

Mandatory Reporting

**Understanding your role as a
Campus Security Authority &
Responsible Employee**

Faculty and Staff Training



Ursinus College

Federal Laws

The following laws create reporting responsibilities for faculty, staff and selected student employees:

Title IX

Title IX of the Education Amendments of 1972

The Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (1990)



Title IX

Title IX of the Education Amendments of 1972

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



Title IX

Responsible Employees

For purposes of compliance with Title IX, all faculty and staff members are considered “**Responsible Employees**” and are required to report acts of sex and/or gender discrimination – including sexual violence – involving any member(s) of the campus community or visitors to the College’s Title IX Coordinator.



Title IX

Ursinus Title IX Coordinator

Kimberly F. Taylor

Associate Dean of Students

Office: Student Affairs Suite, Wismer Center
(above Institute for Inclusion & Equity)

Phone: (610) 409-3590 or x4300

Email: ktaylor@ursinus.edu



Ursinus College

Title IX

**Sexual Misconduct includes,
but is not limited to:**

**Rape or
Attempted Rape**

**Sexual
Assault**

**Intimate Partner
Violence**

Stalking

**Sexual
Harassment**

**Other forms
of gender based
discrimination**



The Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (1990)



The Clery Act, originally enacted by the Congress and signed into law by President George Bush in 1990 as the **Crime Awareness and Campus Security Act of 1990**, was championed by Howard & Connie Clery after their daughter Jeanne (pictured left) was murdered at Lehigh University in 1986. They also founded the non-profit Clery Center (previously known as Security On Campus) in 1987.

In 1998, amendments renamed the Act in memory of Jeanne Clery.



The Clery Act

Campus Security Authorities (CSA)

Many crimes (especially sexual violence) go unreported to Campus Safety but may be reported to other campus officials.

For example, a victim of a sexual offense may turn to a Resident Advisor or Peer Advocate for assistance, or a student athlete who got into a fight with another player may speak with their coach.

For this reason, the ***Clery Act requires all institutions to collect crime reports from a variety of individuals and organizations that Clery considers to be “Campus Security Authorities.”*** CSAs are a vital part of data collection for the annual safety and security report.



The Clery Act

Campus Security Authorities (CSA)

Campus Security Authorities are defined by function, not title.

- Significant responsibility for student and campus activities
- Regular contact with students

Examples include:

- Campus Safety staff (including Dispatchers)
- Residence Life staff (including RAs)
- Prevention & Advocacy staff (including Peer Advocates)
- All other Student Affairs staff members
- Coaches and Athletic trainers
- Faculty or staff advisors to student organizations

Because a faculty or staff member can take on a role as a student organization advisor at any time, **the College has designated all employees as Campus Security Authorities.**



The Clery Act

CSA Duty to Report

- All CSAs are required to report crimes involving any member(s) of the campus community (including visitors) to Campus Safety without delay.
- Exception: A victim of a sex crime is not required to report the incident to Campus Safety but must inform the Title IX Coordinator.
- When in doubt about whether to report a crime, seek advice from Campus Safety (610-409-3333).



The Clery Act

Reportable Crimes

- The following crimes must be reported:
 - Homicide
 - Sex Offenses
 - Aggravated Assault
 - Robbery
 - Burglary
 - Stolen Vehicles
 - Arson
- Liquor, drug & weapon violations – both arrests & disciplinary referrals
- HATE CRIMES for any of the above incidents, any crime causing bodily injury or any of the following crimes that were motivated by hate:
 - Larceny-Theft
 - Simple assault
 - Intimidation
 - Vandalism



The Clery Act

Reporting Logistics

- Be sure to document when and where the crime occurred and when it was reported to you.
- Get whatever information the person is willing to tell you. You are not required to investigate or classify the crime. Campus Safety will take care of that.
- Employees must also report information received second-hand, online, or through gossip/rumors.
- Notify Campus Safety or call 911 immediately if there are signs of imminent danger to the reporting party or campus community.



Confidentiality

The following staff positions are considered CONFIDENTIAL resources and are not required to report Title IX incidents or Clery Crimes:

- Chaplain
- Wellness Center Therapists
- Medical Director and Nurse Practitioner

Additional confidential resources are available off-campus and include:

Victim's Service Center of Montgomery County

24 hour hotline: 888-521-0983

www.victimservicescenter.org

Women's Center of Montgomery County

24 hour hotline: 800-773-2424

www.wcmontoco.org



Ursinus College

Confidentiality

If it appears that someone is about to disclose information regarding a crime, sex/gender discrimination or sexual violence, employees should make sure the person understands that you will have to share details of their report with a small circle of administrators who may be obligated to act on the information.



Reporting Options for Title IX and Clery Act

The following slides include photos of Ursinus Crisis Response Team members and Campus Safety staff. All members may take reports of Title IX incidents or Clery Act crimes. Confidential resource are noted.

In addition, Campus Safety is available 24 hours a day at:
610-409-3333



Ursinus College



Ursinus College

Student Affairs Leadership Team



Heather Lobban-Viravong
VP for College &
Community Engagement



Missy Bryant
Interim Dean of Students/
Co-Director of the
Institute for Student
Success



Kimberly Taylor
Associate Dean of
Students/Title IX
Coordinator



Todd McKinney
Associate Dean of
Students/Director of
Leadership Development
& Student Activities



Melissa Giess
Assistant Dean of
Students/ Director of
Residence Life



Terrence Williams
Assistant Dean of
Students/
Director of the Institute
for Inclusion & Equity



Reverend Terri Ofori
Chaplain

**CONFIDENTIAL
RESOURCE**



Lauren Finnegan
Director of Counseling
& Wellness

**CONFIDENTIAL
RESOURCE**



John Bera
Director of
Campus Safety



Katie Bean
Director of Prevention
& Advocacy



Shammah Bermudez
Director of Disability
Services



Nick Hanford
Assistant Director of
Tutoring



Ursinus College

Student Affairs Staff



Alvert Hernandez
Assistant Director of
Residence Life



Alyssa Caffarelli
Assistant Director of
Residence Life



Michael Thompkins
Assistant Director of
Residence Life



Reena Kolar
Staff Psychologist

**CONFIDENTIAL
RESOURCE**



Danielle Wagner
Staff Therapist

**CONFIDENTIAL
RESOURCE**



Myra Sanchez
Graduate Assistant,
Prevention & Advocacy

Campus Safety Officers



Chris Wilcox
Emergency Management
Coordinator



Paul Harris
Team Leader



Pedro Looft
Campus Safety
Officer



Will McCoy
Campus Safety
Officer



Anthony Bruno
Campus Safety
Officer



Rob Coyle
Campus Safety
Officer



Josh Smedley
Campus Safety
Officer



Ted Edgar
Campus Safety
Officer



Travis Leister
Campus Safety Officer



Al Gnoza
Campus Safety Officer



Ray Stitt
Campus Safety Officer

Have a question about Title IX or the Clery Act?

We can help!



Kimberly F. Taylor

Associate Dean of Students

Title IX Coordinator

Office: Student Affairs Suite, Wismer
(above Institute for Inclusion & Equity)

Phone: (610) 409-3590 or x4300

Email: ktaylor@ursinus.edu



John S. Bera

Director of Campus Safety

Office: Campus Safety Office – Olin Plaza

Phone: (610) 409-3333

Email: jbera@ursinus.edu



Ursinus College