irvine Police Department. Concordia will act quickly regarding all reasonable suspicions of sexual or physical abuse. It is not the responsibility of any employee, student, or volunteer to investigate suspected child abuse. This is the role of law enforcement. If a child is in immediate danger or risk, call 911. Child Protective Services (CPS) in Orange County can be reached at 714.938.0289. CPS reporting is recommended for non-urgent child abuse reporting.

Concordia employees while in the scope of their employment who are tasked specifically with the supervision of anyone under the age of 18 are provided with Child Prevention and Recognition Abuse training and are considered MANDATED CHILD ABUSE REPORTERS under California Penal Code Section 11174.3

All Concordia employees are required to immediately report any suspected child abuse and neglect to the Title IX Coordinator and the Director of Campus Safety. The source of abuse does not need to be known in order to file a report.

Sex Offender Registry

The Campus Sex Crimes Prevention Act of 2000 is a federal law that requires institutions of higher education to advise the University community where information concerning registered sex offenders may be obtained. It also requires sex offenders, already required by state law to register in a state, to provide notice to each institution of higher education in that state, at which the person is employed, carries on a vocation, volunteer services or is a student. In the City of Irvine, convicted sex offenders must register with the Irvine Police Department.

Megan's Law allows the public to access sex registrant information. It also authorizes local law enforcement the right to notify the public about high-risk and serious sex offenders who reside in or frequent the community. Public information regarding registered sex offenders in California may be obtained by viewing the Megan's Law website at www.meganslaw.ca.gov.

Notification of Missing Students

Any person who has reason to believe that any student, employee, or other person who resides on campus is missing should immediately notify the Department of Campus Safety at (949)214-3000, Irvine Police Department at (949)724-7000 or the San Bernardino Sheriff's Department at (909) 477-2800

In the event a person is believed to be missing based on substantial information, suspicious circumstances or an unusual break in pattern is sufficient reason to make an immediate report to the Campus Safety Department and or the Irvine Police Department.

NO WAITING PERIOD IS REQUIRED FOR REPORTING PURPOSES.

- In addition to general emergency contact information, a student may designate a confidential person or persons of contact in the event that the student is determined to be missing. Campus Safety will notify the designated person after the student is determined to be missing. The designated contact will remain in effect until changed by the student. Only authorized Concordia officials and law enforcement will be given access to the designated person's contact information during the course of the investigation. Those wishing to designate a confidential person(s) should contact the Associate Director of Campus Safety at (949)214-3003 or the Associate Dean for Residential Life at (949)214-3048.

When a report of a missing student is received, Concordia will take appropriate steps in determining the student's whereabouts. The steps include but are not limited to:

- Attempt to contact the student via telephone, e-mail, internet, etc.
- Conduct a welfare check of the student's campus resident living area if the missing student lives on campus.
- If not a resident student the police department of jurisdiction will be contacted.
- Attempt to reach the student in class.
- Interview friends, roommates, professors, campus employees and other community members, as appropriate, to ascertain the whereabouts of the student.

If the missing student is under 18 years of age and is not an emancipated individual, the Director of Residential Education and Housing Services or designee will notify his/her custodial parent or legal guardian and designated contact person within 24

hours of the student being reported missing. The Irvine Police will be notified immediately.

Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, Campus Safety will notify the Irvine Police Department if the circumstances of the missing person's absence is unusual or suspicious.

Sexual Assault Prevention and Education

Concordia engages in comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end sexual assault, domestic violence, dating violence and stalking that are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs and informed by research or assessed for value, effectiveness or outcome. The programs, initiatives, strategies and campaigns consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

Concordia offers the following prevention and education programs in an effort to prevent sex offenses including sexual assault, domestic violence, dating violence and stalking within the Concordia community. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and employees that:

- Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- Defines what behavior and actions constitute consent to sexual activity in the State of California;
- Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander. Bystander intervention includes recognizing situations of potential harm, understanding University structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options and taking action to intervene;
- Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks. Risk reduction means options designed to decrease perpetration and bystander inaction

and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence;
- Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

Concordia has developed annual educational campaigns consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation and presenting informational programs to the University community throughout the year.

Concordia has also established a Student Policy Committee, and the office of Title IX in part to develop, review and revise policies and protocols for addressing sexual assault on and off campus. The committees consist of members from Student Affairs, Campus Safety, Student Conduct, the Title IX Coordinator, Athletics and other select faculty, staff and students.

Concordia also has a Title IX webpage as part of the University's main website. The webpage was recently updated and expanded to meet the Campus SaVE requirements while honoring Concordia University Irvine's Christian mission. New additions to the webpage include an electronic Title IX Complaint form, a picture of the Chief Title IX coordinator, detailed description of support services, link to the University's Sexual Assault Resource Guide, as well as training and education opportunities.

https://www.cui.edu/studentlife/title-ix

Educational programs include:

Freshman Seminar: During the "Citizens" component of INT 100 Foundations, students were introduced to the bystander effect and barriers that can prevent people from taking action to intervene. The class engages in an interactive activity called "4 Corners", in which scenarios are read aloud and students must decide how likely they are to intervene given the circumstances.

Rape Aggression Defense (R.A.D.)

RAD is a crime prevention and risk reduction program specifically for women that focuses on women's safety and self-defense techniques. The program offers intensive training on technique and strategy and offers students, faculty, and staff hands-on experience with self-

defense practice. Campus Safety Officers are certified R.A.D presenters who provided the course in the spring and fall semester.

Athletics – Beyond Equity: Training session extends beyond the equity provisions of Title IX and into more practical areas that athletic administrators and coaches do not always consider regarding sexual harassment and sexual assault. A separate gender-equity session is conducted for student-athletes. Informational brochures and resource information is distributed during each session.

Title IX Sexual Assault/Harassment Training: Training session provides an in-depth examination of issues associated with sexual assault/harassment and the required provisions under Title IX for athletic administrators and coaches. A separate Sexual Assault/Harassment session is conducted for student-athletes. Informational brochures and resource information is distributed during each session.

Peer to Peer Mentoring: The Office of Orientation and First-Year Experience, located in the Center for Student Leadership and Development. Focuses on providing and supportive environment for new students that equips them with valuable resources for the successful transition to college. Every new student is assigned a Peer Advising Leader (PAL) as a mentor throughout their first semester.

"Honor One Another"
Student life and Athletic staff partnered for a mandatory session for all Concordia students held on campus & virtual to go over alcohol training, sexual violence, statistics, definitions, reporting and Title IX team.

Whistle Defense Program: The Department of Campus Safety distributes information and defense whistles to students, faculty and staff as a means of personal defense. The information and whistles are distributed during orientation week and during other campus events.

Emergency Quick Plan: The Department of Campus Safety has developed and distributed copies of Emergency Quick Plans for the Concordia University Irvine Turtle Rock, Rancho Cucamonga campus, and the Spectrum campuses. The Emergency Quick Plans provide sexual violence prevention and response information specific to each individual location.
These Emergency Quick Plans can be obtained at the Campus Safety Office or by going to https://www.cui.edu/mycui and searching EMERGENCY QUICK PLAN.

Sexual Assault Resource Guide: Concordia has developed and distributed copies of the Sexual Assault Resource Guide, which provides a listing of resources available to victims of sexual assault. This important resource can be viewed at by going to **https://www.cui.edu/mycui** and searching **Sexual Assault Resource Guide.**

Crime Prevention Services, Training, and Education

Safety Escorts: Available at the Turtle Rock Campus and the Spectrum Campus, anyone uncomfortable walking alone are encouraged to contact Campus Safety Dispatch at 949-214-3000 for a safety escort. This service is available 24-hours a day. Those on the Turtle Rock Campus who have a temporary impairment can request a golf cart ride to specific locations on campus.

Campus Safety Resident Assistant (RA) Training: The Department of Campus Safety assists in training Resident Assistants on current safety and security topics. Such topics include emergency procedures, theft prevention and personal safety. RA training is conducted yearly before the beginning of the academic year. Other Concordia departments and student groups may request similar training by contacting the Department of Campus Safety.

New Student Orientation: Incoming students are required to attend a Campus Safety presentation at the beginning of the academic year. Topics include crime reporting, crime prevention, personal safety, evacuation procedures and earthquake response.

Violent Intruder Prevention and Response: The Department of Campus Safety, on its website posted a FEMA Run, Hide, and Fight training. It consists of information on Violent Intruder awareness and a step by step training on Run, Hide, and Fight. The training also contains a dramatization of a Violent Intruder attack and implementation of Run, Hide and Fight.

www.cui.edu/campus-safety/programs

Emergency Quick Plan: The Department of Campus Safety has developed and distributed copies of Emergency Quick Plans for the Concordia University Irvine Turtle Rock campus, Rancho Cucamonga and the Spectrum Campuses. The Emergency Quick Plans provide emergency reference information specific to each individual location and are available at any time in the Campus Safety office or online at www.cui.edu/safety.

Whistle Defense Program: The Department of Campus Safety distributes information and defense whistles to students, faculty and staff as a means of personal defense. The information and whistles are distributed during orientation week and during other campus events.

Silent Witness Website: Located on the Campus Safety Website is an option implemented in 2016. The Silent Witness Report provides an alternate way for Concordia University community members to report crimes, suspicious activities and other safety concerns to the University and is ideal for those who wish not to disclose their identity. The Silent Witness Report is not intended to function as a method to request emergency services. Individuals are encouraged to call 9-1-1 in the event of an emergency.
https://www.cui.edu/campus-safety

Drug-Free Schools and Communities Act

Concordia is operating in conformity with the Drug-Free Workplace Act of 1988; Drug-Free Schools and Communities Act of 1989; the Drug-Free Workplace Act of 1988; and the law of the State of California on Alcohol and other Drugs. These Standards and laws clearly prohibit the unlawful possession, use, sale or distribution of illicit drugs and alcohol on school property or as part of any school activities.

Alcohol and Drug Abuse Prevention

Drug Alcohol Abuse Prevention Plan (DAAPP): The office of Student Affairs publishes the DAAPP for the purposes of promoting drug and alcohol awareness for the campus community members. This important document provides health risk information, campus policy, laws, and helpful resources on the subject of drug and alcohol use and abuse. The DAAPP can be located on the DCS website:
https://www.cui.edu/campus-safety

California Law on Underage Drinking

California Law states that "any person under 21 years of age who has any alcoholic beverage in his or her possession on any street or highway or in any public place or in any place open to the public is guilty of a misdemeanor **(25662 BP)**.

Get involved the life you save may be someone you love - madd.org

Driving while under the Influence of Alcohol and or Drugs

ENFORCEABLE ON CAMPUS ROADS AND PARKING LOTS

California Vehicle Code Section 23152(a) makes it "unlawful for a person who is under the influence of any alcoholic beverage to drive a vehicle." Motorists who display signs and symptoms of intoxication can be charged with this DUI section even if there is no evidence that their blood alcohol concentration measures above the legal limit of .08%. Concordia University strictly reports to the Irvine Police all violations related to driving on campus while under the influence of Drugs or Alcohol.

UNDER 21 ZERO TOLERANCE LAW ON DRINKING AND DRIVING: Any detectible amount of alcoholic beverage starting at .01 BAC has the consequence of losing driver's license for one year. California Vehicle Code 23136.

Concordia's Alcohol and Drug Policies

The goals of Concordia's policies regarding alcohol use are to prevent underage drinking, to promote individual accountability and moderation, and to establish a safe community. Additionally, the University works to provide an atmosphere free of coercion for those who choose not to drink alcohol or use drugs and to maintain an environment that minimizes the effects of alcohol and drug abuse and associated problem behaviors. The possession, use, sale, or distribution of alcoholic beverages by students on University premises is prohibited.

A. No student, regardless of age, may possess, store, or consume alcoholic beverages on campus.
B. Providing alcohol or access to alcohol to anyone under the age of 21 is prohibited.
C. Students are responsible for complying with all University policies related to alcohol consumption including the policies of co-curricular programs, and violations of said policies constitute a violation of this policy.
D. Excessive alcohol consumption is prohibited off campus. University officials will determine what is excessive based on the physical and mental impairments exhibited.
E. Persons who host gatherings where alcohol is available to participants should be aware that they will be held responsible for the actions of their guests, including their guests' level of consumption.

F. Possession or consumption of alcohol by anyone under the age of 21 is prohibited.
G. Violating any provision of the Code of Conduct while under the influence of alcohol constitutes a violation of this policy.
H. Common containers (e.g. kegs) are prohibited on campus.
I. Driving while intoxicated is prohibited. Driving under the influence is prohibited.
J. Students may qualify for amnesty in certain circumstances
K. Illegal drugs use is prohibited on and off campus including Marijuana.
L. Marijuana possession is prohibited on campus.

Student and Employee Sanctions and Policy Statements

Concordia students and employees are informed that strictly enforced policies (including federal and state laws) are in place, which prohibit the unlawful possession, use or distribution of any illegal drug, including alcohol, on University property (including the Spectrum campus) or as part of any Concordia sponsored activity. Members of the Concordia community should know that violation of the laws concerning illegal drugs may lead to disciplinary action, which may include employee termination, removal from the residence halls, revocation of other privileges or suspension or expulsion from the University in order to protect the interests of the Concordia and the rights and safety of others. Additionally, students and employees should refer to Student Conduct policies or the Employee handbook regarding alcohol and Drugs.

https://www.cui.edu/studentlife/student-conduct

Employee handbook Link:
https://drive.google.com/file/d/1zIv-Hvscw5q1rmxsxacvDaInhoJZ0MXs/view

Drug and Alcohol Abuse Prevention Programming

Impaired Driving Awareness: In conjunction with the Irvine Police Department, and Concordia Campus Safety an outdoor informative fair provided. The event entailed face to face discussion with police officers on the laws and hazards of driving while impaired. Included were the use of 'Drunk Goggles' in which students volunteered to wear and participate in the standard court approved Field Sobriety Test conducted by police officers. Students also volunteered to drive a Campus Safety golf cart through an obstacle course while wearing the Drunk Goggles. These

activities demonstrated that driving while impaired is dangerous. Literature on alcohol and drug abuse was made available to students.

Driving While High On Marijuana Awareness: An informational booth was available during a mid-day lunch time in the student union cafeteria. Literature on the laws that prohibit driving while, 'High', was provided along with literature on the adverse health consequences of marijuana.

Athletics: Each year the Athletic Department holds an all Student-Athlete meeting during which the Student-Athlete Handbook and Code of Conduct is formally presented. The Head Athletic Trainer meets individually with the 22 athletic teams on campus (including club teams and Stunt) along with their respective athletic trainer, coach and administrator to address health and wellness issues specifically related to student athletes. Some of the issues covered in the presentation include NCAA standards regarding alcohol and other drug education; the athletic department's drug education and drug testing program; the use of supplements; and the legal, departmental, and university consequences of using drugs and alcohol. Student athletes are also directed to the website where the NCAA Banned Substances list is found as well as the CUI Drug Education and Testing Policy.

Student Orientation: All incoming freshmen and attending parents receive information at orientation about campus alcohol and drug policies, enforcement, sanctions, and safety. Participation in orientation is mandatory for incoming students and is designed to help students with their transition to college.

Available Employee Alcohol Abuse Assistance

Alcohol and drug counseling is available to all eligible employees through the Employee Assistance Program. Further information is available by contacting the Human Resources Department at 949-214-3133.

Alcohol Abuse Health Risks

Alcohol abuse and substance abuse can cause very serious health and behavioral problems, including short and long term effects upon the body (physiological and psychological), as well impairment of learning ability, memory, and performance.

Alcohol

- Decreased performance and absenteeism
- Drowsiness and mood swings
- Poor judgment and coordination/tremors
- Lower morale/self-esteem
- Increase in conflict with others

Marijuana

- Disruption of space and distance judgment
- Slower motor skills and coordination
- Dilated pupils
- Drowsiness/mood swings
- Forgetfulness
- Diminished mental powers
- Short attention span

Cocaine/Crack

- Mood swings; euphoria
- Irritability, depression
- Impaired judgment and decision making ability
- Stealing to cover the cost of drugs
- Lack of dependability
- Runny nose; excessive sweating

Hallucinogens: PCP, LSD, Ecstasy

- Loss of memory/concentration
- Pupils dilated or constricted
- Visual/auditory hallucinations
- Sudden bizarre behavioral changes
- Moodiness
- Interpersonal conflicts

Methamphetamines: Crank, Crystal

• Impaired judgment/decision making
• Hyperactivity, irritability, anxiety, depression
• Decreased appetite, weight loss, tremors
• Diminished reflexes/lower productivity
• Memory loss
• Slurred speech/depression
• Slowed mental process

Sedatives/Barbiturates/Tranquilizers: Valium, Xanax, Seconal, Tuinal, Reds, Downers
• Diminished reflexes/lower productivity
• Memory loss
• Slurred speech/depression
• Slowed mental process

www.samhsa.gov/marijuana

Firearms and Weapons Policies

Any person who brings or possesses a firearm on the grounds of Concordia, is in violation of state law (Reference: Penal Code § 626.9, 25400 and 25850), and Concordia regulations, and is punishable by imprisonment, university disciplinary action or both.

Note: California Penal Code 626.9 violations also apply to Student Housing.

Concordia is committed to maintaining a safe and secure environment that supports the academic mission of the University**. According to State Law and Concordia Firearms and Weapons Policy, which addresses members of the Concordia community, including students, faculty, staff and visitors, all persons are prohibited from possessing firearms or weapons of any kind (including but not limited to knives with a fixed blade over 2.5 inches (other than kitchen knives), slingshots, bows and arrows, metal knuckles, hunting equipment, razors, stun guns, paintball guns, BB guns and air pistols)**. Weapons intended for decoration or display or which hold sentimental value are also prohibited.

Items possessed with the intent to use as a weapon or to commit assault aggressively are prohibited and may constitute a violation of this policy.

The ignition or detonation of anything which could cause damage to persons or property or disruption by fire, smoke, explosion, noxious odors, stain, corrosion or similar means is prohibited. Possession of anything in the nature of fireworks, explosives or chemical explosives is prohibited.

The prohibition of firearms, weapons or explosives applies to all locations owned or controlled by the University.

Carry Concealed Weapons Permit (CCW):his prohibition also applies regardless of whether a federal or state license to possess a concealed or exposed firearm has been issued to the possessor. *There are some limited exceptions to this law and policy, for example California or Federal certified and licensed law enforcement personnel who are authorized to carry a firearm are permitted to do so while on Concordia University Irvine property.*

All students should refer to the Firearms and Weapons Policy, which is available on-line at www.cui.edu/studentlife. Additionally, students should refer to Student Conduct and Resident Life guidelines for other policies regarding firearms and weapons that may apply to them.

Proactive Safety Awareness

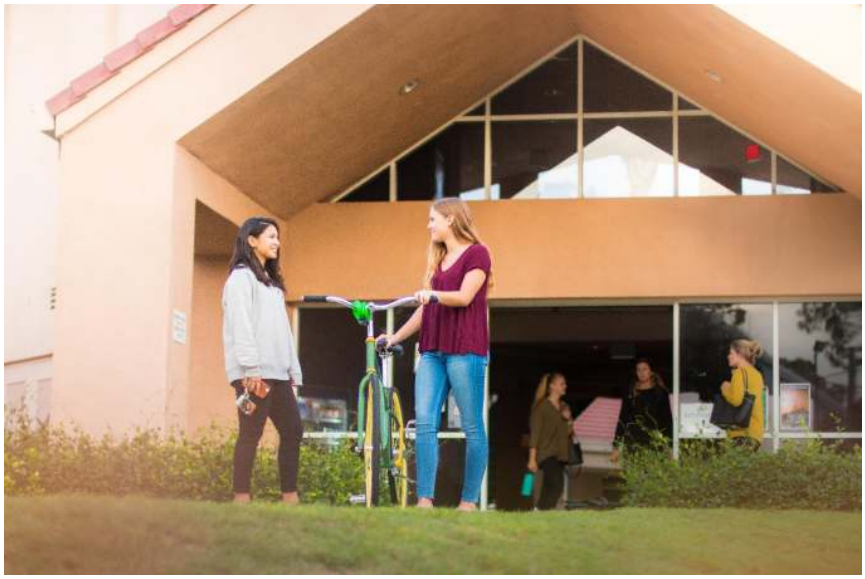
Gatehouses: The Turtle Rock campus is a gated campus and provides 24-hour per day entry control to the campus community. The Turtle Rock and Ridgeline gatehouses are located at both ends of Concordia Drive and control all vehicular traffic entering the campus. The Department of Campus Safety oversees the staffing and operation of the gatehouses.

Safety Escorts: Students, faculty, staff or visitors who are uncomfortable walking alone or those who may have temporary mobility impairment are encouraged to contact the Department of Campus Safety at 949-214-3000 for a safety escort (Turtle Rock campus only). Safety escorts are available 24-hours per day.

Vehicle Battery Jump Start: Campus Safety officers provide vehicle battery jumps for university community members and visitors upon request (Turtle Rock campus only). This service is available 24-hours per day.

Tips for Your Safety:
Members of the Concordia community must remember that campus safety is every ones responsibility in partnership with the community and the Department of Campus Safety. The following precautions provide guidance:

Report all suspicious activity to the Department of Campus Safety or the Irvine Police Department.



Personal Safety Checklist:

- ✔ Program the Department of Campus Safety phone number into your cell phone:
  - Department of Campus Safety (24-hour line): 949-214-3000
  - 911 Police of Sheriffs Department
- ✔ Try to avoid walking alone at night; travel with friends or utilize the Safety Escort services.
- ✔ Carry a whistle and use it quickly in moments of danger (available in campus safety office)
- ✔ Practice good situational awareness habits: Focus on sights and sounds that come to your attention, **Assess – Plan – React in cases of possible danger.**
- ✔ Always lock the door to your residence hall room whether or not you are there.
- ✔ Keep windows closed and locked when you are not at home.
- ✔ Be aware of your location. Instead of texting or looking down at the ground, watch for cars and people around you.
- ✔ Never leave valuables unattended.

Property Crime Prevention Checklist:

- ✔ Carry your keys and Concordia identification card at all times and do not lend them to anyone.
- ✔ Lock up bicycles and motorcycles. Lock car doors and close windows when leaving your car.
- ✔ Do not leave valuables in your car, especially if they can be easily noticed.
- ✔ Engrave serial numbers or owners recognized numbers, such as driver's license number on items of value.
- ✔ Inventory your personal property and insure it appropriately with personal insurance coverage.

Crime Log

Campus Safety keeps statistics and daily crime logs of all crimes reported to Campus Safety. This log includes the date the crime was reported, the nature of the crime, the date and time the crime occurred, the general location of the crime, and the current disposition of the complaint. Updates to the log are made within two business days from when a crime is reported or there is a change in the disposition of a complaint except when the disclosure is prohibited by law or would jeopardize the confidentiality of the victim. Information may be temporarily withheld from the log when it would jeopardize an ongoing investigation, jeopardize the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence.

A copy of crimes reported to Campus Safety prior to the past 60 days will be made available within two business days of the request.

A printed log of all crimes reported to Campus Safety that have occurred within the past 60 days on and around the Turtle Rock campus, Rancho Cucamonga and the Spectrum campuses is available to the public at the Campus Safety Office and can be viewed on the Department of Campus Safety website.

www.cui.edu/campus-safety

Definitions of Clery Geography

On-Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls and any building or property that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

Note: Statistics for University housing facilities are recorded and included in both the all on-campus category and the on-campus residential only category.

Non-Campus Building or Property: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.

Public Property: All public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. The Concordia University Irvine crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

Separate Campus: Any building or property owned or controlled by an institution that is not reasonably geographically contiguous with the Turtle Rock campus and has an organized program of study with at least one person on site acting in an administrative capacity.

Definitions of Clery Reportable Laws

Aggravated Assault: The Unlawful attack by one person, upon another for the purpose of inflicting severe or aggravated bodily injury.

Arson: Willful or malicious burning or attempt to burn with or without intent to defraud a dwelling house, public housing, public building, motor vehicle, or aircraft, personal property of another

Burglary: The unlawful entry of a structure to commit a felony or a theft.

Fondling: The Touching of the private 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 because of his/her temporary or permanent mental incapability.

Incest: Sexual intercourse between persons who are related to with other within the degrees wherein marriage is prohibited by law.

Motor Vehicle Theft: Theft of attempted theft of a motor vehicle.

Murder/Non-negligent Manslaughter: The willful (non-negligent) killing of a human being.

Manslaughter by Negligence: The killing of another person through gross negligence.

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

Robbery: The taking or attempted taking anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Hazing: California's law against hazing. It makes it illegal to participate in initiation activities that are likely to result in serious bodily injury to a current, former or prospective student. No injury actually has to result for the crime of hazing to take place.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

Liquor Law Violation/ Weapons law violations/ Drug law violations: Under the Clery Act intuitions must report arrests and referrals for disciplinary action for weapons law violations, drug abuse violations, and liquor law violations.

ANTI-HAZING EDUCATION / ANTI-HAZING STATEMENT

- The Department of Campus Safety is providing in person training to all athletic teams, student clubs, and all identified student organizations.

- Campus Security Authorizes, that include faculty, staff and volunteers are required to participate in Anti-Hazing training provided by the Vector Solutions/ SafeColleges provider safety platform.

Freshman Students are provided with Anti-Hazing information that consists of meaningful examples of the detriments of Hazing and the consequences and the Universities Anti-Hazing policy. Anti-Hazing Statement

Hazing is any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that (1) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization (e.g., an athletic team, club, or group); and (2) causes or creates a risk, above the reasonable risk encountered in the course of participation in the IHE or the organization, of physical or psychological injury, including:

- whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

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

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

- causing, coercing, or otherwise inducing another person to perform sexual acts;

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

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

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

The law of California makes it a criminal offense for anyone to participate in hazing. Concordia policy is based upon the
proposition that students are entitled to be treated with consideration and respect. Concordia regulations on hazing are synonymous with state law as stated below (Calif. Penal Code §245.6):

It shall be unlawful to engage in hazing, as defined in this section.

a. "Hazing" means any method of initiation or pre-initiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

b. A violation of this section that does not result in serious bodily injury is a misdemeanor, punishable by a fine of not less than one hundred dollars ($100), nor more than five thousand dollars ($5,000), or imprisonment in the county jail for not more than one year, or both.

c. Any person who personally engages in hazing that results in death or serious bodily injury as defined in paragraph (4) of subdivision (f) of Section 243 of the Penal Code, is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.

d. The person against whom the hazing is directed may commence a civil action for injury or damages. The action may be brought against any participants in the hazing, or any organization to which the student is seeking membership, whose agents, directors, trustees, managers, or officers authorized, requested, commanded, participated in, or ratified the hazing.
f. Prosecution under this section shall not prohibit prosecution under any other provision of law.

Any student engaging in hazing will be subject to a disciplinary process.

How to report hazing

The University desires that all members of the Concordia community encourage one another to abide by the Community Standards, University policies, rules, or regulations,

and hold one another accountable for their actions. At times, it is most appropriate and helpful to share concerning behaviors or violations with:

- **Office of the Vice President of Student Affairs, Dean of Students, Title IV Coordinator:** Megan Bouslaugh at ext. 949.214.3057; megan.bouslaugh@cui.edu.

- **The Department of Campus Safety dispatch** at 949.214.3000 or the Director of Campus Safety Raul Morales at 949.214.3007; raul.morales@cui.edu

When members of Student Affairs become aware that a University policy, rule, or regulation may have been violated, the student conduct process will be initiated, When appropriate
Student Affairs will coordinate with the Department of Campus Safety to ensure a reporting measure are completed.

Hazing Prevention

The university has implemented a comprehensive hazing prevention and awareness program designed to educate students, staff, and faculty about the dangers of hazing and promote positive group experiences. These programs may include:

- Hazing Education: Providing clear definitions of hazing and its consequences.

- Bystander Intervention Training: Empowering individuals to recognize hazing and intervene safely and effectively.

- Information on Reporting and Seeking Help: Ensuring everyone knows how to report hazing and access support services.

- Online Education Modules: Providing accessible and engaging online training on hazing prevention.

- Social Media Campaigns: Raising awareness about hazing prevention and campus resources.

Campus Hazing Transparency Report

In accordance with the Stop Campus Hazing Act, the university will publish a Campus Hazing Transparency Report on its public website, summarizing hazing violations and those found responsible for hazing. This report will include details about the name of the organization, the violations, findings, sanctions, and relevant dates.

This policy complies with all applicable local, state, tribal, and federal laws regarding hazing, including the Stop Campus Hazing Act.
This policy statement, along with the associated prevention and awareness programs, reflects the university's commitment to eradicating hazing and fostering a safe and healthy campus environment for all.

VAWA Category

The Clery Act defines dating violence, domestic violence, and stalking as follows:

Dating Violence: Violence committed by an individual who: (a) is or has been in a social relationship of a romantic or intimate nature with the Reporting party; and (b) where the existence of such a relationship shall be determined based on a consideration of the following factors: (b1) the length of the relationship; and (b2) the type of relationship; and (b3) the frequency of the interaction between the individuals involved in the relationship.

Domestic Violence: A felony or misdemeanor crime of violence committed: (a) by a current or former spouse or intimate partner of the victim; (b) by a person with whom the victim shares a child in common; (c) by a person who is cohabitating with, or has cohabitated with the victim as a spouse or intimate partner; (d) 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 (e) by any other person against an adult or youth victim who is protected from the person's act under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: Stalking is a course of conduct directed at another person that would cause a reasonable person to fear for their safety or the safety of others, or (ii) to suffer substantial emotional distress. "Course of conduct" means behavior involving two or more acts in which a person directly or indirectly monitors, follows, observes, threatens, surveils, communicates to or about another or interferes with the other person's property. "Substantial emotional distress" means significant mental suffering or anguish. Stalking includes "cyberstalking." Cyber stalking is a course of conduct in which a person uses electronic media, like the internet, social networks, blogs, cell phones, or text messages to cause reasonable fear or emotional distress

Hate Crimes

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim

In addition to the criminal offenses listed above, Larceny-Theft, Simple Assault, Intimidation, and Destruction/Damage/Vandalism of Property are included in Clery Act statistics only if they are Hate Crimes.

Larceny/Theft: The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Simple Assault: An unlawful physical attack by one person upon another where neither the offender displays a weapon, or the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

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

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

Categories of Bias (Under the Clery Act)

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

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

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

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

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

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture and or ideology that stresses common ancestry.

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

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

Clery Statistic Reporting Locations

Turtle Rock Campus
1530 Concordia
Irvine, CA. 92612

The Spectrum Campus
16355 Laguna Canyon Road,
Irvine, CA. 92618

Rancho Cucamonga Campus
10750 4th Street, Suite 200
Rancho Cucamonga, CA. 91730

Locations of Student Travel that contain the following elements

- University sanctioned travel
- At least one overnight stay
- University had control of the location through agreement

(Clery statistics are requested form local law enforcement for each location)

Non-Campus Monitoring of Student Organizations

Concordia does not currently recognize any non-campus locations of student organizations, including student organizations with off-campus housing facilities.

2023-2024-2025 Crime Statistics: Turtle Rock Campus

Criminal Offenses				
Offense	**Location**	**2023**	**2024**	**2025**
Aggravated Assault	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Arson	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Burglary	All On-Campus Property	**0**	**1**	**1**
	Residence Halls Only*	**0**	**1**	**1**
	Non- Campus**	0	0	0
	Public Property	0	0	0
Fondling	All On-Campus Property	0	**0**	0
	Residence Halls Only*	0	**0**	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Incest	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	All On-Campus Property	**0**	**1**	0
	Residence Halls Only*	0	**0**	0
	Non-Campus**	0	0	0
	Public Property	0	0	**0**
Murder/ Non-negligent Manslaughter	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Manslaughter by Negligence	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Rape	All On-Campus Property	**0**	**0**	2
	Residence Halls Only*	**0**	**0**	2
	Non-Campus**	0	0	0
	Public Property	0	0	0

Robbery	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Statutory Rape	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
VAWA Offenses				
Offense	**Location**	**2023**	**2024**	**2025**
Dating Violence	All On-Campus Property	**1**	**2**	**2**
	Residence Halls Only*	**1**	**1**	**2**
	Non-Campus**	0	0	0
	Public Property	0	0	0
Domestic Violence	All On-Campus Property	0	0	1
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Stalking	All On-Campus Property	1	1`	**1**
	Residence Halls Only*	1	1	**1**
	Non-Campus**	0	0	0
	Public Property	0	0	0
Hate Crimes				
Offense	**Location**	**2023**	**2024**	**2025**
Intimidation	All On-Campus Property	0	0	**0**
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
No hate crimes were reported during the 2023, 2024, 2025 calendar years.				
Unfounded	**No Crimes were unfounded in**	**2023**	**2024**	**2025**
		0	0	0
Hazing	Locations	--------	-------	2025
• **Note Hazing Crimes**	All On-Campus Property			**0**
Counting officially commenced in 2025	Resident Halls Only			
	Non-Campus			0
	Public Property			0

Arrests				
Offense	**Location**	**2023**	**2024**	**2025**
Liquor Law Violations	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Drug Law Violations	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Weapons Law Violations **(Carrying, possessing, etc.)**	All On-Campus Property	0	**0**	1
	Residence Halls Only*	0	***0***	1
	Non-Campus**	0	0	0
	Public Property	0	0	0
Disciplinary Action				
Offense	**Location**	**2023**	**2024**	**2025**
Liquor Law Violations	All On-Campus Property	1	**1**	**3**
	Residence Halls Only*	1	**1**	**3**
	Non- Campus**	0	0	0
	Public Property	3	0	**1**
Drug Law Violations	All On-Campus Property	**4**	6	**3**
	Residence Halls Only*	**4**	**6**	**3**
	Non-Campus**	0	0	0
	Public Property	0	0	0
Weapons (Carrying, possessing, etc.)	All On-Campus Property	0	**2**	**1**
	Residence Halls Only*	0	**2**	**1**
	No campus**	0	0	0
	Public Property	0	0	0
* Crimes reported in the Residence Halls are also included in the “On Campus” category.				

2023- 2024 – 2025 Crime Statistics: Spectrum Campus

Criminal Offenses				
Offense	**Location**	**2023**	**2024**	**2025**
Aggravated Assault	All On-Campus Property	0	0	0
	Public Property	0	0	0
Arson	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Burglary	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Fondling	All On-Campus Property	0	0	0
	Non-campus	0	0	0
	Public Property	0	0	0
Incest	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Murder/Non-negligent Manslaughter	All On-Campus Property	0	0	0
	Non -_Campus	0	0	0
	Public Property	0	0	0
Manslaughter by Negligence	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Rape	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Robbery	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Statutory Rape	All On-Campus Property	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Hazing	Non-Campus Property	-------	--------	0
Stats did not commence until	All On Campus Property	------	------	0

2025	Public Property	--------	-------	0

VAWA Offenses				
Offense	**Location**	**2023**	**2024**	**2025**
Dating Violence	All On-Campus Property	**0**	**0**	0
	Residence Halls Only*	**0**	**0**	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Domestic Violence	All On-Campus Property	0	0	0
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0
Stalking	All On-Campus Property	0	1	1
	Residence Halls Only*	0	0	0
	Non-Campus**	0	0	0
	Public Property	0	0	0

Hate Crimes		0	0	0
No hate crimes were reported during the 2023 , 2024 . 2025calendar years.				
Unfounded Crimes		0	0	0
No crimes were unfounded during the 2022, 2023 and 2024 calendar years.				
Arrests				
Offense	**Location**	**2023**	**2024**	**2025**
Liquor Law Violations	All On-Campus Property	0	0	0
	Public Property	0	0	0
Drug Law Violations	All On-Campus Property	0	0	0
	Public Property	0	0	0
Weapons Law Violations (Carrying, possessing, etc.)	All On-Campus Property	0	0	0
	Public Property	0	0	0
Disciplinary Action				
Offense	**Location**	**2023**	**2024**	**2025**
Liquor Law Violations	All On-Campus Property	0	0	0
	Public Property	0	0	0
Drug Law Violations	All On-Campus Property	0	0	0
	Public Property	0	0	0

Weapons (Carrying, possessing, etc.)	All On-Campus Property	0	0	0
	Public Property	0	0	**0**

2024 -2025 Crime Statistics: Rancho Cucamonga Campus (Opened January 8, 2024)

Criminal Offenses			
Offense	**Location**	**2024**	**2025**
Aggravated Assault	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property	0	0
Arson	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property	0	0
Burglary	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property	0	0
Fondling	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property	0	0
Incest	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property		
Motor Vehicle Theft	All On-Campus Property	0	0
	Non-Campus Property		
	Public Property	0	0
Murder/Non-negligent Manslaughter	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property		
Manslaughter by Negligence	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property		
Rape	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property		
Robbery	All On-Campus Property	0	0

	Public Property	0	0
	Non-Campus Property		
Statutory Rape	All On-Campus Property	0	0
	On all Public Property	0	0
	Non-Campus	0	0
	Public Property	0	0
Hazing	On All Public Property	------	0
Stats did not commence util	Public Property	------	0
2025	Non- Campus	------	0

VAWA Offenses			
Offense	**Location**	**2024**	**2025**
Dating Violence	All On-Campus Property	**0**	**0**
	Non-Campus**	0	0
	Public Property	0	0
Domestic Violence	All On-Campus Property	0	0
	Non-Campus**	0	0
	Public Property	0	0
Stalking	All On-Campus Property	0	0
	Residence Halls Only*	0	0
	Non-Campus**	0	0
	Public Property	0	0
Hate Crimes	All On-Public Property	0	0
	Non-Campus	**0**	**0**
	Public Property	0	0
Unfounded Crimes		0	0
Arrests			
Offense	**Location**	**2024**	**2025**
Liquor Law Violations	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property	0	0
Drug Law Violations	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property	0	0
Weapons Law Violations (Carrying, possessing, etc.)	All On-Campus Property	1	0
	Public Property	0	0
	Non-Campus Property	0	0
Disciplinary Action			
Offense	**Location**	**2024**	**2025**
Liquor Law Violations	All On-Campus Property	0	0
	Public Property	0	0
	Non-Campus Property	0	0

Drug Law Violations	All On-Campus Property	0	0
	Public Property	0	0
Weapons (Carrying, possessing, etc.)	All On-Campus Property	0	0
	Non-Campus Property	0	0
	Public Property	0	0

2023-2025 Crime Statistics: Non-Campus Locations

"Non -Campus" statistics are provided by local police departments and include crimes committed in classroom locations and common areas of facilities rented by Concordia University. Off-site classrooms and facilities, athletic team practice facilities, student travel locations, and other locations of student activities are included in this category.

DPS requests Clary Crime Statistics from local police agencies in which students were required to stay overnight for a Concordia Student event. This includes athletic team travel, club travel, academic travel, and all other travel in which Concordia had control over the location of lodging.

No Clery Crimes were reported on locations of Lodging during student travel in 2023 2024 and 2025 that include Athletics. Clubs and any other student travel in which the university had control of the location of lodging.

Locations in which students are required to attend for instruction, participate in athletic contests or practice more than one time in a calendar year and Concordia has control over the location on given dates and times are also Clery Reportable locations.

No Clery Crimes were reported by local police departments in 2023 or 2025 for properties of off-site instruction or athletic contests or practice sites.

2024 Non-Campus Reportable Clery Crimes

Off campus instruction, athletic practice, and home game sites

Portola High School	**Vandalism**	**Hate Crime**	**1 count**

Beckman High School	**Aggravated Assault**	**2 count**
Great Park Irvine	**Robbery**	**1 count**
Great Park Irvine	**Vandalism Hate Crime**	**1 count**
Great Park Irvine	**Vandalism Hate Crime**	**1 count**
Great Park Irvine	**Vehicle Theft**	**1 count**

Non-Campus Monitoring of Student Organizations Crime Statistics

Concordia University does not currently recognize any non-campus locations of student organizations, including student organizations with off-campus housing facilities.

Emergency Evacuation Procedures and Policies

Concordia's Emergency Operations & Evacuation Plan addresses the University's response to emergencies by taking an all-hazards approach to both natural and human caused hazards. The entire Concordia community should familiarize themselves with information in this plan and the Emergency Quick Plan Booklets. The documents can be found on-line at www.cui.edu/studentlife/campus-safety. Department of Campus Safety officers and supervisors are trained in the Incident Command System (ICS) which is utilized when responding to incidents involving the Department of Campus Safety and local public safety agencies to manage, mitigate and recover from incidents.

The Department of Campus Safety conducts tests of its emergency plans and capabilities on an annual basis. These tests are designed to assess and evaluate the emergency plan and capabilities of the University. Tests included a table-top exercise conducted to test the University's capabilities in the event of the death of a student on-campus.

Building Evacuations

Emergency events such as fire, smoke, gas leak, earthquake, hazardous chemical spill, and bomb threat will necessitate an evacuation. The purpose of an established and exercised evacuation procedure is to ensure that all building occupants evacuate the building in a safe, orderly, and expeditious manner.

In order to facilitate safe and orderly evacuation of buildings, the Department of Campus Safety has established a Building Emergency Response Team program. The program identifies and trains building captains and floor wardens.

Means of Reporting an Event

- Find and pull the nearest pull station. Pull stations are usually located near building exits.
- Contact 911 in the event of a fire or critical emergency.
- Notify Campus Safety of the event.

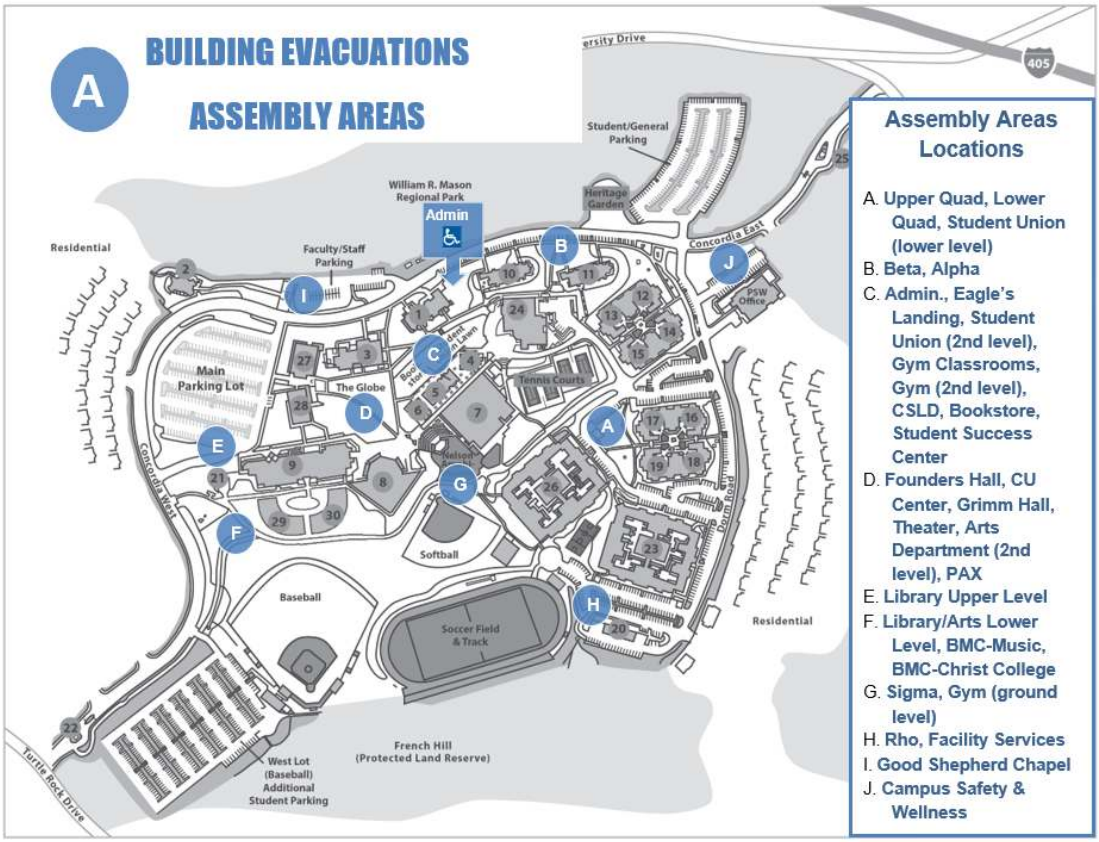
Evacuation Procedures

- Evacuate immediately. Do not attempt to locate the source of alarm or fire. Do not assume that the alarm is false.
- Do not use elevators during an evacuation. Elevators may not take people directly to ground level and shafts often act as chimneys for toxic smoke and fumes.
- Remove high heels and other encumbrances when evacuating.
- Stoop low to the ground or crawl to an exit if there is smoke in the room. Smoke will most likely be toxic.
- Assist disabled persons to the nearest exit.
- Tell others that they need to evacuate.
- Exit the building at the exit nearest you.
- Gather at the designated Evacuation Assembly Area for your location.
- Remain in the assembly area until an official clears everyone for reentry into building.
- Do not reenter the building

Spectrum Campus Evacuation Assembly Area

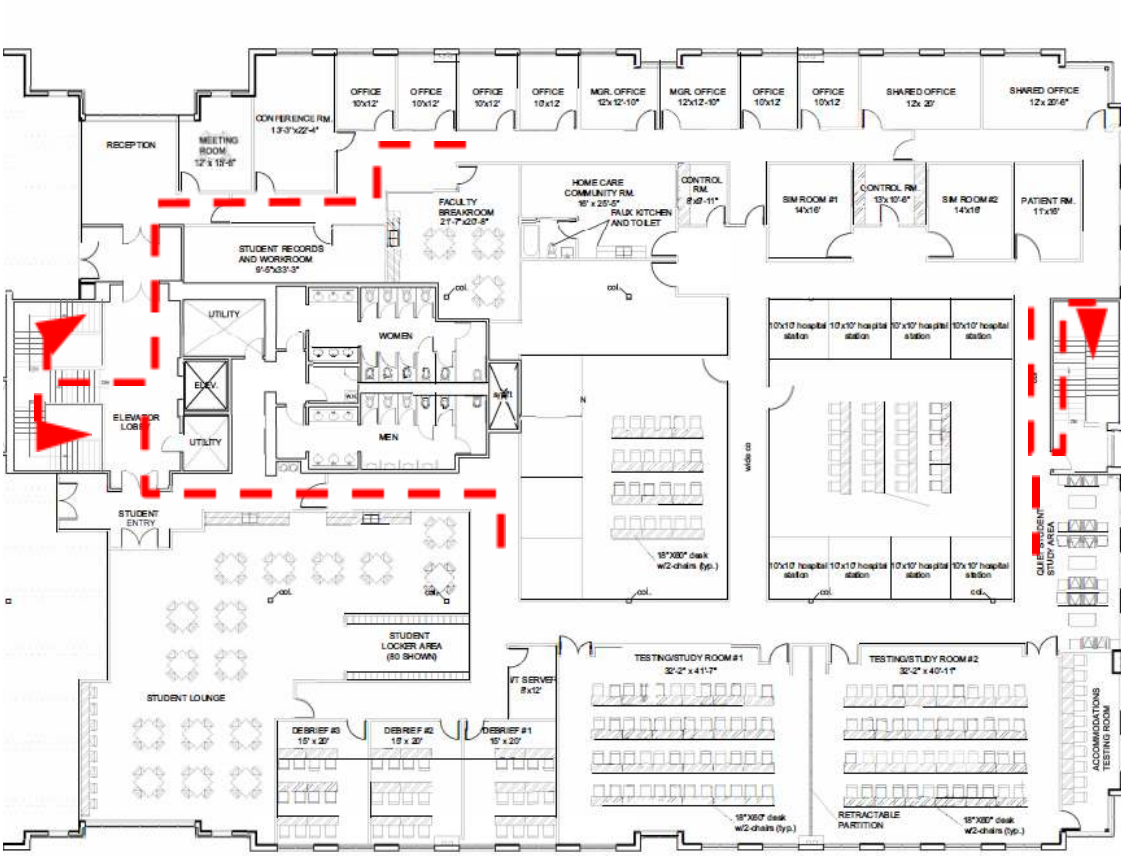
To learn more about evacuation procedures for the Spectrum campus go to https://www.cui.edu/campus-safety/emergency-information a click on Spectrum Campus - Emergency Quick Plan Booklet.

Turtle Rock Campus Evacuation Assembly Areas



To learn more about evacuation procedures for the Turtle Rock campus go to https://www.cui.edu/campus-safety/emergency-information a click on Turtle Rock Campus - Emergency Quick Plan Booklet.

Rancho Cucamonga Campus Evacuation Assembly Areas



To learn more about evacuation procedures for the Turtle Rock campus go to https://www.cui.edu/campus-safety/emergency-information a click on Rancho Cucamonga Campus - Emergency Quick Plan Booklet.

Emergency Response and Evacuation Testing Procedures

An evacuation drill is coordinated by the Department of Campus Safety each semester for all residential halls including all other Turtle Rock campus buildings, Spectrum Campus and the Rancho Cucamonga Campus. Students, faculty and staff learn the locations of the emergency exits in the building and are provided guidance about the direction they should travel when exiting each facility for a building evacuation. In addition to educating the occupants of each building about the evacuation procedures during the drill, the process also provides the University an opportunity to test the operation of fire alarm components.

Evacuation drills are monitored by the Department of Campus Safety to evaluate egress and behavioral patterns. Reports are prepared by participating departments that identify deficient equipment so that repairs can be made immediately. Recommendations for improvement are also submitted to the appropriate departments for consideration.

Students receive information about evacuation and shelter-in-place procedures during their first hall meeting and other educational sessions during the year. The Resident staff members are trained in these procedures as well and act as an on-going resource for the students living in residential facilities.

The Department of Campus Safety coordinates announced and unannounced evacuation drills each semester, as described above, to test the emergency response and evacuation procedures and to assess and evaluate the emergency evacuations plans and capabilities. Concordia University will publish a summary of its emergency response and evacuation procedures in conjunction with at least one drill or exercise each calendar year (including a description of the exercise or drill, date and time and whether it was announced or unannounced).

Concordia University Irvine also participated in the Great California Shakeout 2023 Earthquake and campus wide evacuation drill.

Emergency Response Procedures

Students, faculty, staff and visitors should report any emergency medical situations to the Department of Campus Safety at 949-214-3000 or by dialing 911.

Emergencies can also be reported via the Titan HST app and face to face contact with on duty Campus Safety personnel.

In the event of any emergency the Department of Campus Safety (DCS) will,

- **Contact 911 to imitated first responder assistance**
- Assess the emergency and work in concert with first responders and Concordia personnel
- Render all reasonable first assistance and first aid
- Contact appropriate student service director
- Contact DCS administration

Department of Campus Safety personnel will assist emergency responders by providing escort services, traffic and crowd control, etc. (Turtle Rock campus only). All Campus Safety personnel are certified in First Aid, CPR and Automated External Defibrillator (AED).

Notification of Concordia Administration and Services

In the event of an emergency the following chain of notifications will be initiated in the appropriate order. Initial motivation will depend on the emergency in order to expedite response.

- Director of Campus Safety or designee
- Vice President of University Operations and Athletics
- Concordia President
- Student Services Administrators

Emergency Operations Center

A significant emergency will trigger the need to open the Concordia Emergency Operations Center located in Grimm Hall 302 or a Virtual EOC. The members of the EOC will be summed via phone call, or through Titan HST with a prescript text message.

Annual Fire Safety Report

Concordia University Irvine publishes this fire safety report as part of its annual Clery Act compliance. This report contains information regarding the fire safety practices and standards for Concordia University Irvine, including statistics concerning the number of fires, the cause of each fire, the number of injuries and deaths related to a fire and the value of the property damage caused by the fire occurring in the residential halls. This report is available for review 24 hours a day on the Department of Campus Safety website at www.cui.edu/studentlife/campus-safety. A physical copy may be obtained by making a request to the Department of Campus Safety at 949-214-3003.

Note: The Fire section of this report only pertains to the Turtle Rock Campus as there is student housing on campus.

Fire Safety

A daily fire log is available for review by visiting the Department of Campus Safety office located in the Administration Building, Room #103. The fire log includes information about fires that occur in residential facilities, including the nature, date, time and general location. A fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner. If a fire occurs, community members should immediately notify the Department of Campus Safety or dial 911. When calling, please provide as much information as possible about the location, date, time and cause of the fire. If a member of the University community finds evidence of a fire that has been extinguished and the person is not sure whether the Department of Campus Safety has already responded, person should immediately notify Campus Safety to investigate and document the incident.

The University takes fire safety seriously and has established fire safety programs for the students living in on-campus residence halls. Fire evacuation plans have been developed for each residence hall and copies of these plans can be found in the Turtle Rock campus Emergency Quick Plan booklet and on the Department of Campus Safety website.

Prohibited Items and Activities in Residence Halls

The following items and activities are not allowed in residence halls:

- Incense, candles, open flames, open coil devices and fog machines.
- No materials (cloth, paper, etc.) shall be placed over light bulbs.
- All lighting (including halogen lamps) must be UL-approved.

- Flammable/explosive liquids cannot be stored in residence halls.
- No smoking is allowed in the residence halls.
- Possession and use of firecrackers or any other explosives is prohibited.
- No items may touch, obstruct or be hung from sprinkler heads.
- Hallways and fire exits may not be blocked in any manner.
- All extension cords and power strips used in the residence halls must be the LCDI type (Leakage Current Detection and Interruption).
- Extension cords and power strips may not be connected to one another.
- Unapproved appliances include, but are not limited to, hot plates, George Foreman Grills, BBQs, broilers, toaster ovens or space heaters. This includes any appliance with an exposed heating element.

Residents may not arrange their rooms in any way that places furniture or belongings within 4 inches of the sides of a heater unit, 4 feet in front of a heater unit or anywhere above a heater unit.

Residents may not place anything outside of their units which obstructs the walkways in any way.

Violations of fire safety rules may result in fines or student conduct sanctions.

Means of Reporting a Fire

- Find and pull the nearest pull station if available. Pull stations are usually located near building exits.
- Contact 911.
- Notify the Department of Campus Safety at 949-214-3000.

Evacuation Procedures

- Evacuate immediately. Do not attempt to locate the source of an alarm or fire. Do not assume the alarm is false.
- Do not use elevators during an evacuation. Elevators may not take people directly to ground level and shafts often act as chimneys for toxic smoke and fumes.
- Remove high heels and other encumbrances when evacuating.
- Stoop low to the ground or crawl to an exit if there is smoke in the room. Smoke will most likely be toxic.
- Assist disabled persons to the nearest exit.
- Tell others they need to evacuate.
- Exit the building at the exit nearest you.
- Gather at the designated Evacuation Assembly Area for your location.

Residence Hall Fire Safety Policies

All persons are required to evacuate during activation of a fire alarm. Entry into a building is prohibited while an alarm is sounding. If a resident accidentally sets off a fire alarm, Campus Safety must be notified at 949-214-3000 as soon as possible. Any person initiating a false alarm, activating a sprinkler system or violating any provision of the State Fire Codes is subject to damage charges, civil prosecution and disciplinary action. Those who cause a fire or activate a sprinkler system, though it may be unintentional, will be held financially responsible for repair and damages.

It is against University regulations and federal and state laws to tamper with sprinklers, heat detectors, smoke alarms/detectors, elevators, AED units, door/hardware/closing mechanisms, fire alarm systems, fire hoses, fire extinguishers, pull stations and fire doors. Tampering includes, but is not limited to, removing batteries of any alarm system, disconnecting wiring of any alarm system, muffling the sound of any alarm system, removing hardware from fire doors to prevent proper latching/closing or propping fire doors open.

Fire Safety Systems in Residential Facilities

The Turtle Rock and Spectrum Campuses are equipped with automatic fire detection and alarm systems that are monitored by an off-site private company. Fire drills are conducted twice a year in all residence halls. Buildings are also equipped with a variety of features that are designed to detect, stop and/or suppress the spread of smoke or fire from one area to another.

Fire Statistics – 2023-2024 -2025 Calendar Year

Concordia University Irvine - Main Campus Residence Halls

Residence Hall – Fire Systems							
Resident Hall	**Dialer***	**Sprinklers**	**Smoke Detectors**	**Pull Stations**	**Fire Extinguishers**	**Fire Drills**	**2024 Fires**
Chi Delta	Yes	Yes	Yes	Yes	Yes	2	0
Chi Epsilon	Yes	Yes	Yes	Yes	Yes	2	0
Chi Gamma	Yes	Yes	Yes	Yes	Yes	2	0
Chi Kappa	Yes	Yes	Yes	Yes	Yes	2	0
Chi Lambda	Yes	Yes	Yes	Yes	Yes	2	0
Chi Omicron	Yes	Yes	Yes	Yes	Yes	2	0
Chi Rho	Yes	Yes	Yes	No	Yes	2	2
Chi Sigma	Yes	Yes	Yes	No	Yes	2	0
Chi Theta	Yes	Yes	Yes	Yes	Yes	2	0
Chi Zeta	Yes	Yes	Yes	Yes	Yes	2	0
* All Residence Halls fire alarms are monitored by a contracted service.							

All residence Halls share the same address

2025 – Statistics and Related Information Regarding Fires in Residential Facilities						
Dorm	**Fires**	**Report**	**Cause**	**Injuries**	Deaths	**Expense**
Chi Delta	0					
Chi Gamma	0					
Chi Zeta	0					
Chi Epsilon	0					
Chi Kappa	0					
Chi Theta	0					
Chi Omicron	0					
Chi Lambda	0					
Chi Rho	0					
Chi Sigma	1	25-0315-0048	Electrical Fan fire	0	0	0-999

2023 – Statistics and Related Information Regarding Fires in Residential Facilities						
Dorm	**Fires**	**Report**	**Cause**	**Injuries**	**Deaths**	**Expense**
Chi Delta	0					
Chi Gamma	0					
Chi Zeta	0					
Chi Epsilon	0					
Chi Kappa	0					
Chi Theta	0					
Chi Omicron	0					
Chi Lambda	0					
Chi Rho	0					
Chi Sigma	0					

2024– Statistics and Information on Fires in Residential Facilities						
Dorm	**Fires**	**Report**	**Cause**	**Injuries**	**Deaths**	**Expense**
Chi Delta	0					
Chi Gamma	0					
Chi Zeta	0					
Chi Epsilon	0					
Chi Kappa	0					
Chi Theta	0					
Chi Omicron	0					
Chi Lambda	0					
Chi Rho	2	24-0205-0018 24-0914-0130	bathroom vents	0	0	0-999 0-999
Chi Sigma	0					