2026 Annual Security and Fire Safety Report

For the Calendar Year 2025



UNIVERSITY OF SOUTH ALABAMA

FLAGSHIP OF THE GULF COAST.

Message from the University of South Alabama's Police Department

Dear Members of the University Community,

On behalf of the University of South Alabama Police Department (USAPD), thank you for your interest in the 2026 Annual Security and Fire Safety Report (ASFSR). This report is published each year in accordance with the Jeanne Clery Campus Safety Act—commonly known as the Clery Act—and provides important information about safety and security at the University of South Alabama.

Inside this report, you will find information regarding campus crime statistics for the past three calendar years, on-campus fires, and disciplinary and other safety-related information. More importantly, the report reflects our ongoing commitment to maintaining a safe, secure, and welcoming environment for everyone who learns, works, and visits our campus.

The safety and well-being of our students, faculty, staff, and visitors remain our highest priority. As the "Flagship of the Gulf Coast", the University of South Alabama is a dynamic and growing community that brings together thousands of students, employees, and visitors each year. Maintaining a safe campus requires more than the efforts of our police officers and professional staff. It requires a shared commitment throughout the University community and strong partnerships with departments across campus and with our local, state, and federal public safety partners.

Safety is an essential part of The USA Way—our culture of ambition, determination, and boldness, grounded in integrity, dedication, and a commitment to excellence. As the University continues to advance its academic, research, healthcare, and service missions, we remain equally committed to protecting the people and community who make those achievements possible.

USAPD continues to focus on prevention, preparedness, community engagement, and a timely and effective response to incidents that may affect our campus. We work closely with University departments and external partners to identify potential risks, strengthen our emergency preparedness, and develop strategies that enhance the safety and security of our campus.

We also recognize that a safe campus is one where members of the community feel comfortable seeking assistance and reporting concerns. We encourage every student, faculty member, staff member, and visitor to take an active role in campus safety. Our motto remains simple and important: If You See Something, DO Something. Reporting suspicious activity, concerning behavior, emergencies, or other safety concerns can help us identify problems early and respond before they become more serious.

We encourage you to review this Annual Security and Fire Safety Report in its entirety. Understanding the information contained in this report, becoming familiar with University safety resources, and knowing how to report an emergency or concern are important steps each of us can take to contribute to a safer campus. Please ensure your USA Alert (PAWS) contact information remains current so that you can receive important emergency notifications. We also encourage you to utilize the University's available safety resources and familiarize yourself with emergency procedures before an incident occurs.

Campus safety is a shared responsibility, and we are grateful for your partnership. Together, we can continue to uphold The USA Way by fostering a University community where safety, respect, inclusion, and excellence go hand in hand.

If you ever need assistance from USAPD, our officers and staff are available 24 hours a day, 7 days a week, and are always ready to serve you.

Stay Safe,

Philip Fishel
Chief of Police

Darren Baxley
Director

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Annual Security and Fire Safety Report (ASFSR)

The University of South Alabama Police Department and Clery Compliance Manager have been designated as the responsible department and staff member, respectively, for compiling and publishing the University of South Alabama's Annual Security and Fire Safety Report (ASFSR). The policies and procedures presented in this annual report are applicable to all USA locations. To the extent any differences exist in the manner in which the policies and procedures are implemented at other locations, they are noted accordingly in this report.

This report is intended to serve as USA's ASFSR as required by the *Higher Education Opportunity Act* and the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* to be published by October 1 of each year. The purpose of this report is to provide information about security on campus and includes the following: campus and community crime statistics, fire statistics and safety information, policy information, safety tips, resource phone numbers, and a brief overview of the many services USA provides. A map of USA's Main Campus, as well as other University locations, can be found on the University's website **here**.

It is the responsibility of USAPD to acquire, compile, and assess data for the ASFSR. Information in this report is compiled from reports provided on an ongoing basis by the community and by Campus Security Authorities (CSAs) including, but not limited to, the Office of Student Conduct, the Department of Safety and Environmental Compliance, the Dean of Students Office, the Department of Housing & Residence Life, the Title IX Office, the Department of Athletics, the University Counseling and Wellness Center, the Baldwin County Campus, and USA Health.

In accordance with the Jeanne Clery Act, the University annually compiles crime statistics from both internal and external sources for inclusion in the ASFSR.

Requests for statistics are sent to local law enforcement agencies with jurisdiction over University-owned, leased, or controlled properties, including adjacent public property and designated non-campus locations. These agencies include, but are not limited to, the **Mobile Police Department, Mobile County Sheriff's Office**, and the **Semmes, Fairhope, Foley, Daphne, Spanish Fort** and **Dauphin Island police departments.**

Data is collected for the **Main Campus**, including **USA Health Providence Hospital** (added to Main Campus statistics following its acquisition in October 2023), the **USA by the Bay Campus in Fairhope,** and USA Health-affiliated facilities such as **University Hospital, Children's & Women's Hospital,** the **Mitchell Cancer Institute,** and the **Strada Patient Care Center.**

These statistics are combined with those from the USAPD and other institutional security units to ensure accurate and complete reporting in accordance with federal requirements.

USAPD submits the annual crime statistics published in this report to the Department of Education (ED). The statistical information gathered is available to the public through the ED website.

Each year, an email notification is sent to all enrolled students and employees that provides a direct link to access the ASFSR online and a brief summary of its contents. A link is also available on the USA Police Department website titled *Annual Security and Fire Safety Report.* Copies of this report may also be obtained at the USAPD, located at Beta Gamma Commons Bldg., 290 Jaguar Blvd., or by calling (251) 460-6312.

University of South Alabama Police Department

The University of South Alabama Police Department (USAPD) is a fully sworn law enforcement agency accredited by the International Association of Campus Law Enforcement Administrators (IACLEA). USAPD operates 24/7 and provides full police services to the University community, including the Main Campus, affiliated USA Health hospitals and clinics, and surrounding areas.

All USAPD officers are certified through a state POST academy, complete semiannual firearms training, and participate in at least 12 hours of continuing education annually. Officers are sworn state law enforcement officers with enforcement authority under Alabama State Code § 16-55-10 to enforce state and local laws and make arrests throughout Alabama. Their primary jurisdiction is University-owned, leased, or controlled property, but they also have concurrent jurisdiction with the Mobile Police Department and Fairhope Police Department.

USAPD practices community-oriented policing and is responsible for all aspects of law enforcement, including responding to incidents, conducting investigations, and making arrests. Currently, the department has 22 sworn officers, with an authorized staffing level of 26, and 12 civilian staff members. Department leadership includes the Director of Police Administration, a Chief of Police, a Captain, and Sergeants over Investigations and Special Operations.

USAPD actively patrols the Main Campus and surrounding streets, including University Blvd., Old Shell Rd., and Hillcrest Rd., and responds to calls at all major USA Health facilities associated with the institution.

Working Relationships

USAPD maintains active working relationships with local, state, and federal agencies, including the Mobile Police Department, Mobile County Sheriff's Office, Fairhope Police Department, the Alabama Law Enforcement Agency (ALEA), the Alabama State Bureau of Investigations, and the FBI. USAPD and Mobile Police Department officers routinely collaborate at incident scenes on and around campus, and local agencies are contracted for supplemental coverage at health system locations and special events.

USAPD has Memoranda of Understanding (MOUs) with both the Mobile and Fairhope police departments. The MOU with Mobile Police Department provides for real-time and archival sharing of crime and call data for University properties within the City of Mobile. USAPD provides sworn officers at the Main Campus and hospital locations, while the Mobile Police Department is the primary responder at satellite sites in Mobile, with USAPD retaining investigative authority for crimes on all University-owned, leased, or controlled property.

The MOU with the Fairhope Police Department outlines its role as the primary responder to calls for service on the USA by the Bay Campus and other University properties within its jurisdiction, where USAPD does not assign sworn officers. The Fairhope Police Department agrees to notify USAPD of all reported crimes and immediately report any serious or ongoing threats—such as robbery, aggravated assault, sexual assault, burglary, arson—for Clery Act or Title IX compliance.

USAPD maintains direct radio communication with local emergency responders and accesses local, state, and national law enforcement databases. USAPD participates in the FBI's National Incident-Based Reporting System (NIBRS) via ALEA's Criminal Justice Information Services Division.

USAPD responds to calls for service at all University-recognized Greek houses on or adjacent to the Main Campus. While USAPD does not monitor off-campus locations of student organizations, it requests crime statistics from local law enforcement for non-campus sites affiliated with recognized student organizations, for inclusion in the ASFSR. At its discretion, USAPD may share information on off-campus student criminal activity with the Dean of Students if it poses a threat to campus safety or the University's reputation.


POLICE

Procedures for Reporting Crimes and Contacts

Reporting Criminal Incidents & Public Safety Concerns On-Campus

Community members—including students, faculty, staff, and guests—are encouraged to promptly and accurately report all crimes, public safety concerns, and emergencies to the USAPD.
Crimes should be reported to USAPD to:

- Ensure appropriate law enforcement response
- Assess the need for issuing **Timely Warnings** or **Emergency Notifications**
- Support inclusion in the **Annual Security Report** crime statistics

How to Report a Crime or Emergency

- In Person (24/7):
  USAPD Headquarters: 290 Jaguar Blvd., Mobile, AL 36688
- By Phone (24/7):
  Emergency or non-emergency line: (251) 460-6312
- Anonymously (24/7) Silent Witness Program Form found on the USAPD website or the Anonymous Tip Line (251) 460-6667

All calls for service are logged in USAPD's **Computer-Aided Dispatch (CAD)** system. If the incident meets reporting criteria, a formal **police report** is generated and stored in the **Records Management System (RMS).**

Crime Reporting by or on Behalf of Victims

Victims of crimes who are unable or choose not to report directly to USAPD are still encouraged to have crimes reported on their behalf. Reports may also be made to local law enforcement agencies or the USA **Health Security Department,** particularly at off-site medical or satellite locations.

Response and Case Management

Each report is assessed and responded to based on the circumstances and services needed. Reports are reviewed by a USAPD supervisor and, if appropriate, referred to:

- USAPD Investigations Division
- Title IX Coordinator
- Office of Student Conduct
- Human Resources Department
- District Attorney's Office

Daily summary reports are distributed to senior University leadership and departments, including the **Dean of Students,** as needed.

If outside assistance is necessary (e.g., from the Mobile Police Department, Mobile Fire-Rescue, or other agencies), USAPD will coordinate with the appropriate public safety units.

Support for Victims of Sexual Assault
If a **sexual assault** or **rape** occurs, USAPD and on-scene staff will provide support and notify the **USA Title IX Office**. In addition, trained team members of the **Sexual Assault Response/Resource Team (SARRT)** are also available to assist victims with:

- Emergency medical services
- Counseling and advocacy
- Filing a police report (optional)
- Academic, housing, and safety accommodations

Victims are encouraged to seek assistance even if they choose not to pursue a criminal investigation. USAPD may also be contacted via **phone or text** through the free **LiveSafe smartphone safety app.** Using the app provides real-time **device location information,** helping USAPD respond quickly and accurately to emergencies. The LiveSafe app can be found **here**.

For non-emergency inquiries during business hours, the Chief of Police can be reached at: (251) 460-6312, or police@southalabama.edu.

If you are unable to reach USAPD directly, you may also dial 911. These calls are routed through the Mobile County 911 Communications Center. Be prepared to clearly state your location when calling 911.

Recommendation:
All students, faculty, staff, and visitors are encouraged to save USAPD's contact information and the USA Health Security Department's number in their mobile phones, or utilize the LiveSafe app to ensure quick access in the event of an emergency.



Reporting Criminal Incidents & Public Safety Concerns for USA Health

USAPD provides police and other support services to the University's hospitals and medical clinics and has a full-time supervisor assigned to oversee police services on USA Health property. Each hospital also employs and/or contracts non-sworn security guards to provide daily security services and respond to calls for service. The Mobile Police Department also provides response to calls for service to all USA Health locations within the Mobile Police jurisdiction when a sworn University police officer is not available. They also provide backing services upon request.

The USA Health Children's and Women's Hospital Security Department also manages security for USA Health Mitchell Cancer Institute and USA Health Strada Patient Care Center located on the hospital's campus. For persons wishing to report crimes or other emergency incidents for these locations, please refer to the following contact list:

Department	Contact Number
University Hospital Security	(251) 471-7195
Children's and Women's Hospital Security	(251) 415-1135
Providence Hospital	(251) 633-1000

More information on USA Health can be found **here.**

Reporting Criminal Incidents & Public Safety Concerns for USA by the Bay Campus and other USA Fairhope Properties

The University of South Alabama USA by the Bay Campus consists of multiple sites in downtown Fairhope, Alabama. The Administration Building and Classroom Complex are located at 111 St. James Street, and the Nursing Complex is at 161 North Section Street.

USA by the Bay security officers are unarmed but possess citizen arrest authority under state law and may request identification to determine if individuals have lawful business on campus. Criminal matters are referred to the Fairhope Police Department, which holds jurisdiction. A Memorandum of Understanding with the Fairhope Police Department ensures response to service calls at USA by the Bay and other Fairhope properties. The department also agrees to notify USAPD of any crimes reported on these properties. In serious or ongoing threat situations (e.g., robbery, assault, sexual assault, arson), the Fairhope Police Department will promptly notify USAPD in compliance with Clery Act and Title IX requirements.

The USA by the Bay Security Office in Fairhope also maintains a cooperative relationship with the Fairhope Police Department.

All crime victims and witnesses are strongly encouraged to report incidents immediately to campus security, the Fairhope Police Department, or USAPD. The USA by the Bay Security Department or USAPD can assist in filing police reports. Prompt reporting helps ensure campus safety and compliance with crime reporting regulations. If a Timely Warning or Emergency Notification is needed outside of business hours, contact USAPD at the Main Campus to initiate the notification process. Please see the contact information listed below:

Office/Officer	Office Address	Contact Number
Security Officer	111 St. James Street, Fairhope AL 36532	(251) 472-7474 (251) 928-8133
USAPD	290 Jaguar Blvd., Mobile AL 36688	(251) 460-6312
Fairhope PD	107 N. Section Street, Fairhope AL 36532	(251) 928-2385 or 911

Reporting Criminal Incidents to a Campus Professional or Pastoral Counselors

Under Federal guidelines, campus "Pastoral Counselors" and campus "Professional Counselors," when acting as such, are not considered to be a Campus Security Authority (CSA) and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of practice, they are encouraged, if and when they deem it appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis to USAPD. Nevertheless, crimes exclusively reported to a Pastoral or Professional Counselor are exempt from Timely Warning notices.

Listed below are campus counselors:

Campus Professional and Pastoral Counselor

Title	Address	Contact Number
Executive Director of Counseling and Wellness	300 Student Center Circle, Mobile AL 36688	(251) 460-7051
Associate Director of Counseling and Wellness	300 Student Center Circle, Mobile AL 36688	(251) 460-7051
Employee Assistance Program	650 Clinic Drive, Suite 2200, Mobile AL 36688	(251) 460-6133
Employee Assistance Counselors for spiritual care support (USA Health employees only)	2451 University Hospital, 6th Floor, Room 648, Mobile 36617	(251) 445-9015

Reporting Criminal Incidents to Campus Security Authorities

You may report crimes to other University officials who have been designated as CSA's. Generally, any professional student affairs and housing staff member, any member of the campus and/or hospital security, faculty advisor to student groups, and/or the athletic director and head coaches can receive a report for inclusion in the annual crime statistics and for the purpose of issuing a Timely Warning. These additional CSAs may also encourage and assist the victim in filing a report with USAPD.

If you are the victim of a crime and you wish for your identity to remain confidential and desire no formal investigation, you must inform the CSA to whom you are reporting the event of your wishes. If confidentiality has been requested, the listed University official receiving a crime report will gather sufficient information to allow the University to implement proper crime alerts, if warranted, and so the information may be included in the statistical records maintained by USAPD.

The following additional CSAs have been designated by the institution as the preferred receivers of reports:

Title	Address	Contact Number	Email
The Office of Student Affairs	300 Student Center Circle, Mobile AL 36688	(251) 460-7051	studentaffairs@ southalabama.edu
Assistant Director of Student Conduct	300 Student Center Circle, Mobile AL 36688	(251) 460-1893	studentconduct@ southalabama.edu
Title IX Coordinator	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 461-1538	titleIX@ southalabama.edu
Associate Director, Student Organizations & Leadership Development	300 Student Center Circle, Mobile AL 36688	(251) 461-1618	baileysmith@ southalabama.edu
Associate Vice President of Auxiliary Services	251 Delta Loop, Room 110, Mobile AL 36688	(251) 460-6522	chriscleveland@ southalabama.edu
Executive Director of Housing	251 Delta Loop, Room 100, Mobile, AL 36688	(251) 460-7577	housing@ southalabama.edu
USA by the Bay Campus Security Office	111 St. James Street, Fairhope, AL 36532	(251) 928-8133 or (251) 472-7474	rcarter@ southalabama.edu
Associate Dean for Students, College of Medicine	5795 USA Drive North, CSAB 170, Mobile, AL 36688	(251) 460-7174	lsridgeway@ southalabama.edu

Department	Title	Address	Contact Number	Email
Academic Affairs	Professor for the Department of Health, Kinesiology, and Sport and Deputy Title IX Coordinator	75 South University Boulevard, Room 1006, Mobile AL 36688	(251) 461-1611	sholden@southalabama.edu
College of Nursing	Assistant Professor, Director of Special Project & Evaluation, and Deputy Title IX Coordinator	5721 USA Drive North, Room 4054, Mobile, AL 36688	(251) 445-9400	lminchew@southalabama.edu
For College of Medicine and USA Health Faculty & Staff Physician	Assistant Vice President for Medical Affairs, Associate Dean and Deputy Title IX Coordinator	5851 USA Drive North, MSB 1164, Mobile, AL 36688	(251) 341-4073	rftrimm@southalabama.edu
For Staff, Administrators, Coaches, Resident Physicians, Patients, Visitors, and Post Doc	Human Resources and EEO Investigator and Deputy Title IX Coordinator for Administrators, Non-Faculty Employees, Contractors, and Third Parties	650 Clinic Drive, Suite 2200, Mobile, AL 36688	(251) 460-6133	hansen.roberts@southalabama.edu
Athletics	Senior Associate Athletic Director and Title IX Coordinator for Athletics	591 Joseph E. Gottfried Drive, Room 153, Mobile, AL 36688	(251) 445-9551	jfrisbey@southalabama.edu

Reporting Criminal Incidents & Public Safety Concerns Off-Campus

Students residing off-campus should report incidents of crime to law enforcement agencies with jurisdiction for the location where the crime was committed. Upon request, USAPD will assist students in notifying the appropriate law enforcement agency. Other agencies may be contacted at the following telephone numbers:

Contact	Contact Number
Emergency for Mobile & Baldwin County Areas	911
Mobile Police Department	(251) 208-7211
Mobile County Sheriff's Office	(251) 574-2423
Fairhope Police Department	(251) 928-2385
Baldwin County Sheriff's Office	(251) 937-0202
Alabama State Troopers	(251) 660-2300
Federal Bureau of Investigation	(251) 438-3674

Voluntary Confidential Reporting

USAPD encourages anyone who is a victim or witness to a crime to promptly report the incident. Because police reports are public records under Alabama state law, USAPD cannot hold a report of crime in confidence; however, if you are the victim of a crime and do not want to pursue action within the University system or the criminal justice system, you can still provide a report anonymously by:

- Calling TIPS line at (251) 460-6667.
- Calling the Ethics and Compliance Hotline at (844) 666-3599
- Texting the Text-A-Tip line at (251) 219-0219.
- Visiting southalabama.edu/Hotline
- Completing the Silent Witness form online **here**.
- LiveSafe smartphone safety app is available **here**.
- Contacting a CSA

The purpose of an anonymous report is to comply with your wish to keep the matter confidential, while taking steps to ensure the safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents on or near campus, determine where there is a pattern of crime, and alert the campus community to potential dangers. Reports filed in this manner are included and disclosed in the annual crime statistics for the institution.


POLICE
UNIVERSITY OF SOUTH ALABAMA
POLICE

Recording Crime Statistics and Crime Definitions

Clery Geography

The Clery Act requires crimes to be reported by geographic categories. These categories are as follows: On-Campus, On-Campus Residential, Non-Campus and Public Property.

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; or that is owned by the institution but controlled by another person, frequently used by students, and supports institutional purposes (such as food or other retail vendors). Providence and the Free-Standing Emergency Department (FED) are included here.

On-Campus Residential: Any student housing facility that is owned or controlled by the institution or is located on property that is owned or controlled by the institution and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. On-Campus Student Housing is a subcategory of the On-Campus category.

Non-Campus: 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. The Non-Campus category includes USA Health Hospitals, USA Health Mitchell Cancer Institute, USA Health Strada Patient Care Center, and all other associated medical clinics except for the clinics located at the Main Campus.

Public Property: All public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfares, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purpose.

This includes all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

For the definition to apply, the property must be (1) public property (i.e., publicly owned); (2) within or adjacent to campus; and (3) accessible from campus. The Public Property category for the University encompasses the streets of Old Shell Rd. and University Blvd., which surround the Main Campus.

Data for this category includes reported crimes from the Mobile Police Department in addition to USAPD. Public Property for the USA by the Bay Campus would include any streets immediately adjacent to the campus locations. Data for this category includes reported crimes to the Fairhope Police Department.

Definitions of Clery Crime Categories

According to the Clery Act, the University must disclose crime statistics for the following categories of criminal offenses.

Primary Crimes (Criminal Offenses)

Murder and Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: the killing of another person through gross negligence.

Sexual Assault (Sex Offenses): An offense that meets the definition of rape, fondling, incest, or statutory rape.

- **Rape:** the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim or the carnal knowledge of a person under any of the above circumstances.
- **Fondling:** the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

- **Incest:** non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** non-forcible sexual intercourse with a person who is under the statutory age of consent. If the victim is over 12 and under 16 years of age, and the perpetrator is at least 2 years older, it would be statutory rape.

Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

Listed statistics include all attempted as well as completed acts.

Robbery: the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force, threat of force, violence, and/or by putting the victim in fear.
Aggravated Assault: the unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. A weapon is a commonly known weapon (a gun, knife, club, etc.) or any other item which although not usually thought of as a weapon, becomes one in the commission of a crime.

It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Burglary: the unlawful entry of a structure to commit a felony or a theft. This does not include thefts from automobiles.

Motor Vehicle Theft: the theft or attempted theft of a motor vehicle, including cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including "joyriding." Under Clery, motor vehicles include ATVs, golf carts, and motorized wheelchairs.

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

Violence Against Women Act (VAWA) Offenses

Domestic Violence: A felony or misdemeanor crime of violence committed by (1) a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; (2) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (3) 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 is receiving grant monies; or (4) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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

Stalking: engaging in a *course of conduct* directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.
- *Course of conduct:* two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
- *Reasonable person:* a reasonable person under similar circumstances and with similar identities to the victim.
- *Substantial emotional distress:* significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Violence Against Women Act (VAWA) Offenses According to Alabama State Law

The Clery Act mandates that the University discloses the definitions of these Clery countable crimes as well as the State of Alabama law definition.

Domestic Violence: A person commits the crime of Domestic Violence when any of the listed laws below are violated; AND the victim is a current/former spouse, parent, child, any person with whom the defendant has a child in common, present/former household member, or a person who has/had a dating or engagement relationship with the defendant.

The following list of laws are applicable for Domestic Violence (the state code and classification are listed in parenthesis):

- Assault in the 1st or 2nd Degree (Felony – Ala. Code § 13A-6-20 and -21)
- Aggravated/Non-Aggravated Stalking (Felony – Ala. Code § 13A-6-90 and -91)
- Electronic Stalking 1st Degree (Felony – Ala. Code § 13A-6-95)
- Electronic Stalking 2nd Degree (Misdemeanor – Ala. Code § 13A-6-96
- Intimidating a Witness (Felony – Ala. Code § 13A-10-123)
- Burglary in the 2nd or 3rd Degree (Felony – Ala. Code § 13A7-6 and-7)
- Criminal Mischief 1st Degree (Felony – Ala. Code § 13A-7-21)
- Assault in the 3rd Degree (Misdemeanor – Ala. Code § 13A-6-22)
- Menacing (Misdemeanor – Ala. Code § 13A-6-23)
- Reckless Endangerment (Misdemeanor – Ala. Code § 13A-6-24)
- Criminal Coercion (Misdemeanor – Ala. Code § 13A-6-25)
- Harassment/Harassing Communication (Misdemeanor – Ala. Code § 13A-11-8)
- Criminal Surveillance (Misdemeanor – Ala. Code § 13A- 11-32)
- Criminal Trespass in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-4)
- Criminal Mischief in the 2nd or 3rd Degree (Misdemeanor – Ala. Code § 13A-7-22 and -23)
- Arson in the 3rd Degree (Misdemeanor – Ala. Code § 13A-7-43)

Dating Violence: The Alabama Criminal Code includes the crime of dating violence in the domestic violence statutes.

Stalking: A person who intentionally and repeatedly follows or harasses another person, and who makes a threat, either expressed or implied, with the intent to place that person in reasonable fear of death or serious bodily harm, is guilty of the crime of stalking in the first degree.

A person who, acting with an improper purpose, intentionally and repeatedly follows, harasses, telephones, or initiates communication, verbally, electronically, or otherwise, with another person, any member of the other person's immediate family, or any third party with whom the other person is acquainted, and causes material harm to the mental or emotional health of the other person, or causes such person to reasonably fear that his or her employment, business, or career is threatened, and the perpetrator was previously informed to cease that conduct, is guilty of the crime of stalking in the second degree. Stalking can occur between persons of the same or opposite sex.

Hazing Offenses

Hazing activities are prohibited by the University of South Alabama which the university defines using Code Section 16-1-23 and the Stop Campus Hazing Act definitions. The University will collect and report statistics on hazing incidents to campus security or local law enforcement. This policy will be reviewed annually by the Office of Student Conduct and updated to ensure compliance with federal and state laws. This policy is effective as of June 1, 2025, and supersedes all prior hazing policies.

These statistics will be included in the ASFSR, starting with the 2026 report. The University will compile and publish a Campus Hazing Transparency Report, summarizing findings of student organizations that violated hazing policies. This report will include:

- The name of the student organization.
- A description of the violation.
- Whether the violation involved alcohol or controlled substances.
- The University's conclusions, sanctions imposed, and relevant dates.
- The University uses the Stop Campus Hazing Act definition for a student organization which states

"an organization in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution."

The report will be updated at least twice annually and made publicly available on the Office of Student Conduct and Fraternity and Sorority Life website.

The University will implement research-informed hazing education and prevention programs for students, staff, and faculty. Programs will cover:

- Definitions of hazing.
- Reporting mechanisms.
- Hazing policies and state laws.
- Prevention strategies.

These programs may be hosted by the Office of Student Conduct, Office of Student Involvement, or other appropriate departments. The hazing prevention and transparency policy will be included in the University's ASFSR and made accessible on the University's website. All students and employees will be informed of the policy during orientation and annually thereafter.

Reporting Hazing Incidents

Any member of the University or local community may report hazing incidents through:

- The University's online reporting system.
- Contacting the Office of Student Conduct, Student Involvement or Campus Police.
- Contacting the International/National Headquarters of the organization.

Reports can be submitted anonymously, and retaliation against reporters is strictly prohibited. Violations of this policy will result in disciplinary actions, which may include:

- Suspension or expulsion of students or student organizations.
- Loss of privileges, access to University property, or programming restrictions.
- Legal action where applicable under federal, state, or local law.

Hate Crime Offenses

Hate Crime: a criminal offense committed against a person or property that is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, gender identity, or ethnicity/national origin.

For the purposes of the Clery Act, the following crimes would be classified as Hate Crimes if the offender was motivated by their own bias:

- Murder/Non-negligent Manslaughter
- Sex Offenses (rape, fondling, incest, statutory rape)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-theft
- Simple Assault
- Intimidation
- Destruction, Damage, or Vandalism of Property

Arrests and Referrals for Disciplinary Action Offenses

The Clery Act also mandates that the University disclose statistics for certain violations of liquor, drug, and weapons laws that result in arrests or persons being referred for disciplinary action. Definitions of these law violations are as follows:

Liquor Law: the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug Abuse: the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drugs or narcotic substance.

Weapons Law: the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Daily Crime and Fire Log

In accordance with the Clery Act, the University maintains a Daily Crime and Fire Log that records criminal incidents and alleged criminal incidents reported to the USAPD occurring within the required geography, including the additional patrol-jurisdiction requirement applicable to the crime log.

The log is updated promptly, with new incidents entered within two business days of their report. Entries are listed in the order received. The Daily Crime Log includes criminal incidents and alleged criminal incidents reported to USAPD that are required to be included under federal crime-log requirements. Incidents are entered within two business days of being reported, unless disclosure is temporarily withheld as permitted by federal law. Case numbers may not be sequential due to inclusion of certain noncriminal incidents or fires outside residential facilities.

Crime classifications in the log follow Alabama state law and may differ from those reported in the ASFSR, which uses federal Uniform Crime Reporting (UCR) definitions and data from multiple sources, including CSAs.

To protect privacy, Personally Identifiable Information (PII) and specific room numbers are omitted.

The Daily Crime and Fire Log is available for public inspection during normal business hours at the USAPD, located at 290 Jaguar Boulevard, Mobile, AL 36688. The most recent 60 days of entries are on file; older entries can be provided upon request within two business days.

The University is committed to maintaining a safe campus and encourages community cooperation to achieve this goal.



USA Main Campus Crime Statistics for 2023, 2024 and 2025

Clery Crime Report Table

	On-Campus			On-Campus Student Housing			Non-Campus			Public Property		
CRIME	Y23	Y24	Y25	Y23	Y24	Y25	Y23	Y24	Y25	Y23	Y24	Y25
Murder & Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	2	1	2	1	0	1	0	2	0	0	0	0
Aggravated Assault	2	3	7	1	2	4	5	4	4	0	0	0
Burglary	3	10	7	2	7	4	0	0	0	0	0	0
Motor Vehicle Theft[1]	3	6	22	1	4	2	1	0	4	0	0	0
Arson	4	1	1	1	1	1	0	0	0	0	0	0
ARRESTS/ REFERRALS												
Liquor Law Arrests	0	2	2	0	2	1	0	0	0	0	0	0
Liquor Law Disciplinary Referrals[2]	1	10	35	1	10	34	0	0	0	0	0	0
Drug Law Arrests	4	1	4	3	1	0	0	0	1	0	0	0
Drug Law Disciplinary Referrals	8	6	6	7	4	6	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Law Disciplinary Referrals	0	0	2	0	0	0	0	0	0	0	0	0
Sexual Assault (Sex Offenses)												
Rape	5	2	5	4	2	3	0	1	0	0	0	0
Fondling	2	0	1	1	0	1	2	5	1	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
VAWA OFFENSES												
Domestic Violence	17	19	24	9	15	18	11	8	6	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	1	3	7	0	3	6	2	0	0	0	0	0

[1] *MVT- E-scooters stolen from outside bike racks accounted for 15 On-Campus for 2025.*

[2] *LLR -Seven OCR cases had multiple student referrals; Two cases had over 5 people involved for 2025.*

USA Main Campus Hazing Crime Statistics for 2025

LOCATION	2025
On-Campus Total	0
On-Campus Residential*	0
Non-Campus Property	0
Public Property	0
TOTAL	

*- "On-Campus Residential" is a subset of "On-Campus Total"

Unfounded Crimes
There was 0 unfounded crime in 2023, 2 unfounded crimes in 2024, 5 unfounded crimes at the Main Campus and 1 unfounded Non-Campus in 2025.

Motor Vehicle Theft[1]
This category includes motorized vehicles like golf carts and electric scooters.

Hate Crimes
There were no reported Hate Crimes in 2023, 2024, and 2025

Liquor Law[2]
In 2024 and 2025, there were several referrals with more than one minor in constructive possession of alcohol, dramatically increasing the number of offenses.



USA by the Bay Crime Statistics for 2023, 2024 and 2025 – USA by the Bay

Clery Crime Report Table

	On-Campus			Public Property		
CRIME	Y23	Y24	Y25	Y23	Y24	Y25
Murder & Non-Negligent Manslaughter[1]	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft[2]	0	0	0	0	0	0
Arson	0	0	0	0	0	0
ARRESTS/ REFERRALS						
Liquor Law Arrests	0	0	0	0	0	0
Liquor Law Disciplinary Referrals[3]	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0
Drug Law Disciplinary Referrals	0	0	0	0	0	0
Weapons Law Arrests	0	0	0	0	0	0
Weapons Law Disciplinary Referrals	0	0	0	0	0	0
Sexual Assault (Sex Offenses)						
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
VAWA OFFENSES						
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Hate Crimes
There were no reported Hate Crimes in 2023, 2024, or 2025.

Unfounded Crimes
There were no unfounded Crimes in 2023, 2024, or 2025.

USA by the Bay Hazing Crime Statistics for 2025

LOCATION	2025
On-Campus Total	0
Non-Campus Property	0
Public Property	0
TOTAL	



Communication about Campus Safety and Emergencies

Timely Warnings

In compliance with the Clery Act, the University of South Alabama issues Timely Warning Notices for Clery Act crimes that occur on Clery geography and are determined to pose a serious or continuing threat to students or employees. Clery geography includes the Main Campus, immediately adjacent public property, non-campus properties such as affiliated hospitals and clinics, and the USA by the Bay in Fairhope.

Timely Warnings are issued as soon as pertinent information is available and may be updated or canceled as appropriate. The primary method of dissemination is University email; however, additional methods may include text messages, voice alerts, the University website, and official social media platforms.

Timely Warnings are generally issued for crimes such as criminal homicide, robbery, arson, sexual assault, and aggravated assault, though each incident is evaluated individually. Warnings may also be issued for non-Clery crimes if deemed necessary to protect the campus community.

Each notice typically includes the nature of the offense. The general location, any ongoing threat, recommended safety precautions and available suspect information may be included. Victim confidentiality is maintained in all notifications.

Notices may be issued by the University Police Department, the Office of Safety and Environmental Compliance, or the Office of Marketing and Communications. Depending on the nature and location of the incident, warnings may be directed to specific segments of the University community.

Although Timely Warning Notices apply to all Clery geographies, including non-campus locations, a notice may only need to be distributed to the affected Clery geography. These decisions are made on a case-by-case basis.

Emergency Notifications

An "Emergency Notification" will be issued if a significant emergency or dangerous situation is confirmed to be occurring on-campus that involves an immediate threat to the health or safety of students or employees. An Emergency Notification is only required on the Main Campus or the USA by the Bay in Fairhope and may initially be distributed to a specific segment or segments of the campus community or only contain limited information depending on what is known or reported to the institution at the time. Additional notifications will be made as more information becomes known.

Emergency Notifications may be issued by USAPD, the Department of Safety & Environmental Compliance, or the Office of Marketing and Communications. The purpose of these warnings is to warn or inform the campus community about immediate or ongoing threats or crimes to the Main Campus or the USA by the Bay in Fairhope. This allows the community to take appropriate actions or precautions. Emergency Notifications are not limited to crimes and can include any event or condition that poses an immediate or ongoing threat. Information disseminated may include the nature of the event/crime, known information about any suspects, ongoing danger, if any, and other information that would promote safety and aid in prevention of a similar crime. As conditions change or new information becomes available, warnings may be updated or canceled. Any information that may identify victim(s) is considered confidential and will not be disseminated.

Emergency Notifications may be disseminated by any or all of the following methods:

- **JagAlert Outdoor Warning System.** In addition to a siren/PA signal, the University's system can broadcast pre-recorded messages or live messages via USAPD's dispatch system (Main Campus only).
- **Everbridge Mass Notification System.** This system provides simultaneous outbound messaging services such as phone, SMS, text, and email communications. Members of the University community are automatically signed up for the system through their PAWS accounts.
- Global Email. The University has designated email as the primary means of campus-wide communication.
- **Emergency & Weather Hotline (251) 460-6999.** This recorded telephone line provides official information bulletins regarding campus emergencies, severe weather, and campus closures.
- Information can also be accessed **here**.
- University's Home Page – Emergency messages and information may be posted on the top of the University's home page of its website **here.**
- The larger community can get access to emergency information via the University's website, social media pages, or the Mobile County EMA.

- **Social Media.** The University's social media accounts include Facebook, Instagram, and X.

Emergency Evacuation Procedures and Policies

Response Procedures for An Emergency and/or Evacuation: In making determinations about whether an emergency exists and/or sending emergency notifications, the University's Director of Police Administration, Chief of Police, or their designee, may consult with members of the Department of Safety and Environmental Compliance, the President's Council, the Emergency Response and Recovery Team, Office of Marketing & Communications, CSAs, local emergency response agencies—including the Fairhope Police Department, which provides primary law enforcement coverage for the USA by the Bay — and any other individuals relevant to the situation.

Upon confirmation of a significant emergency or dangerous situation on the University's Main Campus posing an immediate threat to the health or safety of the University community, the University will initiate the emergency notification process without delay. Although USAPD is primarily responsible for confirming that there is a significant emergency or dangerous situation and issuing a warning, the Office of Marketing & Communications and Department of Safety & Environmental Compliance also have access to the emergency notification systems. These three departments have the authority to determine the appropriate segment or segments of the campus community that will receive the alerts, to determine the content of the alert, and to initiate the notification system.

USAPD and the Department of Safety & Environmental Compliance have the authority to order evacuations. Evacuation of all or part of the campus grounds will be announced through the USA mass notification system by USAPD or other University officials, including USA Health, based on the magnitude of the event. All persons are to immediately and orderly evacuate the site in question and relocate to another area or off campus as directed.

Usually, Director of Police Administration, the Chief of Police or their designee, will determine the content of the notification and initiate the notification system, considering the safety of the campus community without delay, unless issuing a notification will, in the judgment of responsible authorities or first responders, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. Based on the circumstances of the threat, USAPD will determine the appropriate segment(s) of the community to receive the notification. For instance, a fire in the Recreational Center might begin with just an evacuation of the Recreational Center but might later be expanded to include Epsilon 1 & 2 along with Delta 6 if the fire is not quickly brought under control.

The University provides communications to the University community regarding procedures for authorized closings and receiving emergency alerts. Additional information about these can be found at Emergency Information at on the USA website **here**.

The University's Director of Police Administration, Chief of Police, or their designee, in consultation with the Department of Safety & Environmental Compliance and the Office of Marketing & Communications, will determine if emergency information needs to be disseminated to the larger community via local media outlets or otherwise. In the case of the USA by the Bay Campus in Fairhope, Global USA, as well as the Fairhope Police Department, will be included in the determination.

University of South Alabama Emergency Response and Recovery Plan Manuals are posted in each campus building, generally by the elevators or the front entrance. Basic information about the emergency response and evacuation procedures for the University is published each year as part of the ASFSR.

Emergency Response and Recovery Plan: The University of South Alabama has adopted the Emergency Response and Recovery Plan designed by the University Safety and Environmental Compliance Committee to provide a guide for potential emergency responses, evacuation procedures, recovery actions, and mitigation programs. This includes information about the University's emergency alert and notification procedures as well. The primary objective is to protect students, employees, visitors, and the University's properties from a spectrum of possible emergencies and disasters. The plan does not cover every potential disaster/emergency, but rather those that are of a major concern on a typical university campus in a coastal location. Responses may vary from the plan as conditions and circumstances warrant. University hospitals have individual emergency/disaster plans specific to their facilities. The University's Emergency Response and Recovery Plan is published annually for the University's Main Campus and can be accessed **here**.

Methods for Testing Emergency Response and Evacuation Procedures:
The campus siren/broadcast system is tested monthly in conjunction with the University's Everbridge Mass Notification System. The system is also tested on an annual basis as part of the University's Disaster Drill. Procedures for conducting evacuation drills are outlined in the Fire Report and Emergency Response and Recovery Plan Manuals and posted in each campus building, generally by the elevators or the front entrance. Annually, the University conducts exercises and appropriate follow-through activities designed to assess, evaluate, and improve campus emergency response and evacuation procedures. These exercises are announced and communicated to the University community through the University's Everbridge Mass Notification System. These notifications also include information about the University's Emergency Response and Recovery Plan.

Emergency Response and Evacuation Procedures Test:
Main Campus: On April 17, 2026, the university conducted a Mass Casualty Incident (MCI) training exercise involving students, faculty, and local emergency medical services (EMS) partners. A post-exercise debrief ("hotwash") concluded that the exercise successfully met its primary educational objectives while identifying opportunities to strengthen future emergency preparedness efforts.

Key Strengths:
- Strong student engagement, collaboration, and communication.
- Educational objectives were successfully achieved.
- Improved logistical planning, including student self-transport procedures.
- Effective application of clinical protocols during patient care.
- Realistic stress elements, including anticipation and delayed response times.

Areas for Improvement

Patient Flow and Time Management:
- Refine scenario timing to reduce delays and improve patient distribution.

Communication and Coordination:
- Develop a formal communications plan.
- Improve radio communications and interoperability.
- Increase EMS participation in planning and clarify partner expectations.

Incident Command Structure:
- Clarify the balance between educational and operational objectives.
- Strengthen unified command organization and role definition.

Safety:
- Improve stretcher operations and patient handling practices.
- Ensure only trained participants operate specialized equipment.
- Enhance participant hydration and fatigue management.

Scenario Realism:
- Limit pre-event exposure of simulated patients to preserve realism.
- Better replicate real-world patient surge dynamics.

Action Items for Future Exercises:
- Develop written safety and communications plans.
- Expand pre-exercise training on the Incident Command System (ICS) and National Incident Management System (NIMS).
- Increase coordination with local EMS agencies, including representation during planning meetings.
- Refine scenario timing, patient flow, and command structure.
- Incorporate additional emergency management resources, communications support, and expanded participant roles, including counseling and social work.
- Consider scheduling future MCI exercises later in the day to better simulate operational conditions.

The University is committed to ongoing improvements in emergency preparedness and will utilize these findings to refine communication protocols and safety education.

Tips for Being Prepared in an Emergency

To prepare for the possibility of a campus emergency, each member of the campus community should develop a personal emergency response plan. Some basic steps that you can take to improve your safety on campus are:

- Be aware of your environment.
- List USAPD's phone number in your cell phone: (251) 460-6312.
- Report concerning or suspicious behavior to USAPD.
- Stay informed by reading campus emails, text messages, and watching local media.
- Follow directions from campus authorities.
- Learn at least two ways to exit every building that you use.
- Determine where you are going to go in the event of severe weather.
- Have basic emergency supplies in your vehicle and residence such as flashlights.
- Lock your room and car.

Notification of Missing Students

Missing Student Policy: If a member of the University community has reason to believe that a student is missing, he or she should immediately call USAPD at (251) 460-6312. USAPD will initiate an investigation, collect all pertinent information regarding the missing person, and maintain all necessary data for the University. If the student reported missing is also an on-campus resident in USA Housing or the Central House on Stadium*, personnel from those areas may assist by:

- Conducting a health and safety check of the student's room/apartment.
- Attempting to contact the student via cell phone, email, or other means available.
- Seeking out and identifying another person(s) who may be familiar with the missing student's whereabouts.

In accordance with the Higher Education Opportunity Act of 2008 for "on-campus residential students," the University has implemented the following "Missing Student" notification policies and procedures.

The University requests that students who reside in on-campus housing (including Central House on Stadium and Traditions at South) identify, confidentially, an individual they desire to be contacted if said student is determined to be missing. This confidential contact information is kept separate from any other emergency contact information and is accessible only by authorized campus officials and law enforcement during a missing person's investigation. You can register your contact information by going online to your student account on the PAWS system **here**.

After investigating a missing person's report, should USAPD determine that a resident student appears to be missing, within 24 hours of that determination, USAPD will notify the student's designated "missing student" contact(s) and the Mobile Police Department of the ongoing investigation. If the missing student is under the age of 18 and is not an emancipated individual, USAPD will also notify the student's parent or legal guardian immediately within 24 hours of the determination that the student is missing. If circumstances dictate, USAPD may also enter a missing person's report into NCIC.

**Acquired by USA in May 2026 and renamed "Southpaw Village." For this report's 2025 statistics, it remains "Central House on Stadium.*

Crime Prevention and Safety Awareness

The University of South Alabama encourages students, faculty, and staff to be responsible for their own security, as well as the safety of others.

The University actively promotes campus security by providing services to prevent criminal activities, enhance personal safety, and protect property. Additionally, USAPD strives to increase campus safety by offering educational programs and disseminating information relevant to personal safety.

Public Safety Educational Programs

Crime Prevention and Awareness Programs

USAPD actively participates in new student orientation sessions, providing presentations and Q&A opportunities focused on personal safety and how to contact USAPD. All new employees receive safety information from USAPD, including a presentation and details on how to access the ASFSR.

USAPD, in collaboration with the Department of Safety & Environmental Compliance, offers ongoing crime prevention and safety awareness programming throughout the year. These programs emphasize the importance of personal responsibility for one's own safety and the safety of others in the University community.

Sexual Misconduct Awareness and Prevention

The University maintains a comprehensive Sexual Misconduct Policy and Complaint Resolution Procedures applicable to all students, faculty, staff, and campus visitors.

Sexual assault awareness and prevention programming is provided by multiple campus offices, including the University Counseling and Wellness Center, Student Health Center, USAPD, and the Title IX Office. These programs are available upon request and address education, reporting options, and available support resources.

The University also requires all incoming students to complete an online sexual misconduct prevention training module provided by United Educators.

Ongoing education and awareness initiatives are offered through training programs, academic courses, outreach efforts, and peer-led events such as The Clothesline Project: Domestic Violence Awareness Bystander Intervention Workshop, and Clothes are not Consent. Additional program information is available from the Title IX Coordinator and can be accessed online via the Title IX website **here**.

Requests for educational materials, workshops, or training sessions can be submitted via email to: **titleix@southalabama.edu**

Additional Public Safety Programs

LiveSafe Personal Security App: The University of South Alabama and the USAPD have partnered with LiveSafe to provide a proactive personal safety service that will help protect students, faculty, and staff with just the touch of a button on all supported iPhone and Android devices. More information can be found **here**.

Operation ID: A program that encourages students to mark their personal property, usually by engraving, and to record serial numbers to deter theft and assist with returning recovered property. More information is provided below in "Property Protection."

Check Your Ride: An opportunity offered by the USAPD prior to school breaks, in which officers assist and teach students how to perform basic vehicle maintenance with the aim of increasing the safety of students traveling on the road.

Sexual Assault Awareness: Includes various programs throughout the year geared towards educating men and women about sexual assault prevention.

Bystander Awareness: Includes programs such as the Bro Code, Cracking the Code, and Girls Night Out that train bystanders on safe and positive options a bystander can take when he or she witnesses potential domestic violence, dating violence, sexual assault, and/or stalking.

Threat Assessment/Active Shooter Training: Curriculum intended to train employees and students on how to respond in the unfortunate event of a shooter on the University campus.

Workplace Violence: An educational program that identifies problems and characteristics associated with workplace violence.

Peer Education: The Sexual Assault and Violence Educators offer ongoing prevention presentations and events to the University community on sexual assault, bystander intervention, domestic violence, and personal safety.

Online Module: All incoming students, including professional and graduate students, are now required to take an online training called "Lasting Choices: Preventing Sexual Assault" through United Educators when they arrive on campus.

At-Risk Programming: Each semester, at-risk groups such as student athletes, student fraternity and sorority members, minority student organizations, etc. are educated on personal safety and campus resources.

USAPD is eager to engage the University community in interactive and educational programming. For more information about any of the programs listed above, or to request additional courses, please contact USAPD at (251) 460-6312 or by email at: police@southalabama.edu.

Campus Escort Service: Although there is currently no formal escort service available on the Main Campus, University officers will assist individuals with safely getting to their on-campus destination, to their vehicle, or the JagTran shuttle stop upon request. To request assistance, call USAPD at (251) 460-6312 or contact them via the free LiveSafe safety app. Depending on other calls for service, there could be a wait before the officer arrives. For more information on the daily services provided by the JagTran shuttle, please download the app **here**.

Property Protection

USAPD offers a number of services to help minimize property loss through theft, including the following:

- Bicycle and Personal Electric Transportation Device Registration **here**.
- Operation ID - Download a form **here** to record the serial numbers of your valuable property Set up an appointment for engraving serial numbers on your property by calling USAPD at (251) 460-6312
- Campus Watch Campaign – A campaign that encourages members of the campus community to look out for others and report any suspicious activities.
- An extensive camera and license plate recognition (LPR) system on campus.



Campus Security and Access

Campus Overview

The University of South Alabama has a student population of over 14,000. The Main Campus is located on University Blvd. in the western portion of the city of Mobile and currently houses approximately 3,000 students in its on-campus residential facilities.

Founded by an act of the Alabama Legislature in 1963, the University is located on over 1,200 acres.

Facility Security

During business hours, the University's academic and administrative buildings are open to students, parents, employees, contractors, guests, and invitees. Academic buildings are open during the day and evening hours when classes are in session. During non-business hours, access to academic and administrative buildings and their internal compartments are by key or the campus access control system with varied levels of access. Access is approved by the department or division head in accordance with the University's policies.

Some facilities may have additional hours that may vary at different times of the year. Examples are the Recreation Center, University libraries, and the Mitchell Center. In these cases, the facilities will be secured according to schedules developed by the department responsible for the facility. Emergencies or other considerations may necessitate changes or alterations to any posted schedules.

Academic and administrative buildings do not have a USAPD officer assigned to them. However, USAPD patrols the Main Campus where academic and administrative buildings are located on a regular basis.

For information about access to a specific building during non-business hours, see the department head or contact USAPD at (251) 460-6312.

Maintenance of University Facilities

Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. USAPD regularly patrols the campus community and reports malfunctioning lights and other unsafe physical conditions to Facilities Management for correction. USAPD, along with the Division of Student Affairs, USA Housing, Student Government Association (SGA), Facilities, and Engineering Department, conduct an annual lighting and safety survey where, after dark, the group surveys lighting in dark areas or areas of concern on the campus to implement more light for the safety of students.

Members of the University Community are encouraged to report any facility or maintenance issues to USAPD (251) 460-6312 or the Facilities Management Department (251) 460-7655.

USA Housing and Facility Security

The Department of Housing oversees the residence halls and Greek Housing. Residence Life Coordinators, Graduate Community Directors, and Resident Assistants (RAs) concentrate on promoting community; developing relationships; helping to establish and maintain a healthy residential environment conducive to academic and personal growth; assisting in the disciplinary procedure as necessary; implementing University and USA Housing policies; and assisting with individual student needs. Access to the residence halls is restricted to residents, their approved guests, and other approved members of the University community. All visitors must be escorted by their host while in the buildings. Residents and guests must be able to provide identification if asked by a University official, including but not limited to, the RA. It is up to each resident to take a responsible role in maintaining building security. If you see anyone tampering with doors, please contact the RA, Community Office, or USAPD immediately. Propping doors or modifying door closers or hardware is prohibited. Students are always advised to secure their rooms. Due to the different designs of the campus residential facilities, there are some differences in how and when the buildings are secured.

Epsilon 1 & 2

Access to rooms in Epsilon 1 and 2 is through interior hallways. All exterior front, back, and side doors remain locked 24 hours a day, with the exception of special events, and require a programmed card to access them. Exterior side doors and interior hallway doors are also locked 24 hours a day, with the exception of special events, and are accessible by card swipe. Card access issues should be directed to Housing Facilities at (251) 460-7655.

Stokes Hall, Azalea Hall, & Camellia Hall

Access to rooms in Stokes, Azalea, and Camellia Hall is through interior hallways. All interior wing doors and exterior front, back, and side doors remain locked 24 hours a day, with the exception of special events, and require a programmed card to access them. Side doors are accessible by card swipe. Card access issues should be directed to Housing Facilities at (251) 460-7655.

Traditions at South

Access to apartments and rooms at Traditions at South is through exterior chase ways. All exterior chase ways remain locked 24 hours a day, with the exception of special events, and require a programmed card to access them. Apartments and individual rooms are also accessed with a programmable card. Card access issues should be directed to Housing Facilities at (251) 460-7655.

Greek Houses

Greek Houses have several entrances and exits that are always locked and require a key or security code to access with the exception of special events.

All Other Residence Halls

All other residence halls are designed with individual exterior entrances to each room/suite. Individual entrances to each room/suite are locked and require a key. Students are responsible for securing their individual rooms.

Residence Facility Name:	Phone Number:
Azalea Hall Office (serves Azalea & Delta 3)	(251) 460-7926
Beta and Gamma	(251) 460-6465
Camellia Hall Office (serves Camellia & Delta 5)	(251) 460-7943
Epsilon Community Office (serves Epsilon 1-2 & Delta 6)	(251) 460-7870
USA Central House on Stadium Community (USA Housing Emergency on-call # for USA Central House on Stadium residents.)	(251) 341-4663 8am-5pm, M-F only. Contact RA directly after hours.
Stokes Hall Office (serves Stokes Hall, Fraternity and Sorority Housing & Delta 4)	(251) 460-7921
Traditions at South Community Office	(251) 341-4012



Relationship Violence and Sexual Misconduct

Violence Against Women's Act (VAWA): Violence, Prevention, and Response

Violence Against Women Act (VAWA), a U.S. federal law first enacted in 1994, was designed to address and reduce domestic violence, dating violence, sexual assault, and stalking, particularly against women, though its protections apply to all genders. VAWA records are publicly available recordkeeping, including Clery Act reporting disclosures omitting victim's personally identifiable information including maintaining confidentiality of accommodations and protective measures as defined in section 40002(a)(20) of VAWA (42 U.S.C. 13925(a)(20)). Confidentiality should not impair the ability of the institution to provide the accommodations of protective measures.

The University strictly prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking as part of the University's commitment to establishing an environment free from sexual misconduct. The University is committed to establishing and maintaining an environment where individuals are free from sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation (collectively "sexual misconduct").

The University of South Alabama has a comprehensive Sexual Misconduct Policy and Complaint Resolution Procedures that apply to all students, faculty, staff, and visitors to campus.

The University considers sexual misconduct to be a serious offense because it undermines the atmosphere of trust and respect that is essential to a healthy University community. Consequently, it is the goal of the University to prevent sexual misconduct from occurring and to provide a response that will limit the potential emotional damage to the victim.

Understanding Sexual Assault, Domestic and Dating Violence, Stalking, Consent, and Incapacitation

Although the State of Alabama has enumerated numerous sexual offenses, the offenses that are most relevant to the typical university student experience are sexual assault, domestic violence, dating violence, and stalking. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent."

Consent and Incapacitation: The University of South Alabama's definition of consent includes conduct that a reasonable person would understand to indicate agreement to the sexual conduct at issue. Consent must be informed, freely given, and mutually understood. Lack of consent is a critical factor in determining whether sexual violence has occurred.

Under Alabama state law, lack of consent results from forcible compulsion, incapacity to consent, or in the case of sexual abuse, any circumstances in which the victim does not expressly or impliedly acquiesce in the actor's conduct* (*Sexual abuse is defined in Alabama Code Section 13A-6-66 and 67).

Alabama state law further defines Forcible Compulsion and Incapacity to Consent as follows:

- Forcible Compulsion: physical force was used to overcome resistance, or the victim was placed in fear of immediate death or serious injury.
- Incapacity to Consent: this means that the victim is one of the following:
  - Physically helpless, generally unconscious, or unable to communicate.
  - Mentally defective - namely, the person suffers from a mental defect or disease.
  - Less than 16 years old.
  - Mentally incapacitated: the person lacks the ability to understand the fact, nature, or extent of a sexual situation due to a narcotic or intoxicating substance which was administered without his/her consent (covers Date Rape Drugs).

In addition to Alabama law, the following are essential to understanding what constitutes effective consent:

- If coercion, intimidation, threats, and/or physical force are used, there is no consent.
- If a person is incapacitated by alcohol or drugs such that the person cannot understand the facts, nature, or extent of the sexual situation, there is no consent even if the person self-administered the alcohol or drugs.
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
- Consent can be withdrawn by verbal or physical conduct that a reasonable person would understand to indicate a desire to stop or not engage in the sexual conduct at issue.

- While consent can be withdrawn, a withdrawal of consent operates going forward. It does not change the consensual nature of the sexual activity that has already occurred.
- Being in a romantic relationship with someone does not imply consent to any form of sexual activity.
- Consent to engage in sexual intercourse, sodomy, sexual acts, or sexual contact may be communicated by words or actions. The existence of a current or previous marital, dating, social, or sexual relationship with the defendant is not sufficient to constitute consent. Evidence that the victim suggested, requested, or otherwise communicated to the defendant that the defendant used a condom or other birth control device or sexually transmitted disease protection, without additional evidence of consent, is not sufficient to constitute consent.

Title IX Office

Title IX prohibits sex discrimination in educational institutions that receive federal funding. Discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual coercion, stalking and domestic/intimate partner violence. While it is often thought of as a law that applies only to athletics programs, Title IX is much broader than Athletics and applies to all programs at the university. The University of South Alabama prohibits sex or gender-based harassment, discrimination or retaliation.

The Title IX Office is dedicated to supporting the university's commitment to creating an environment where students, faculty, staff and visitors are free from discrimination, sexual harassment, and sexual violence. We provide leadership and support regarding Title IX regulations and the implementation of prevention programming that addresses sex discrimination and sexual violence. The Title IX Office takes all allegations of sexual misconduct seriously. We will promptly respond and thoroughly investigate and resolve all complaints of sexual misconduct in accordance with the university's Sexual Misconduct Policy. We are committed to supporting all members of the university community by providing fair and equitable services and resources.

Awareness and Prevention Programming

Sexual Assault, Dating Violence, Domestic Violence, and Stalking Prevention Programs

The University of South Alabama prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking. The institution offers comprehensive and ongoing prevention and awareness programming to address sexual assault, dating violence, domestic violence, and stalking. These programs are coordinated through various campus offices including the University Counseling and Wellness Center, Student Health Center, USAPD, and the Title IX Office.

Prevention programs are designed to be culturally relevant, inclusive, sustainable, and responsive to the needs of the University community. They are informed by research, regularly assessed for effectiveness, and address risk and protective factors across individual, relationship, institutional, community, and societal levels.

Program Structure

The University provides both:

- Primary prevention and awareness programs for all incoming students and new employees; and
- Ongoing prevention and awareness campaigns for all students and employees.

Primary programs are delivered within the first 30 days of a student's arrival on campus. Ongoing programs occur regularly throughout the Fall and Spring semesters, with multiple offerings each month.

Online Training Modules

To meet federal training requirements:

- All incoming students, including graduate and professional students, are encouraged to complete Lasting Choices: Preventing Sexual Assault, an online module provided by United Educators.
- All employees are encouraged to complete Prevent Discrimination and Harassment Together and Prevent Sexual Violence Together, also provided by United Educators. These modules support both primary and ongoing prevention efforts.

Additional Education and Outreach

The University collaborates with Sexual Assault and Violence Educators (SAVEs) to provide education through presentations, trainings, courses, awareness events, and outreach campaigns. Topics include:

- Sexual assault prevention
- Bystander intervention strategies
- Consent
- Body positivity
- Domestic and dating violence
- Personal safet

Programs such as *Bro Code, Girl's Night Out,* and *Cracking the Code* are peer-led and focus on empowering bystanders with safe, effective intervention techniques in situations involving potential sexual violence or abuse. Addressing topics such as consent, relationships, dating violence and student rights are provided semesterly.

Access to Program Information

Details about specific education and training opportunities are available through the Title IX Office.

Title	Address	Phone	Email
Title IX Coordinator	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 461-1558	deidrabyas@southalabama.edu
Title IX Investigator	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 461-1991	dtadams@southalabama.edu
Title IX Specialist	6001 USA South Drive, Suite 50, Mobile AL 36688	(251) 461-1892	sparnell@southalabama.edu



If You Are a Victim of Domestic or Dating Violence, Stalking, or Sexual Assault

You have the right to safety, medical care, support, and information—whether or not you choose to report.

1. Ensure Your Safety
Move to a safe location and contact a trusted friend or support person.

2. Seek Medical Attention:
USA Health Freestanding Emergency Dept: 181 Hillcrest Rd, Mobile, AL | Open 24/7 | (251) 341-3800
- Forensic nurses provide medical care and optional evidence collection kits.
- You may remain anonymous and are not required to file a police report.

3. Preserve Evidence
- If possible, avoid changing clothes, showering, eating, or brushing your teeth.
- Place worn clothes in a paper bag if you change.

Save texts, photos, emails, voicemails, and social media posts.

4. Get Support
- Rape Crisis Center (24/7): (251) 473-RAPE | lifelinesmobile.org
- Penelope House (Domestic Violence): (251) 342-8994
- Counselors are available to explain your options and provide emotional support.

5. Know Your Reporting Options
- On-campus: USAPD (251) 460-6312
- Off-campus: Call 911
  USAPD can help connect you with the right agency if requested.
- Title IX Office: (251) 460-7280

6. Explore University Support
- You may pursue action through:
  - Law enforcement
  - Title IX Support Advocates: 251-753-5440
  - University conduct or grievance processes
- You may also request changes to academics, housing, work, or safety arrangements—with or without filing a formal complaint.

If you prefer not to involve the police but still wish to report a sexual assault, you may contact any of the following University officials, who are trained and equipped to assist you.

Official:	Contact:
Associate Dean of Students	(251) 460-7172 or ccoulter@southalabama.edu
Title IX Coordinator	(251) 461-1538 or deidrabyas@southalabama.edu
Director of Housing	(251) 341-4663 or jtsheffield@southalabama.edu
USA Health Children's and Women's Hospital Emergency Room	(251) 415-1620
University Counseling and Wellness Center	(251) 460-7051
USA Advocate Program	(251) 753-5440

Upon request, these officials will assist you in filing campus judicial charges and/or notifying USAPD.

Making a Report of Sexual Misconduct

- Sexual misconduct is an umbrella term that includes sex discrimination, sexual harassment, sexual violence, domestic violence, dating violence, stalking, and retaliation.
- Employees, students, and non-employee members of the University community who wish to report sexual misconduct should file a complaint with the Title IX Coordinator, a Deputy Title IX Coordinator, and/or USAPD.
- At the time of filing a complaint, the potential complainant must be participating in, or attempting to participate in, a University program or activity.
- In addition to making a report under the University's Sexual Misconduct Policy, any person may make a report of sexual misconduct to the U.S. Department of Education's Office for Civil Rights.
- The University encourages any person who believes he or she is the victim of a crime to make a report to law enforcement. If requested, for crimes occurring off-campus, the University will assist an individual in notifying the appropriate law enforcement authorities. If a person believes he or she is in imminent danger, the person should dial 911. Unless there is a health or safety emergency, an articulable threat to members of the University community, or state law requiring reporting (such as in the case of child abuse), the University will not contact outside law enforcement without an individual's permission.
- In the event the complainant requests an investigation and wishes to make a complaint under the Complaint Resolution Procedures of the University's Sexual Misconduct Policy, the Title IX Coordinator will appoint an investigator and the report will be investigated and resolved in accordance with the Complaint Resolution Procedures outlined in the Sexual Misconduct Policy.
- If the complainant wishes to pursue a formal complaint under the Complaint Resolution Procedures of the University's Sexual Misconduct Policy, the complainant must reduce the complaint to writing or describe the complaint so that the Title IX Coordinator or designee can document it in writing.
- The written complaint will be provided to the appropriate investigator and shall include the following:
  - The name of the complainant,
  - The name of the respondent,
  - The details of the alleged sexual misconduct,
  - The names of any persons believed by the complainant to have relevant information,
  - Any other information the alleged complainant believes is pertinent to the alleged sexual misconduct.

Victim Accommodations & Interim Measures

Interim measures are temporary measures to ensure equal and continuing access to University programs and activities and to ensure the safety of the University community.

After receiving a report, during any investigation under the Complaint Resolution Procedures, the Title IX Coordinator or his/her designee will impose any interim measures necessary to protect the involved parties from further sexual misconduct, to separate the parties, to protect witnesses, and/or to support the parties' pending resolution.

These interim protective measures may include, but are not limited to, the following: provision of counseling or support services; reasonable changes in academic, housing, transportation, and working situation; and/or the entry of a mutual "no contact" order or similar order to ensure separation of the parties. USAPD has the authority to serve these orders of "no contact" that are issued by the University. Either the alleged complainant or the alleged respondent may request interim measures by contacting the Title IX Coordinator or his/her designee. The University will make reasonable and appropriate efforts to preserve the privacy of the parties involved while recognizing that absolute confidentiality is not possible. Any person who believes interim measures are being violated should report the alleged violation in the same manner for reporting sexual misconduct.

In cases where there is reasonable cause to believe that the respondent poses a continuing threat to the complainant or others, the University may issue a full or partial suspension, on an interim basis, until the matter is resolved through the Complaint Resolution Procedures.

If the University determines that sexual misconduct has occurred, the University will take prompt and effective remedial action to prevent the recurrence of the sexual misconduct, eliminate any hostile environment, and address the effects of the misconduct on the complainant and others, if applicable.

Retaliation

The University is firmly committed to a policy that encourages timely disclosure of sexual misconduct. Retaliation against any person who reports or assists in making a report of sexual misconduct or who participates in the investigation and resolution of a complaint in any way would be a violation of the University's Non Retaliation Policy. Complaints of retaliation may be subject to the same grievance procedures as complaints of sexual misconduct.

Retaliation consists of materially adverse actions taken against someone because they made a good faith report of sexual misconduct or participated in the process (e.g., as a witness or support person). These actions may discourage a reasonable person from engaging in such protected activity.

Examples of materially adverse actions include:

- Termination of employment
- Demotion or denial of promotion
- Reduction in pay or being formally reprimanded ("written up")
- Sending threatening messages via text or social media
- Damaging personal belongings
- Suspension from activities or limiting involvement
- Publishing knowingly false information about the person
- Any other discriminatory actions taken because the person reported sexual misconduct or supported someone who did

Limited Amnesty

The University aims to reduce barriers to seeking medical assistance and to encourage students and student organizations to make responsible decisions in potentially serious or life-threatening situations. Except for the stipulations listed in the University Office of Student Conduct Medical Assistance Policy, students that abide by the policy and its protocols will be granted an exemption from disciplinary proceedings.

The University's commitment to amnesty in these situations does not prevent action by local police or other legal authorities against an individual who has illegally consumed alcohol or drugs.

Confidentiality

The University will make all reasonable and appropriate efforts to preserve the privacy of the parties involved while recognizing that absolute confidentiality is not possible. The University cannot guarantee complete confidentiality due to state and federal laws governing the reporting of certain types of misconduct as well as the necessity for information to be disclosed to the respondent and others involved in the investigation.

What to Expect if You File a Campus Sexual Assault Report with USAPD

When you notify USAPD of a campus sexual assault, the following will occur:

- An officer can transport the victim to the hospital, or the victim can choose to go to a hospital by himself/herself or with a friend.
- A police officer will assist the victim with obtaining emergency medical treatment and will collect some initial information, such as a description of the suspect, the location and time of the assault, and the nature of the victim's injuries.
- The case will be assigned to the USAPD Criminal Investigation Division. All investigators of this division have been trained in the investigation of sexual offenses and the crimes' impact on the victim. These investigators will approach each case in a sensitive manner.
- USAPD will contact a campus Title IX, Counseling & Wellness Support Advocate or a community support advocate to provide emotional support.
- Victims can request medical examinations to ensure that they have suffered no physical injury and to ask that evidence be collected.
- With the victim's consent, he/she will be interviewed for further details regarding the assault.
- A report of the incident will be sent to the Title IX Coordinator. The victim can choose whether or not to participate in the Title IX process if a case is opened.

When a victim reports a campus sexual assault, he or she is not making a commitment to file charges or to testify in court. By reporting the matter to USAPD as soon as possible, he or she helps protect himself/herself and others from further victimization, helps apprehend the assailant, and preserves his/her options regarding University disciplinary action and civil or criminal prosecution.

Victim Assistance Pledge

The University provides a victim advocate who responds to all campus sexual assaults. The USAPD makes the following pledge to anyone who feels he/she is a victim of sexual assault on campus:

- We will meet with the victim privately, at a place of his/her choice, to take a complaint report.
- We will treat the victim and his/her case with courtesy, sensitivity, dignity, understanding, and professionalism.
- If the victim feels more comfortable talking with a female or male officer, we will do our best to accommodate the request.
- We will assist in arranging hospital treatment or other medical needs.
- We will assist in privately contacting counseling, safety advising, or other available resources.
- We will fully investigate the case to achieve the best possible outcome. This may involve the arrest and full prosecution of the suspect responsible. The victim will be kept up to date on the progress of the investigation and/or prosecution.
- We will continue to be available to answer questions, explain the system, options, and the processes involved, and be a listening ear if needed.
- We will consider the case seriously, regardless of the victim's gender or the gender of the suspect.


POLICE
UNIVERSITY OF
SERGEANT
HEALTH

Complainant and Respondent Rights in the University Disciplinary Process

The University of South Alabama recognizes the following rights of each sexual misconduct Complainant and Respondent involving allegations of sexual misconduct:

- The right to a prompt, fair, and impartial process from the initial investigation through to the resolution. This includes the equal opportunity to present information and equivalent procedural safeguards.
- The right of both parties to a written notice in the event of any delays and the reason for the delay.
- The right of both parties to be kept apprised of the progress of the investigation and anticipated time of resolution.
- The right of both parties to an equal opportunity to comment on the information developed during the investigation.
- The right of both parties to an equal opportunity to meet with the investigator and to be present and testify at any hearing. However, if the Complainant/ Respondent fails to appear at the hearing, the hearing may be held in his/her/their absence.
- The right of both parties to an impartial process without conflicts of interest that could call into question the integrity of the process.
- The right of both parties to present evidence by witnesses together with inculpatory and exculpatory evidence.
- The right to question all witnesses, if any, at any disciplinary hearing.
- The right of both parties to equal information about the investigation and resolution process
- The University will share information about a report or complaint, and information received during any investigation, only with those who have a need to know and those whose participation is necessary to ensure a full and fair investigation and resolution.
- The right of the respondent to be presumed not responsible for the conduct, pending the outcome of the process.
- The right to appeal.
- Complainants have the right to have irrelevant sexual history excluded from consideration during the complaint/grievance procedure.
- Complainant has the right to immunity from University discipline charges stemming from the use of a narcotic or intoxicating substance administered with or without consent at the time of the assault.
- The right to have protective orders enforced, and the right to receive information from the University about obtaining a protective /restraining order.
- The right to a written explanation of complainant rights and options and contact information for local resources and support organizations.
- The right to receive simultaneous written notice of the outcome of any University disciplinary proceeding alleging sexual misconduct, the institution's appeal procedures, any change to the results before the results become final, and when the results (which include the imposed sanctions) become final, as well as the rationale for the results and the sanctions.
- For sexual harassment cases, the right to an advisor of his or her choice for the purpose of conducting cross examination during the hearing. An advisor does not have to be, but may be, an attorney. A support person may also serve as an advisor, either by choice of the party or by designation of the University. If you do not have an advisor, the University will provide one free of charge.
- The right to have a support person accompany him or her during any campus conduct proceeding.
- Support persons must abide by the rules of strict confidentiality required of all participants.
- Support persons will not be permitted to attend, present information, argue, or actively participate in the proceedings unless the support person has also been designated as a party's advisor.
- Title IX Support Advocate Program offers trained Support Advocates who are available to serve as support persons.
- The Complainant, Respondent, and other appropriate individuals are given timely and equal access to information used during the formal disciplinary meetings and hearings.
- The information obtained during the process of a disciplinary proceeding will be maintained/ managed in a confidential manner consistent with requirements of FERPA and other applicable laws and regulations.

Judicial Options for Sexual Misconduct

Sexual Assault, Domestic and Dating Violence, and Stalking victims have three judicial options from which to choose: filing criminal charges, filing a civil suit for monetary damages, and filing campus judicial charges.

Victims are not limited to just one of these options but can choose any combination, including filing all three types of charges. In most instances, the wishes of the victim will determine the pursuit of criminal and/or disciplinary proceedings.

Criminal Process

If a victim, including victims of Sexual Assault, Domestic and Dating Violence, and Stalking, indicates a desire to pursue criminal charges, USAPD will submit cases to the local District Attorney's office for review and consideration for presentation to Criminal Court and/or Grand Jury. The District Attorney's office has a victim's advocate available who is trained in assisting the victim with the legal processes, and who can assist the victim in obtaining restraining orders, orders of protection, or a no-contact order.

Protection from Abuse Orders

To apply for a Protection from Abuse Order (PFA) you must file a petition, which can be obtained from the circuit clerk in your county, usually located at the county courthouse.

Ex Parte Order of Protection

Any person who has obtained an Ex Parte Order of Protection, a full order of protection, or any other temporary restraining order or a no contact order from a criminal, civil, or tribal court, should provide such information to USAPD and the Title IX Coordinator so that reasonable and legal action can be taken to implement the order with respect to those persons and areas the University controls.

USAPD also has the authority to serve an Ex Parte Order of Protection, a full order of protection, or any other temporary restraining order or a no contact order from a criminal, civil, or tribal court, as well as one that is issued by the University.

USAPD shall enforce any violation of an Ex Parte Order of Protection, a full order of protection, or any other temporary restraining order, or a no contact order under the jurisdiction granted to them in Alabama Code Section 16-55-10.

Civil Process

Victims of Sexual Assault, Domestic or Dating Violence, and Stalking may also choose a remedy through a filing with a civil court, in addition to or in lieu of criminal charges as provided by law. They may exercise his/her option regardless of whether they file criminal or campus judicial charges. Exercising this option may require the victim to retain an attorney at their own expense. The burden of proof in civil cases is the preponderance of the evidence.

University Disciplinary Process

Engaging in "Sexual Misconduct" is a violation of the Student, Faculty, and Staff Codes of Conduct.

With the exception of those employees who are identified as Confidential Resources, all University employees have a duty to report sexual misconduct that they observe or otherwise learn about. While University employees are required to report sexual misconduct, the University takes reports of sexual misconduct from any interested person seriously.

The University will promptly and thoroughly investigate and resolve all complaints of sexual misconduct in accordance with the University's Sexual Misconduct Policy and the Complaint Resolution Procedures. If the complainant requests that the report not be investigated and/or is unwilling to be a complainant under the Complaint Resolution Procedures, the University will take all reasonable steps to address the report consistent with the request.

Complete policies and procedures regarding the University discipline process, Complainant, Victim and Respondent rights, and accommodations and sanctions, can be accessed online at:

- **Student Handbook**
- **Sexual Misconduct and Complaint Resolution**

Jurisdiction

In accordance with the University's Sexual Misconduct Policy, jurisdiction over students begins when a student registers for classes or participates in orientation, whichever occurs sooner. The University's jurisdiction over students covers conduct when a student is enrolled in classes and during regular academic breaks, as well as when the student is not enrolled in classes for a particular term but nonetheless maintains a continuing relationship with the University. The University's jurisdiction remains in effect until a student's degree has been officially conferred by the University or other separation from the University occurs.

In accordance with the University's Sexual Misconduct Policy, University jurisdiction applies to conduct that occurs (1) on University premises, (2) during or at an official University program or activity (regardless of location), or (3) off University premises when such conduct could interfere with or limit a person's ability to participate in or benefit from the University's educational programs and activities if (a) the University exercises substantial control over both the alleged perpetrator and the context in which the conduct occurred or (b) the conduct occurred in any building owned or controlled by a student organization that is officially recognized by the University. However, University jurisdiction does not apply to students, faculty, or staff participating in Study Abroad program activities that are facilitated outside of the United States.

Reports of sexual misconduct occurring during study abroad activities outside of the United States should be reported to the Office of International Education so that appropriate procedures can be enacted, and resources can be made available.

At any time during the investigatory process, if the University determines that the conduct alleged in the formal complaint, if assumed true, does not constitute sexual harassment; did not occur in the University's education program or activity; or, did not occur against a person in the United States, the University must dismiss the complaint under the formal resolution process. However, the University maintains the discretion to address any reported conduct under another policy, such as the student code of conduct.

Evaluation of Report

Reports of sexual misconduct received by the University will be evaluated by the Title IX Coordinator or his/her designee to determine whether the conduct complained of, if true, could constitute a violation of the University's Sexual Misconduct Policy.

If the conduct, as alleged, does not constitute a violation of the policy, the Title IX Coordinator or his/her designee may refer the report to be addressed under any other applicable University policy through the Office of Student Conduct. However, the report will not be further addressed under the University's Sexual Misconduct Policy or its Complaint Resolution Procedures.

If the Title IX Coordinator or his/her designee determines that the conduct alleged, if true, could constitute a violation of the University's Sexual Misconduct Policy, the Title IX Coordinator or his/her designee will attempt to make contact with the potential complainant. If the reporting party is not also the potential complainant, the reporting party may have no further involvement in the process.

Standard of Review

The standard of review used in all disciplinary proceedings related to sexual misconduct is a standard of clear and convincing evidence.

Rules of Evidence

Formal rules of evidence do not apply in any of the formal resolution processes specified below. Nonetheless, information presented that is irrelevant or whose prejudicial effect substantially outweighs its probative value may be excluded from consideration. A complainant's irrelevant sexual history will be excluded from consideration.

Contact with The Parties

After an evaluation of the reported misconduct, the Title IX Coordinator or their designee will contact the potential complainant. The Title IX Coordinator or his/her designee will advise the potential complainant of his or her options under the policy and otherwise. The Title IX Coordinator or their designee will provide the potential complainant contact information for local resources and support organizations.

The Title IX Coordinator or their designee may also contact the potential respondent of the conduct reported and advise the potential respondent of the process and options.

Once a complaint is received by the investigator, the investigator will promptly notify the respondent and provide the respondent with the opportunity to review a copy of the written complaint. Additionally, the investigator will provide written notice to the parties that contains: notice of the grievance process, including formal and informal process; notice of the specific allegations; a statement that the respondent is presumed not responsible; notice that each party may have an advisor; notice that each party may inspect and review evidence; and, notice of any provisions in the University's code of conduct that prohibits knowingly making false statements or knowingly submitting false information.

With the written consent of both parties, and in consultation with the Title IX Coordinator, the investigator will determine whether the formal complaint will be resolved through an informal process or formal process.

Formal Complaint Resolution

Formal resolution is a process by which a formal determination is made as to whether sexual misconduct occurred. If a finding is made that sexual misconduct occurred, a formal resolution will also result in a decision regarding disciplinary action to be taken against the respondent, as well as remedial measures that may be necessary to remedy the effect of the sexual misconduct on the complainant.

Formal resolution involves an in-depth investigation and determination of facts. The formal resolution process varies depending on whether the alleged respondent is a student, faculty member, or non-faculty employee/other member of the University Community and on the nature of the allegations. However, below is an outline of the proceedings as they apply to the formal resolution process regardless of the respondent. For more specific information, please review the University's Sexual Misconduct and Complaint Resolution Policy **here**.

All proceedings will include a prompt, fair, and impartial process from the initial investigation to the final result and will be conducted by trained officials who receive annual training on issues related to sexual misconduct (such as Dating and Domestic Violence, Stalking, and Sexual Assault), including, but not limited to: how to conduct an investigation, hearings that protect the safety of victims, promotes accountability, appeals, and information resolution, how to serve impartially, how to avoid prejudgment of the facts at issue, conflicts of interest and bias, relevant evidence, proper techniques for questioning witnesses, and basic procedural rules for a proceeding.

Proceedings will be completed within a reasonably prompt timeframe. However, the time that it takes to complete the process will be affected by circumstances such as the unavailability of parties or witnesses, scheduling conflicts, intervening breaks, prior attempts at informal resolution, the complexity of a case, and the need to avoid interference with a pending law enforcement investigation. In the event of any delays, which may only be for a good cause, the University will provide written notice to the parties and the reason for the delay. The parties will receive written notification if extenuating circumstances are anticipated to result in lengthy delays.

Once the complaint is identified for formal investigation, the investigator will conduct an investigation to gather information and statements from witnesses and other sources for eventual review and for allegations of sexual harassment, consideration at a hearing.

The University will send the evidence to the respondent and, if applicable, the Respondent's advisor in electronic form and give them at least (10) business days to submit a written response, which the investigator must consider before finalizing the investigation.

At the conclusion of the investigation, the respondent may accept responsibility for the sexual misconduct and for allegations of sexual harassment, waive the right to a hearing at which time appropriate discipline will be determined and simultaneous written notification of the same will be provided to the parties. Either party who disagrees with the discipline imposed has the right to appeal.

For allegations of sexual harassment only, if the respondent does not accept responsibility at the conclusion of the investigation, the case shall proceed to a hearing.

For allegations of sexual harassment only, both the complainant and respondent may request a prehearing conference at which time the hearing process will be explained, any questions about the process will be answered, options for participation in the hearing will be discussed, and possible hearing dates coordinated.

Both parties will receive timely written notice at least ten (10) business days prior to the hearing, at which both may be present.

Prior to the hearing, the investigator shall transmit the investigative report and any appended information to the Title IX Coordinator.

The complainant and respondent are expected to provide all relevant information and/or materials to the investigator during the investigation and are expected to immediately deliver any relevant information discovered after the investigation to the investigator for delivery to the receiving parties.

The investigation must result in an investigation report that fairly summarizes the investigation that must be completed at least ten (10) business days prior to the hearing and sent to each party and his or her advisor. In sexual harassment cases, the investigation report will not include determinations or findings. Rather, it is intended to collect and summarize the evidence presented by the parties and any witnesses.

At the close of the hearing, deliberations will take place and the standard of "clear and convincing" shall be applied to determine what conduct occurred and whether such conduct constitutes sexual harassment.

Upon conclusion of deliberations, a written decision

of finding(s) determined by majority will be issued. Written notification of the decision, which will include permissible grounds for appeal, will be simultaneously provided to both parties.

All decisions that are not timely appealed become final.

Right to Appeal

Both the complainant and respondent have the right to appeal the written determination on the grounds set forth in the University's Sexual Misconduct Policy.

In order to appeal, the aggrieved party must timely submit a written statement of appeal within five (5) business days of being notified of the outcome of the hearing. The written statement must include the grounds for appeal and describe the basis for the appeal in detail.

Upon receiving a valid appeal, a copy of the written statement of appeal will be provided to the other party. Thereafter, the party so notified will have five (5) days to submit a written response to the appeal.

A simultaneous written notification of the outcome of the appeal and the rationale for the result shall be delivered to the parties within fifteen (15) business days after the deadline for submission of any written response to the appeal.

The written determination becomes final upon the earlier of when: (i) the parties are notified of the determination of the appeal; or (ii) the time to file an appeal has passed with neither party appealing.

Informal Resolution

Informal resolution is a process by which the Title IX Coordinator attempts to resolve a formal complaint to the mutual satisfaction of both the complainant and respondent. Informal resolution may include, but is not limited to, mediation, agreed to separation of the parties, agreed to educational or training programs for one or more of the parties, the agreement of a party to apologize for their conduct, and other agreed to remedial measures.

Both parties must agree in writing to use informal resolution. If either party does not wish to use informal resolution, formal resolution will be used. Both parties have the right to end informal resolution at any time prior to agreement or resolution and insist upon formal resolution. Informal resolution will not be utilized in any case in which an employee is accused of sexually harassing a student.

If the parties reach an agreement on an informal resolution, the Title IX Coordinator will consult with other appropriate University administrators (including the Title IX Deputy Coordinator) or his/her designee if any student is a party). In the event the resolution is approved, the Title IX Coordinator will prepare a written memorandum setting forth the terms of the resolution. The Title IX Coordinator will present the written memorandum to the parties for their review and signature. The Title IX Coordinator will then provide the parties with copies of the informal resolution. Because it is collaborative and must be agreed to by both parties, there is no right to appeal the terms of an informal resolution.

Processes and Procedures for Committee Types

1. Student Conduct and Accountability Committee

The Student Conduct and Accountability Committee (SCAC) shall serve as Decision-Makers to adjudicate complaints involving allegations of sexual harassment proceeding to a hearing against any University student, including graduate students and College of Medicine students. The SCAC consists of two to five students and two to four faculty or staff/ administrators and is chaired by a designee of the Title IX Coordinator. The chair will preside over the hearing as a hearing officer.. In complaints involving a respondent who is a College of Medicine student or a graduate student, one member of the SCAC must be a College of Medicine student or graduate student, respectively.

Appeals from Complaints Against Students Appeals from complaints against students must be directed to the Title IX Coordinator. Within five (5) business days of receiving a valid appeal, the Title IX Coordinator, or a designee, will provide a copy of the written statement of appeal to the other party. Thereafter, the party so notified will have five (5) business days to submit a written response to the appeal. The Title IX Coordinator, or a designee, shall deliver simultaneous written notification of the outcome of the appeal and the rationale for the result to the parties within fifteen (15) business days after the deadline for submission of any written response to the appeal. The written determination becomes final upon the earlier of when: (i) the parties are notified of the determination on appeal; or (ii) the time to file an appeal has passed with neither party appealing. The decision of the Title IX Coordinator is final.

2. Sexual Harassment and Sexual Violence Resolution Committee

The Sexual Harassment and Sexual Violence Resolution Committee (SHSVRC) will be appointed by the President of the University, or his or her designee, and shall serve as Decision-Makers to adjudicate complaints proceeding to a hearing against any University faculty member. The SHSVRC consists of three (3) members from departments other than those of the respondent: (1) a department chair; (2) a tenured member of the faculty or the rank of professor or associate professor; and (3) the Vice President for Student Affairs or Dean of Students, or a designee of the same, if the complainant is a student; if the complainant is not a student, another faculty member meeting the above description will be appointed to the Title IX Coordinator. A chair who will preside as a hearing officer, will be selected by the Title IX Coordinator.

Appeals from Complaints Against Faculty. Faculty with USA Health. Appeals from complaints against such faculty must be directed to the Dean of the College of Medicine. Within five (5) business days of receiving a valid appeal, the Dean of the College of Medicine or a designee will provide a copy of the written statement of appeal to the other party. Thereafter, the party so notified will have five (5) business days to submit a written response to the appeal. The Dean of the College of Medicine or a designee shall deliver simultaneous written notification of the outcome of the appeal and the rationale for the result to the parties within fifteen (15) business days after the deadline for submission of any written response to the appeal. The written determination becomes final upon the earlier of when: (i) the parties are notified of the determination on appeal, or (ii) the time to file an appeal has passed with neither party appealing. The decision of the Dean of the College of Medicine, or his or her designee, is final.

Faculty with the University – General Division. Appeals from complaints against such faculty must be directed to the Provost. Within five (5) business days of receiving a valid appeal, the Provost, or a designee, will provide a copy of the written statement of ap peal to the other party. Thereafter, the party so notified will have five (5) business days to submit a written response to the appeal. The Provost, or a designee, shall deliver simultaneous written notification of the outcome of the appeal and the rationale for the result to the parties within fifteen (15) business days after the deadline for submission of any written response to the appeal. The written determination becomes final upon the earlier of when: (i) the parties are notified of the determination on appeal, or (ii) the time to file an appeal has passed with neither party appealing. The decision of the Provost, or his or her designee, is final.

3. Human Resources Hearing Committee

The Human Resources Hearing Committee (HRHC) shall serve as Decision-Makers to adjudicate complaints proceeding to a hearing against any University administrator, non-faculty employee, contractor, or third party. The HRHC will consist of the Sr. Director of Employee Relations & Benefits, the Associate VP, Finance & Administration/Chief Human Resources Officer (CHRO), and the respondent's department head. The Title IX Coordinator will select a chair who will serve as the hearing officer. If any of the individuals in the above-named positions are unable to serve on the HRHC, he or she may designate a properly trained designee to serve in his or her place. Third Parties Appeals from complaints against administrators, non-faculty employees, contractors, and third parties must be directed to the Vice President of Administration. Upon receipt, the Vice President of Administration shall notify the President, who will constitute the Sexual Misconduct Appeals Committee within five (5) business days of his receipt of the notice. The Sexual Misconduct Appeals Committee shall be a three-member panel designated by the President, or his or her designee, for the specific case appealed. No member of the Sexual Misconduct Appeals Committee shall be from the same division as the complainant or respondent or will have previously been involved with the case for which they are appointed. The Vice President of Administration will provide the written statement of appeal to the Sexual Misconduct Appeals Committee within five (5) business days of its formation. The Vice President of Administration will also send a copy of the written statement of appeal to the non-appealing party, who will have within five (5) business days to submit a written response to the appeal to the Vice President of Administration, who will promptly provide the written response to the Sexual Misconduct Appeals Committee. Within fifteen (15) business days of receiving the written response from the non-ap pealing party (or from the time for filing a written response expires if no response is submitted), the Sexual Misconduct Appeals Committee will provide simultaneous written notification to the parties of the outcome of the appeal and the rationale for the result.

The written determination becomes final when: (i) the parties are notified of the determination on appeal, or (ii) the time to file an appeal has passed with neither party appealing. The decision of the Sexual Misconduct Appeals Committee is final.
Violations of Other University Policies by Employees. The adjudicating committee may determine that a violation of this policy did not occur (or was not proven to the required evidentiary standard) but that the behavior that occurred was unacceptable in the employment context. If the adjudicating committee makes such a finding, the respondent shall be referred to as set forth below for proceedings or additional action as warranted by this or any other University policy, which may result in remediation or disciplinary action up to and including termination.

Violations by Faculty with USA Health. Any referrals of faculty with USA Health under Section 5.5.8 shall be directed to the Office of Academic Affairs for a determination regarding the discipline of the respondent. The University will provide writ ten notification to the parties of the outcome of any matter referred to the Office of Academic Affairs, but the complainant will only be notified of sanctions that directly relate to the complainant. The University shall separately notify the complainant, in writing, of any non-disciplinary remedial measures that will be offered for the complainant's benefit. Unless specifically required by law, neither the complainant, respondent, nor any witness will be allowed to review or appeal the Office of Academic Affairs' written determination.

Violations by Administrators or Non-Faculty Employees. Any referrals of administrators or non-faculty employees under Section 5.5.8 shall be directed to the Associate VP, Finance & Administration/ CHRO.

The CHRO will decide regarding the discipline of the respondent and any necessary remedial steps to be taken for the complainant. The CHRO will provide written notification to the parties of the outcome of any matter referred to the CHRO, but the complainant will only be notified of sanctions that directly relate to the complainant. The CHRO shall separately notify the complainant, in writing, of any non-disciplinary remedial measures offered for the complainant's benefit. Unless specifically required by law, neither the complainant, respondent, nor any witness will be allowed to review or appeal the written determination of the CHRO.

4. Special Procedures for Educational Participants at USA Health Facilities

Notwithstanding any other provision of this policy to the contrary, this policy and its procedures shall govern the investigation and resolution of sexual misconduct occurring in USA Health's operations only to the extent such sexual misconduct occurs in the context of an education program, such as a clinical experience for, or activity of USA Health, such as clinical experiences for health profession students (i.e. medical student, nursing student, physician assistant student, etc.). Sexual misconduct that occurs elsewhere in USA Health's operations is outside the scope of this policy and subject to resolution under other policies and procedures of USA Health unless the sexual misconduct implicates an education program or activity of the University itself. If the respondent is a non-faculty employee, patient, guest, contractor, or other person affiliated with USA Health, and the alleged sexual misconduct occurred in an education program or activity of USA Health, the following procedures shall apply instead of those outlined in Section 5.5.3.3 with: Investigator Complaints under this process will be investigated by the TIX Investigator unless the TIX Investigator is the respondent, in which case the Title IX Coordinator will appoint someone else to investigate. Investigation - Once the case is identified for formal resolution, the TIX Investigator will investigate to gather information and statements from witnesses and other sources for review and consideration. The investigation will involve interviews with the complainant, respondent, and witnesses and the collection of non-testimonial information and/ or materials, such as emails, text messages, security camera foot age, and the like. Witness information and/or materials may be identified and/or submitted by the parties or independently gathered by the TIX Investigator. Both parties will have equal opportunity to present witnesses, including both fact and expert witnesses, if permitted, together with other inculpatory and exculpatory evidence. The TIX Investigator may decline to interview witnesses or collect information that the TIX Investigator deems irrelevant. The scope of the investigation shall be at the discretion of the TIX Investigator. When the case involves allegations of sexual harassment, before completion of the investigative report, the TIX Investigator will send the

evidence collected for review in an electronic or hard copy format to each party and, in cases involving sexual harassment, the party's advisor. The parties shall have ten (10) days to submit a written response to the TIX Investigator, which the TIX Investigator will consider before completion of the investigative report. Throughout the investigation, the parties will have those rights specified in Section 4.4 of this policy. Within ten (10) business days of the deadline for receipt by the TIX Investigator of written responses from the parties, the TIX Investigator will complete the investigation report and submit the final investigation report and any appended information to each party and in cases involving sexual harassment the party's advisor in an electronic format or a hard copy for their review.

In sexual harassment cases, the investigative report does not include determinations or findings. Rather, it is intended to collect and summarize the evidence presented by the parties and any witnesses. In cases that do not involve sexual harassment, the Title IX Investigator's report will include the Title IX Investigator's determination as to whether it is more likely than not that sexual misconduct occurred. In cases involving sexual harassment.

Upon transmittal of the final investigation report by the TIX Investigator, the parties shall have five (5) business days to submit written questions that each respective party wants to be asked of any party or witness. The TIX Investigator will pose any questions to the other party or witness, as the case may be, and will provide each party with the answers. Each party will then be provided within three (3) business days to submit any follow-up questions, which the investigator will pose to the other party or witness, as the case may be. All questions must be relevant to the allegations being investigated. Questions about the sexual history of the Complainant are generally impermissible and will be excluded under Section 5.4.2. The TIX Investigator will provide a written explanation to the appropriate party of any decision to exclude a question. After any relevant follow-up questions have been posed and answered, the TIX Investigator will provide the final investigation report, together with any questions and answers posed by the parties, to the Associate VP, Finance & Administration/CHRO, or their designee, with a copy to the Title IX Coordinator. Upon receipt of the final investigation report, the Title IX Coordinator shall notify the parties of an expected decision date. While the University endeavors to conduct the formal resolution process within a reasonable time frame, the time that it takes to complete the process will be affected by circumstances such as the availability of parties or witnesses, scheduling conflicts, intervening breaks, prior attempts at informal resolution, the complexity of the case, and/or the need to avoid interference with a pending law enforcement investigation. The parties will receive written notification if extenuating circumstances are anticipated to result in lengthy delays. The Associate VP, Finance & Administration/CHRO shall then identify an appropriate administrator with supervisory authority over the respondent. Together, the Associate VP, Finance & Administration/CHRO and appropriate administrator will review the final investigation report and questions and answers from the parties and issue a written decision of the findings. There will be no live hearing. The written decision of findings shall include identification of the allegations at issue, description of the procedural steps taken throughout the case, findings of fact supporting the determination, conclusions regarding the application of the Sexual Misconduct Policy, a statement and rationale as to the determination of each allegation, a statement of any disciplinary sanctions and whether any remedies will be provided to the complainant, and a description of the procedures and permissible grounds for appeal. Sanctions may range from remedial education and training to removal from the University Community (i.e., dismissal or termination of employment), or any combination of the same.

Appeals: Either party has the right to appeal the decision based only on the following grounds:

- Material and prejudicial violation of procedural rights that affected the outcome of the hearing;
- New information, not reasonably available before the decision, that could have affected the outcome;
- The discipline imposed is too severe or too lenient; and/or
- Conflict of interest or bias by the Title IX Coordinator, TIX Investigator, or decision makers that affected the outcome.

To appeal, the aggrieved party must submit a written statement of appeal within five (5) business days of being notified of the decision to the Chief Executive Officer, or their designee, of USA Health. The written statement of appeal must include the grounds for appeal and describe the basis for the appeal in detail. In the event the written statement of appeal fails to state a permissible ground for appeal and/or does not describe the basis for the appeal, the appeal may be summarily dismissed. Within five (5) business days of receiving a valid appeal, the Chief Executive Officer, or a designee, will provide a copy of the written statement of appeal to the other party. Thereafter, the party so notified will have five (5) business days to submit a written response to the appeal. The Chief Executive Officer, or their designee, shall deliver simultaneous written notification of the outcome of the appeal and the rationale for the result to the parties within fifteen (15) business days after the deadline for submission of any written response to the appeal. The written determination becomes final upon the earlier of when: (i) the parties are notified of the determination on appeal, or (ii) the time to file an appeal has passed with neither party appealing. The decision of the Chief Executive Officer, or their designee, as applicable, is final.

Violations of Other University Policies: The Associate V.P., Finance & Administration/CHRO may determine that a violation of this policy did not occur (or was not proven to the required evidentiary standard) but that the behavior that occurred was unacceptable in the employment context. If the Associate V.P., Finance & Administration/CHRO and appropriate administrator make such a finding, the respondent shall be referred for proceedings or additional action as warranted by this or any other University or USA Health policy, which may result in remediation or disciplinary action up to and including termination. Records All official records created during the formal resolution of a complaint shall be maintained by the University for a period of seven (7) years, including informal resolution records.
Special Procedures for Complaints Against the University President If a complaint involves alleged sexual misconduct on the part of the University's President, the TIX Investigator will investigate to gather testimony and other information for eventual review and consideration by the University Board of Trustees (Board) Vice Chair or a designee. Any investigation, hearing, or appeal of alleged sexual misconduct involving the University President shall proceed in the manner set forth above for University administrators, except cases involving sexual harassment, the Board Vice Chair or a designee shall serve in the role of the HRHC and the Chair pro tempore or a designee shall serve in the role of the Sexual Misconduct Appeals Committee.

Special Procedures for Complaints Against the Title IX Coordinator: Any complaint involving allegations of sexual misconduct on the part of the Title IX Coordinator will be handled by this policy, except that any duties ordinarily performed by the Title IX Coordinator will instead be performed by a Deputy Title IX Coordinator appointed by the University President.

Special Procedures for Complaints Against the TIX Investigator: The University has a TIX Investigator who will normally conduct all required investigations by this policy, regardless of the classification of the respondent. However, if a complaint involves allegations of sexual misconduct on the part of the TIX Investigator, the Title IX Coordinator shall appoint an investigator to investigate the allegations. Otherwise, such complaints will follow the process for employees.

Objections to Process: Parties are expected to raise any objections, concerns, or complaints about the investigation, adjudication, and appeals process to the Title IX Coordinator promptly so that the University may evaluate the matter and address it, as appropriate.

Vendors, Contractors, and Third Parties: The University does business with various vendors, contractors, and other third parties who are not students or employees of the University. Notwithstanding any rights that a given vendor, contractor, or third-party respondent may have under these procedures, the University retains all rights it enjoys by contract or law to modify or terminate its relationship with any vendor, contractor, or third-party irrespective of the outcome under this process. Where this policy specifies a period of days by which some act must be performed, the relevant period will be calculated as follows: Exclude the day of the event that triggers the period; Count every day, including intermediate Saturdays, Sundays, and legal holidays recognized by the federal government; and include the last day of the period until 5:00 p.m. central time, but if the last day is a Saturday, Sunday, or legal

holidays recognized by the federal government; and include the last day of the period until 5:00 p.m. central time, but if the last day is a Saturday, Sunday, or legal holiday recognized by the federal government, the period continues to run until 5:00 p.m. central time on the next day that is not a Saturday, Sunday, or legal holiday recognized by the federal government. All deadlines and other periods specified in this policy are subject to modification by the University where, in the University's sole discretion, good cause exists. The parties will be provided written notice of the modification of any deadline or period specified in this policy, along with the reasons for the modification. Where this policy refers to notice being given to parties "simultaneously," notice will be deemed simultaneous if it is provided in relative proximity on the same day. That notice doesn't need to be provided at the same hour and minute. Unless otherwise specified in this policy, the default method of transmission for all notices, reports, responses, and other forms of communication specified in this policy will be emailed using University email addresses. If a party does not have a University email address or wishes to use a personal email address instead of the University email address, the party must notify the Title IX Coordinator. The University is not responsible for outages, technical errors, or other features of a private email account that may interfere with a person's receipt of the email. Therefore, a party is deemed to have received notice upon transmission of an email to their email account. Any notice inviting or requiring a party or witness to attend a meeting, interview, or hearing will be provided with sufficient time for the party to prepare for the meeting, interview, or hearing as the case may be, and will include relevant details such as the date, time, location, purpose, and participants. Unless a specific number of days is specified elsewhere in this policy, the sufficient time to be provided will be determined at the sole discretion of the University, considering all the facts and circumstances, including, but not limited to, the nature of the meeting, interview, or hearing; the nature and complexity of the allegations at issue; the schedules of relevant University officials; approaching holidays or closures; and the number and length of extensions already granted.

Enforcement: Individuals found to violate this policy will be subject to disciplinary actions by the University. The discipline imposed will depend on all the facts and circumstances and may include, but not be limited to, one or more of the following: a requirement not to repeat the conduct at issue, requiring training, written or verbal warning/ reprimand, demotion, transfer or reassignment, denial of pay on participation in particular programs and activities, limitation on access to campus, expulsion, dismissal, or termination. Under certain circumstances, acts of sexual misconduct may also result in criminal and/or civil penalties.

Sanctions Under the University Disciplinary Procedures

Disciplinary sanctions may range from remedial education and training to removal from the University community (i.e., dismissal or termination of employment), or any combination of the same. More specifically, possible sanctions for a student or employee found responsible for violating the University's sexual misconduct policies include, but are not limited to the following:

- Written reprimand.
- Conduct probation.
- Community service.
- Financial penalty (fine).
- Residence hall room transfer.
- Eviction from University housing.
- Suspension and/or expulsion.
- Suspension from job without pay.
- Termination.

Any person (not just the victim) can request disciplinary charges be brought against a person for allegedly committing sexual misconduct; however, the decision to pursue disciplinary charges is made by the designated administrator. A formal hearing will be held to determine if the respondent is responsible or not responsible only in cases involving allegations of sexual harassment..

Existing Resources for Victims of Sexual Misconduct (Title IX & VAWA Violations)

The Title IX Coordinator, his/her designee, and/or USAPD will provide the complainant with a packet containing written notices that outline the victim's rights and options, as well as provides contact information for resources and support organizations within the institution and the larger community. Additional information on victims' rights and options can be found **here**.

The following sections provide information on confidential, off-campus, and on-campus resources for victims.

Confidential Resources

Name	Address	Phone Number
Professional Counselors at The University Counseling and Wellness Center	300 Student Center Circle Mobile, Alabama 36688-0001	(251) 460-7051
Medical Providers at the Student Health Center	5870 Alumni Circle Mobile, Alabama 36688-0002	(251) 460-7151
Medical Providers at USA Health University Hospital	2451 University Hospital Drive Mobile, Alabama 36617	(251) 471-7000
Medical Providers at USA Health Children's and Women's Hospital	1700 Center Street, Mobile, Alabama 36604	(251) 415-1000
Employee Assistance Counselors	650 Clinic Drive, Room 2200, Mobile, AL 36688	(251) 461-1346
Employee Assistance Counselors (USA Health employees only)		(251) 445-9015 for spiritual care support
Trained USA Advocates		(251) 753-5440 (24 hours)

The University has designated a limited number of employees as confidential resources who do not have a duty to report sexual misconduct to the Title IX Coordinator and who will not disclose personal identifying information provided to them in their professional capacities unless a specific law requires them to do so (such as laws requiring the reporting of child abuse). However, confidential resources have received training about the University's Sexual Misconduct Policy and may, if they deem it appropriate, encourage patients and clients to report sexual misconduct to the University and/or law enforcement on a voluntary basis.

Off-Campus Resources for Victims of Sexual Misconduct

Name	Address	Contact
Lifelines Counseling Services Rape Crisis*	705 Oak Circle Drive, N. Mobile, Alabama 36609	(251) 473-7273 or (800) 718-7273 (24 hours)
Penelope House*	Confidential location	(251) 342-8994
Springhill Medical Center	3719 Dauphin Street Mobile, Alabama 36608	(251) 344-9630
USA Health Children's and Women's Hospital Emergency Room	1700 Center Street Mobile, Alabama 36604	(251) 415-1620
USA Health Children's and Women's Hospital Evaluation Center	1700 Center Street Mobile, Alabama 36604	(251) 415-1144
Infirmary Health	5 Mobile Infirmary Circle Mobile, Alabama 36607	(252) 435-2400
USA Health Providence Hospital	6801 Airport Boulevard Mobile, Alabama 36608	(251) 633-1000
Mobile Police Department	2460 Government Blvd. Mobile, Alabama 36606	(251) 434-7211 (Non-Emergency)
Fairhope Police Department	161 North Section St Fairhope, Alabama 36532	(251) 928-2385 (Non-Emergency)
District Attorney's Office	205 Government Street Mobile, Alabama 36644	(251) 690-8400
Alabama Crime Victims Compensation Commission		(800) 541-9388

Mobile Rape Crisis Center

The Rape Crisis Center is available to help local victims of sexual assault; whether they need help immediately after the incident or if they are still healing from long lasting emotional scars. It provides counseling, support groups, hospital and court presence, and advocacy to sexual assault victims and their families. Services can be accessed 24/7 by calling the Crisis Line- (251) 473-7273 (RAPE).

Penelope House

Penelope House is a local non-profit organization established to help victims of domestic violence regain social and economic independence. Penelope House provides transitional housing for battered women and children, counseling, and victim support groups in addition to court/victim advocates who can assist with obtaining protection orders, signing warrants, and other legal matters. Call their 24-hour crisis line: (251) 342-8994 for information and assistance.

On-Campus Resources for Victims of Sexual Misconduct

Name	Address	Contact
University Police Department	290 Jaguar Blvd. Mobile, Alabama 36688	(251) 460-6312 (24 hours & 365 days a year)
Title IX Coordinator	6001 USA South Drive Suite 50, Mobile, AL 36688	(251) 460-7280
Dean of Students	350 Student Center Circle, Room 245, Mobile, AL 36688	(251) 460-6172 or studentaffairs@southalabama.edu
Counseling and Wellness Center*	300 Student Center Circle Mobile, Alabama 36688-0001	(251) 460-7051
Title IX Support Advocates		(251) 753-5440 (24 hours)
Employee Assistance Program Counseling Services	650 Clinic Drive, Room 2200. Mobile, AL 36688	(251) 461-1346
Employee Assistance Program Counseling Services (USA Health employees only)	2451 University Hospital, 6th Floor, Room 648, Mobile 36617	(251) 445-9015 for spiritual care support
Student Health/SANE Services*	5870 USA South Drive Mobile, Alabama 36688	(251) 460-7151
Office of Immigration*	390 Student Center Circle, Suite 2200, Mobile, AL 36688	(251) 460-6050
Office of Financial Aid	390 Student Center Circle Mobile, Alabama 36688	(251) 460-6231

**Please see below for more information on these resources.*

Title IX

Title IX of the Education Amendments of 1972, and its implementing regulations, prohibits discrimination based on sex in education programs or activities operated by educational institutions that are recipients of Federal financial assistance. Sexual misconduct of students, which includes acts of sexual violence and sexual harassment, are forms of sex discrimination prohibited by Title IX.

The Title IX Coordinator for the University of South Alabama is responsible for monitoring University policy in relation to Title IX; providing educational materials and training for the campus community; conducting and/or coordinating investigations of complaints received pursuant to Title IX; and ensuring a fair and neutral process for all parties involved. The coordinator will facilitate remedial action to eliminate a hostile environment, prevent its recurrence, and address its effects.

For more Title IX information, including Title IX coordinators, please visit the Title IX website **here.**

Counseling Services

The University's Counseling and Wellness Center is a comprehensive mental health center providing a full range of services to meet the needs of students, faculty, and staff. The University Counseling and Wellness Center is staffed by licensed professional counselors who provide high quality counseling, outreach and consultative services to the university community. The Center strives to facilitate the academic, emotional and social development of all USA students.

The counselors are qualified to assist individuals in solving situational problems or addressing barriers that get in the way of reaching their goals on campus. The following services are provided:

- Psychological counseling, group therapy, and crisis intervention
- Substance abuse education, assessment, and counseling
- Consultation on mental health issues
- Sexual assault counseling
- Training programs in communication, leadership, conflict resolution, and substance abuse prevention

Counseling services are available without cost to all enrolled USA students. Strict confidentiality of records and counseling relationships is always maintained. Appointments may be arranged by calling (251) 460-7051, or by visiting the Center at 300 Student Center Circle.

Campus Victim's Advocates

Victims of a sexual assault may choose to request an advocate from the Mobile Rape Crisis Center, a Campus Advocate, or to decline the services of an advocate altogether. The University has campus-specific advocates comprised of faculty, staff, and graduate students who have undergone basic crisis training with the Mobile Rape Crisis Center and an additional block of training covering University resources and policies. Campus Advocates will respond to meet with the victim within a timely manner of receiving a request for assistance and will provide emotional support, as well as appropriate information and referrals on court proceedings, disciplinary processes, alternative housing, academic arrangements, and medical procedures. Campus advocates can be requested by calling USA Police at (251) 460-6312, or the Student Health Center at (251) 460-7151.

Employee Assistance Programs

The University offers counseling services to all benefit-eligible employees. This program is designed to enhance employee and workplace effectiveness through prevention, identification, and resolution of personal and productivity issues. Services include assessment, counseling, educational programs, and referral. Services are confidential and offered at no cost to employees. For further information, non-USA Health employees should call the Employee Assistance Program (EAP) Counselor at (215) 461-1346. USA Health employees should contact (251) 410-7664 for EAP or (251) 445-9015 for spiritual care support.

Student Health Center

The mission of the Health Education and Promotion Office of the Student Health Center is to advance the health of students, faculty, staff, and public health initiatives. This is accomplished through prevention programs that strive to reduce the risk of illness and injury; enhance health as a strategy to support learning; and empower students to make healthy lifestyle choices.

Wellness programs covering a wide range of topics (including, but not limited to: STIs, sexual assault, dating violence, alcohol and drugs, tobacco, eating disorders, and nutrition) are available to the entire USA community including residence halls, fraternities and sororities, clubs, organizations, athletics, as well as academic instructors. To schedule a program, call the Health Education Specialist at (251) 460-6353. For more information, visit the Student Health website **here**.

The Student Health Center (SHC) is located at 5870 USA South Dr. near the Student Center. Student Health Services are available during each semester to all students actively enrolled in the University. It is staffed by physicians, nurse practitioners, physician assistants, registered nurses, and licensed practical nurses; all are dedicated to providing quality medical and educational services.

The Student Health Center is open Monday, Wednesday, and Friday from 8 a.m. to 5 p.m., and Tuesday/Thursday from 9 a.m. to 5 p.m. Walk-in visits are available for any acute or non-emergency visit by 4:30 each day. However, they prefer that you make an appointment for routine visits such as annual physicals, GYN examinations, prescription medication, maintenance, etc. To avoid unnecessary waits, you can make an appointment by calling (251) 460-7151.

Office of Immigration

The University's Office of Immigration is responsible for immigration compliance for foreign national students and employees associated with the University and USA Health. The Office of Immigration provides general advice; however, advice provided does not constitute legal advice. Foreign national members of the University are referred to an immigration attorney or the U.S. Department of Homeland Security for legal advice. For more information, please visit the USA Immigration webpage **here**.

Legal Assistance

The University does not offer any on-campus legal assistance to students and employees. USAPD will submit cases involving sexual assault to the Mobile County or Baldwin County District Attorney's office. The District Attorney's office has a victim's advocate available who is trained in assisting the victim with the legal processes, and who can assist the victim in obtaining restraining orders, orders of protection, or a no contact order.

Sex Offender Registry

In accordance with the Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. § 16921), information on registered adult sex offenders can be found **here**.

The website offers several search options. The counties and zip codes for the various campuses are as follows:

Campus	City	County	Zip Code
USA Main Campus	Mobile	Mobile	36688
USA by the Bay Campus	Fairhope	Baldwin	36532

Questions regarding sex offenders identified on this website should be directed to the listed law enforcement agency or the Alabama Bureau of Investigation directly at (334) 353-1172.

At this time, the State of Alabama does not provide the University with a list of registered sex offenders who have indicated that they are enrolled, employed, or carrying out a vocation at the University.

The University of South Alabama does conduct thorough pre-employment background checks on all employees. Sex offenders are required to notify their neighbors when they move into an area. These notification cards are maintained by the Criminal Investigations Division of USAPD. If you desire to review these cards, please call 251-461-1405 to set up an appointment.

Personal Safety & Bystander Intervention Tips

- Use campus transit and avoid being alone in buildings at night.
- Report suspicious activity to USAPD immediately.
- Stay aware of your surroundings and walk confidently.
- Lock your car, room, and home at all times.
- Plan and vary your travel routes; share your plans with a trusted friend.
- Keep your phone with you and charged.
- Go out and return with a trusted group; maintain control of your transportation.
- If drinking, do so responsibly. Never leave your drink unattended, don't share drinks, and only consume sealed beverages you open yourself. Avoid mixing drugs and alcohol.
- Consent must be mutual, clear, and ongoing—regardless of relationship type.
- Pay attention to others' behavior and speak up if you see something concerning.
- Intervene safely if someone is in distress—get help, step in with others, or create a distraction.
- Help an intoxicated person get to a safe place with friends.
- Challenge harmful language and attitudes—shut down victim-blaming and rape jokes.
- Talk openly with friends about respect, consent, and healthy boundaries.
- Encourage empathy: ask others how they'd feel if it were someone they cared about.
- Be direct and clear when confronting inappropriate behavior—don't assume others understand unless you speak up.



Alcohol and Drug Policies

The University of South Alabama prohibits the unlawful possession, use, sale, or distribution of illicit drugs and alcohol on University property or University sponsored events or trips. Students who are at least twenty-one (21) years of age may possess and consume alcohol in their assigned USA Housing rooms for personal use only. Permitted quantities are limited to one six-pack of 12 oz. beer or seltzers and one 750 ml bottle of wine. Kegs, coolers, alcoholic punch, cases of beer, and liquor are prohibited.

Health Risks Associated with Alcohol Use

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses can cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of habitual alcohol intake is likely to produce withdrawal symptoms that can be life threatening and include severe anxiety, tremors, hallucinations, and convulsions. Long-term health risks of heavy drinking include hypertension, stroke, cirrhosis of the liver, heart problems, brain and nerve damage, and sexual dysfunction.

Pregnant women who drink alcohol may give birth to infants with Fetal Alcohol Syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates the children of alcoholic parents are at greater risk than other children of becoming alcoholics.

University Alcohol Policy

The sale, possession, distribution, or consumption of alcoholic beverages on the campuses of the University of South Alabama, including hospitals, is prohibited unless otherwise allowed herein. Additionally, public intoxication on the campuses of the University of South Alabama is prohibited.

The sale, possession, distribution, or consumption of alcohol on the University's campuses are governed by the University's Drug and Alcohol Abuse Prevention Policy, the University's Alcohol Policy, and by Alabama state law.

The University may allow alcohol to be served at certain functions of student organizations and to other recognized organizations hosting functions in designated areas on campus. All requests for permission to serve alcohol at a function on campus must be submitted to the Vice President of Student Affairs (VPSA) at least 5 working days before the date of the event.

With University permission and in compliance with Alabama laws and regulations, alcohol may be sold at the locations/areas listed below:

- USA Mitchell Center
- MacQueen Alumni Center-In or Around the premises
- USA by the Bay
- Stanky Field and Clubhouse
- Faculty Club
- Hancock Whitney Stadium
- Other locations may be approved by the VPSA

Events should have a definite beginning and ending time. The serving of alcoholic beverages should be stopped at least thirty minutes before the ending time of the event. Advertising for events may not include any reference to alcohol including a reference to a function being BYOB (Bring your own bottle of alcohol) without prior approval of the VPSA, as well. Non-alcoholic beverages and food should be available in adequate quantities and throughout the event. Drinking "games," or any activities that encourage alcohol overindulgence or abuse, and keg beer, or any bulk containers, are prohibited.

No alcoholic beverages may be purchased through a student organization's treasury nor may the purchase of the same for members or guests be undertaken or coordinated by any member in the name of or on behalf of the student organization. Similarly, no alcohol may be purchased with funds of a student organization which are in accounts of the University of South Alabama. Any monies used to pay for alcoholic beverages must be supplied by personal/private sources. Lastly, a student organization may not co-sponsor or co-finance a function where alcohol is purchased by any of the host organizations; or co-sponsor or co-finance with an alcohol manufacturer

and/or distributor, charitable organization, or tavern (tavern defined as an establishment generating more than half of annual gross sales from alcohol) where alcohol is given away, sold or otherwise provided to those present.

Alcoholic beverages must not be freely available (unrestricted access) and a designated server must be appointed to ensure that no alcoholic beverages are served to persons under the legal drinking age or to persons who appear to be intoxicated. Driver's licenses are to be checked by security personnel to verify that persons are of legal drinking age before those persons may receive and consume alcoholic beverages. Responsible conduct and accountability are expected from each individual on campus.

For more information regarding the University's policy on alcohol, please refer to the University's Alcohol Policy or the Drug and Alcohol Prevention Policy using the following:

- **Alcohol Policy**
- **Alcohol and Drug Prevention**

Alabama Laws Pertaining to Alcohol

Like every other state, Alabama has numerous laws governing the possession, use, sale, manufacturing, and distribution of alcohol.

There are four primary types of alcohol laws that potentially have a significant impact on University students:

- Public Intoxication: It is unlawful to appear in public intoxicated to the degree that it
  - endangers the person, others, or property; or
  - annoys another person with offensive or boisterous conduct.
- Driving Under the Influence: It is illegal to drive or be in physical control of a vehicle if
  - the driver has a blood alcohol concentration (BAC) of .08 if 21 years of age or older or .02 if under the age of 21; or
  - the driver is incapable of driving safely because he or she is under the influence of alcohol, controlled substances, mental or physical faculty impairing substances, or any combination thereof. Persons under 21 found driving or in physical control of a vehicle with a BAC of .02 or greater shall lose their license.
- Underage Alcohol Laws: It is unlawful for someone under 21 to
  - purchase, consume, possess, or transport alcohol (with limited exceptions for working in an establishment serving alcohol);
  - attempt to purchase alcohol; or
  - use a false, forged, deceptive, or otherwise non-genuine driver's license to purchase alcohol.
- House Party Laws: The adult(s) in control of a residence hosting a party is accountable for
  - taking preventative measures to ensure that underage persons do not have access to alcohol and
  - closing the party if underage persons are found to be in possession of or consuming alcohol.

Health Risks Associated with Illegal Drug Use

The use of illegal drugs causes a number of health risks:

Marijuana use increases the heart rate, impairs coordination, and reduces short-term memory. Use of marijuana during pregnancy may result in premature babies and low birth weights. Women may have irregular menstrual cycles, and both men and women may have a temporary loss of fertility.

Cocaine use can ulcerate the mucous membrane of the nose if snorted and cause hepatitis or other infections if injected. Cocaine abuse may be associated with severe depression, anxiety, and/or psychotic episodes. Overdose deaths can occur when the drug is injected, smoked, or snorted. Deaths are a result of multiple seizures followed by respiratory/cardiac arrest.

Amphetamine use may increase heart and breathing rates and blood pressure, cause blurred vision, dizziness, loss of coordination, and even physical collapse. An amphetamine injection creates sudden increases in blood pressure that cause death from stroke, very high fever, or heart failure.

Hallucinogen use (LSD, mescaline, mushrooms) may cause organic brain damage, such as impaired memory and attention span, mental confusion, and difficulty with abstract thinking.

Barbiturates use when in large doses (Amytal, Nembutal, Seconal) may cause slurred speech, staggering gait, poor judgment, and slow, uncertain reflexes. These effects make it dangerous to drive a car or operate machinery. Unconsciousness and death may also occur from large doses.

University Illegal Drug Policy

The possession, unlawful use, sale, manufacture, or distribution of any controlled substance or paraphernalia is illegal under both state and federal laws. Furthermore, the University has an extensive substance abuse policy that prohibits

the possession, unlawful use, sale, manufacture, distribution, dispensation, or sale of illegal drugs or drug paraphernalia on University premises, while on University business, or in University vehicles, either during or after working hours. The policy further states that any of these activities off University premises that adversely affects an employees' work performance, and/or his or her own or other's safety, is also prohibited and mandates that employees must inform the University within 5 days of an arrest or conviction under any criminal drug statute.

Enforcement/Sanctions of Alcohol and Drug Policies

University policy and state and federal laws are strictly enforced by the University of South Alabama Police Department. Violators are subject to University disciplinary action, criminal prosecution, fines, and imprisonment. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by the University. Disciplinary sanctions may include, but are not limited to, the following: written reprimand, conduct probation, residence hall room transfer, removal from University housing, fine, completion of substance abuse education, community service, suspension, and/or expulsion. Sanctions for University employees may include up to termination.

Additional information regarding alcohol and drugs applicable to staff and faculty, respectively, can be found in

- **The Staff Employee Handbook**
- **The Faculty Handbook**

Programs

The University expresses its ongoing concern through an institution-wide commitment to appropriate education, training, and counseling services. Multiple departments across campus participate in National Collegiate Alcohol Awareness Week each year. The University offers a range of programs and services to help students, faculty, and staff cope with alcohol and drug related problems.

The Counseling and Wellness Center takes a primary role in planning and conducting alcohol and other drug prevention activities for students. Students are eligible for free substance use assessment and counseling services from the University Counseling and Wellness Center – Jag Intervention and Recovery program, (251) 460-7051.

Employees are eligible for free substance abuse assessment and counseling services from the University's Employee Assistance Program Counselors, (251) 461-1346 (Campus) or (251) 410-7664 (USA Health).

Services are provided confidentially to the extent allowed by relevant laws and ethical guidelines. When an employee or student requires treatment beyond what can be provided by the EAP Counselor or Substance Abuse Program staff, he/she will be referred to an outside provider.

Other programs include the Jag Student Support Network, a peer support program on campus that provides training and support to student advocates to help them become more knowledgeable about mental health and substance abuse issues and to learn how to reach out and support students in need. The Department of Athletics has a mandatory prevention program consisting of drug education, drug testing, counseling, and rehabilitation.

Firearms and Weapons Policies

Except as authorized by University policy and state law, weapons of any type are not permitted on University property. Weapons include, but are not limited to, bullets, ball bearing bullets, bullet balls, pellets, firearms, knives, paintball guns, air guns, water guns, hunting bows, archery bows, swords, martial arts weapons, and replicas of such weapons. In addition, fireworks and pyrotechnic devices and materials are prohibited on University property.

Law enforcement officers are armed for self-protection and the protection of others. University police officers are trained to use the force necessary to overcome resistance and maintain control when justified and as authorized by law.

The State of Alabama has enacted numerous laws regarding weapons for the public welfare. A person who has been convicted of committing or attempting to commit a crime of violence is not permitted to own or have in his or her possession, or under his or her control, a firearm. Drug addicts and habitual drunkards are also forbidden from the same. Carrying a concealed weapon does not negate University policies and that faculty, staff, and students may face disciplinary sanctions for violating the University Firearms Policy. More information can be found **here**.



Fire Safety Report

The Higher Education Opportunity Act (Public Law 110) became law in August 2008 and requires all United States' academic institutions to produce an annual fire safety report outlining fire safety practices and standards and all fire statistics related to on-campus student housing. The following public disclosure report details all information required by this law, as it relates to the University of South Alabama, as outlined in the regulation.

Fire Log

The Fire Log is required by federal law and records any fires in the University's residential facilities. Residential fires are typically recorded in the order in which they are reported. Only actual fires are recorded; therefore, false alarms, malfunctions, or drills are not listed. Fires are entered into the log within two business days of being reported to USAPD.

Printed copies of the Fire Log are available for viewing during normal business hours in the front lobby of the University of South Alabama Police Department located on the USA's Main Campus, at 290 Jaguar Blvd, Mobile, AL 36688. The most recent 60 days of reports are included, and any portion of the log older than 60 days will be made available upon request within two business days of the request.

Fire Safety Education, Training, and Fire Drills

All on-campus residents (including those with special needs) are offered fire safety training at the beginning of each semester. These programs are designed to familiarize everyone with the fire safety system in each housing facility, train everyone on the procedures to be followed in case there is a fire, and distribute information on the University's fire safety policies. Training on fire and life safety is also offered to all Residence Assistants, Community Directors, and Residence Life Coordinators. In addition, a quality control program that covers emergency and evacuation procedures is reviewed regularly with the staff of each respective residence hall. Fire drills are conducted twice annually by the Department of Safety and Environmental Compliance and the University Fire Marshal.

On-Campus Housing Fire Safety Equipment

At the University of South Alabama, all 35 of our on-campus residence halls are protected by fire detection and alarm systems that are centrally monitored 24 hours/day, seven days a week. The buildings are also equipped with lighting fixtures that incorporate backup batteries; upon loss of power, these systems automatically activate to assure adequate egress lighting in hallways and emergency exit stairwells. Thirty-three of our residence halls are fully equipped with sprinkler systems. All fire safety systems and equipment are strictly maintained and tested in accordance with applicable national standards. These tests may be announced or unannounced. However, they are typically announced to the campus community. A summary of the fire protection systems present in each residence hall is provided in Table 1 and Table 2.

Table 1: Fire Protection Systems in USA Main Campus Student Housing Facilities

Building Name	Onsite Fire Alarm Monitoring by USAPD	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans & Signs	Number of Fire Drills Each Calendar Year
Alpha Gamma Delta	Yes	Yes	Yes	Yes	Yes	2
Alpha Omicron Pi	Yes	Yes	Yes	Yes	Yes	2
Azalea Hall	Yes	Yes	Yes	Yes	Yes	2
Beta 1	Yes	Yes	Yes	Yes	Yes	2
Beta 2	Yes	Yes	Yes	Yes	Yes	2
Beta 3	Yes	Yes	Yes	Yes	Yes	2
Beta 4	Yes	Yes	Yes	Yes	Yes	2
Beta 5	Yes	Yes	Yes	Yes	Yes	2
Camellia Hall	Yes	Yes	Yes	Yes	Yes	2
Chi Omega	Yes	Yes	Yes	Yes	Yes	2
Delta 3	Yes	Yes	Yes	Yes	Yes	2
Delta 4	Yes	Yes	Yes	Yes	Yes	2
Delta 5	Yes	Yes	Yes	Yes	Yes	2
Delta 6	Yes	Yes	Yes	Yes	Yes	2
Epsilon 1	Yes	Yes	Yes	Yes	Yes	2
Epsilon 2	Yes	Yes	Yes	Yes	Yes	2
Gamma 0	Yes	Yes	Yes	Yes	Yes	2
Gamma 1	Yes	Yes	Yes	Yes	Yes	2
Gamma 2	Yes	Yes	Yes	Yes	Yes	2
Gamma 3	Yes	Yes	Yes	Yes	Yes	2
Gamma 4	Yes	Yes	Yes	Yes	Yes	2
Gamma 5	Yes	Yes	Yes	Yes	Yes	2
Gamma 6	Yes	Yes	Yes	Yes	Yes	2
Gamma 7	Yes	Yes	Yes	Yes	Yes	2
Gamma 8	Yes	Yes	Yes	Yes	Yes	2
Gamma 9	Yes	Yes	Yes	Yes	Yes	2
Kappa Alpha	Yes	Yes	Yes	Yes	Yes	2
Kappa Delta	Yes	Yes	Yes	Yes	Yes	2
Phi Mu	Yes	Yes	Yes	Yes	Yes	2
Pi Kappa Alpha	Yes	Yes	Yes	Yes	Yes	2
Pi Kappa Phi	Yes	Yes	Yes	Yes	Yes	2
Sigma Chi	Yes	Yes	Yes	Yes	Yes	2
Stokes Hall	Yes	Yes	Yes	Yes	Yes	2
*Traditions at South						2

** Traditions at South statistics cover only December 2024, the month the University acquired the facility.*

Table 2: Fire Protection Systems in Central House on Stadium, a USA Main Campus Student Housing Facility

Building Number	Fire Alarm Monitoring	Full Sprinkler System	Smoke Detection	Fire Extinguishing Devices	Evacuation Plans & Placards	Number of Evacuation (Fire) Drills Each Calendar Year
1	Yes	Yes	Yes	Yes	Yes	0
2	Yes	Yes	Yes	Yes	Yes	0
3	Yes	Yes	Yes	Yes	Yes	0
4	Yes	Yes	Yes	Yes	Yes	0
5	Yes	Yes	Yes	Yes	Yes	0
6	Yes	Yes	Yes	Yes	Yes	0
7	Yes	Yes	Yes	Yes	Yes	0
8	Yes	Yes	Yes	Yes	Yes	0
9	Yes	Yes	Yes	Yes	Yes	0
10	Yes	Yes	Yes	Yes	Yes	0
11	Yes	Yes	Yes	Yes	Yes	0
12	Yes	Yes	Yes	Yes	Yes	0
13	Yes	Yes	Yes	Yes	Yes	0
14	Yes	Yes	Yes	Yes	Yes	0
15	Yes	Yes	Yes	Yes	Yes	0
16	Yes	Yes	Yes	Yes	Yes	0
17	Yes	Yes	Yes	Yes	Yes	0
18	Yes	Yes	Yes	Yes	Yes	0
19	Yes	Yes	Yes	Yes	Yes	0
20	Yes	Yes	Yes	Yes	Yes	0

Reporting Fires

The University of South Alabama Police Department monitors the status of all fire detection and fire suppression systems in residence halls. If a fire has occurred, it should be reported to the University of South Alabama Police Department by calling (251) 460-6312 or by calling 911.

In the Event of a Fire/Fire Alarm

When a fire evacuation alarm is sounding, all occupants should:

- Shut down any experiments or procedures that should not be left unattended.
- Take or secure all valuables, wallets, purses, keys, etc.
- Evacuate the building immediately and in an orderly manner. The last occupant to leave a room should close the door leading to the corridor.
- Never use the elevators. In most University buildings, elevators are automatically recalled to the street floor or transfer level upon the activation of the buildings' fire alarm system.
- Proceed to the nearest and safest exit.
- If possible, assist non-ambulatory occupants to areas of refuge or to ground levels. All members of the University community are responsible, within the limits of their abilities, to assist those individuals, who may require assistance prior to, during, or after an emergency. Normally, assistance is in the form of notifying emergency workers of the location of these individuals or by providing guidance to safe areas.
- Remain at a safe location at least 500 feet away from the building until instructed to re-enter by the City of Mobile Fire Department, University Fire Marshal, or other University Officials.

The primary concern of Residence Life staff members in the event of a fire is to evacuate everyone from the building as quickly and safely as possible. The staff is trained to check each room for occupants if time and situation allows. To accomplish this, staff and occupants must be prepared in advance for a quick and orderly evacuation. Find the Fire Manual **here**.

It is suggested that people with disabilities prepare for emergencies in advance by learning the locations of exit corridors, areas of refuge, and exit stairways; by planning an escape route; and by showing a classmate, Housing staff, or co-residents how to assist him/her in case of an emergency.

Anyone found causing a false fire alarm, tampering with fire safety equipment, or not properly evacuating during a fire alarm will face appropriate sanctions, including disciplinary sanctions and/or arrest.

The Office of Safety and Environmental Compliance maintains extensive information on evacuation and other fire safety procedures on its website **here**.

Each building is equipped with its own emergency response and evacuation procedures. There is an emergency evacuation map, complete with instructions, posted in each room to direct occupants to primary and secondary exits. Mandatory fire drills are conducted twice annually in all the occupied residence halls in coordination with the University of South Alabama's Office of Safety & Environmental Compliance. All other buildings (academic, student center, student recreation/are considered a Business occupancy) have fire drills scheduled annually.

Residential Guidelines

The Guide to Residential Student Living and University Fire Manual limit the types of electrical appliances allowed in residence halls, establishes expectations for compliance with drills and training, provides for periodic health and safety inspections of residence hall rooms, affirms limitations on materials that may be stored in resident rooms, prohibits open flames, limits the use of combustible decorations/ furnishings, and defines the consequences if students violate University policies and programs.

Inspections: Student rooms, common areas, storage, and mechanical areas are subject to regular inspection by the University Fire Marshal's Office, the Office of Safety and Environmental Compliance, and Housing/Residence Life staff. In addition, resident room inspections are conducted at least once per semester by housing staff to identify any health or safety concerns. Violations of fire and life safety policies are subject to University judicial action and appropriate sanctions.

Room Furnishings/Decorations: Room furnishings/ decorations and the decorating of public spaces is strictly controlled. There are additional limitations on the use of flammable and combustible materials for decorations in both residence hall rooms and common areas. Items that require an open flame, operate on fuel, or produce heat (such as Bunsen burners, lit candles, incense, and alcohol burners) are prohibited. Additional guidelines are as follows:

Cooking Appliances: Conventional cooking is limited to the following residence halls: Beta, Gamma 5-9, Delta 6, Epsilon 1 community kitchen, the Central

House on Stadium apartments, and Greek chapter houses have kitchen facilities provided. All residents in suites without kitchens are permitted to use appliances without an open flame that have an automatic shutoff feature. Examples are pop-up toasters, rice steamers, crockpots, electric kettles, and coffee pots. Gas grills are prohibited. Failure to comply may result in a student being required to remove the item and being fined $50.00.

Other Appliances: Space heaters and halogen lamps are prohibited. Laptop/Notebook computers should not be left unattended when charging batteries; unplug when charging is complete.

Open Flames/Flammable Items: Candles, candle warmers, plug-ins, incense, lighter fluid, live-cut Christmas trees, or any other flammable materials are not permitted in the residence halls.

Smoking: University policy prohibits smoking and any tobacco products, including vaping, in all properties owned and operated by the University of South Alabama, including residence halls. All smoking devices are prohibited in the residence halls, surrounding walkways, grounds, and in the parking lots. Smoking is only allowed while inside a personal vehicle.

General Fire Prevention Related Policies and Programs

Safety and Environmental Compliance affirms that faculty, staff, and students must comply with University Health and Safety Policies and programs, attend required training, report any identified safety or health hazard, and know their roles in an emergency. The University of South Alabama's Fire and Life Safety Program establishes requirements for the performance of periodic fire safety inspections of all University buildings, including residence halls; provides for periodic training for employees and students on basic fire safety; affirms conditions that must be maintained in all University properties to comply with the International Fire Code; and establishes requirements for the permitting, approval, and inspection of hot work, use of open flames/burning, pyrotechnics and special effects, temporary facilities, tents, and stages.

Specific Fire Prevention Related Policies for Special Events

University Facilities Usage and Event Approval requires that an application must be submitted for certain types of events on campus and affirms that these events are subject to a review and approval process by the University Fire Marshal. The use of open flames and pyrotechnics, layout of assembly areas/events, and use of decorations are all evaluated during this review.

Requirements for temporary facilities, tents, and stages assure that tents, stages, and other temporary facilities comply with the International Fire Code, including the prohibition on the use of open flames near or under any tent.

Plans for Future Improvement

The University of South Alabama maintains a prioritized list of projects to upgrade older fire systems, enhance the capabilities of existing systems, or install new fire safety systems in existing buildings. Some of the current projects we are working on include updating the Fire Safety Manual to incorporate an education campaign that emphasizes the importance of taking immediate action when a fire alarm activates. Safety messages will be delivered throughout the year to staff and students. The initial campaign focuses on Assembly Points, emphasizing the need to: (1) know the designated Assembly Point for each building, (2) evacuate immediately when a fire alarm sounds, and (3) report to the Assembly Point for accountability. Building Safety Coordinators (BSCs) are assisting with the implementation of this initiative.

USA Main Campus Fire Statistics Student Housing Facilities in 2025

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Injuries Requiring Medical Facility Treatment	Deaths Related to Fire	Value of Property Damage from Fire
Alpha Gamma Delta	0						
Alpha Omicron Pi	0						
Azalea Hall	0						
Beta 1	0						
Beta 2	0						
Beta 3	0						
Beta 4	0						
Beta 5	0						
Camellia Hall	1	1	11/24/2025	Intentional	0	0	$100 to $999
Chi Omega	0						
Delta 3	0						
Delta 4	0						
Delta 5	0						
Delta 6	0						
Epsilon 1	0						
Epsilon 2	0						
Gamma 0	0						
Gamma 1	0						
Gamma 2	0						
Gamma 3	0						
Gamma 4	0						
Gamma 5	0						
Gamma 6	0						
Gamma 7	0						
Gamma 8	0						
Gamma 9	0						
Kappa Alpha	0						
Kappa Delta	0						
Phi Mu	0						
Pi Kappa Alpha	0						
Pi Kappa Phi	0						
Sigma Chi	0						
Stokes Hall	0						
*Traditions at South	0						

USA Main Campus Fire Statistics for Central House on Stadium, a Student Housing Facility, in 2025

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Injuries Requiring Medical Facility Treatment	Deaths Related to Fire	Value of Property Damage from Fire
1	0						
2	0						
3	0						
4	0						
5	0						
6	0						
7	0						
8	0						
9	0						
10	0						
11	0						
12	0						
13	0						
14	0						
15	0						
16	0						
17	0						
18	0						
19	0						
20	0						

USA Main Campus Fire Statistics Student Housing Facilities in 2024

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Injuries Requiring Medical Facility Treatment	Deaths Related to Fire	Value of Property Damage from Fire
Alpha Gamma Delta	0						
Alpha Omicron Pi	0						
Azalea Hall	0						
Beta 1	0						
Beta 2	0						
Beta 3	0						
Beta 4	0						
Beta 5	0						
Camellia Hall	0						
Chi Omega	0						
Delta 3	1	1	2/28/2024	Undetermined	0	0	$0–$99
Delta 4	0						
Delta 5	0						
Delta 6	1	1	4/27/2024	Unintentional	0	0	$1000–$9999
Epsilon 1	0						
Epsilon 2	0						
Gamma 0	0						
Gamma 1	0						
Gamma 2	0						
Gamma 3	0						
Gamma 4	0						
Gamma 5	0						
Gamma 6	0						
Gamma 7	0						
Gamma 8	0						
Gamma 9	0						
Kappa Alpha	0						
Kappa Delta	0						
Phi Mu	0						
Pi Kappa Alpha	0						
Pi Kappa Phi	0						
Sigma Chi	0						
Stokes Hall	0						
*Traditions at South	0						

**Traditions at South statistics cover only December 2024, the month the University acquired the facility.*

USA Main Campus Fire Statistics for Central House on Stadium, a Student Housing Facility, in 2024

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Injuries Requiring Medical Facility Treatment	Deaths Related to Fire	Value of Property Damage from Fire
1	0						
2	0						
3	0						
4	0						
5	0						
6	0						
7	0						
8	0						
9	0						
10	0						
11	0						
12	0						
13	1	1	6/30/2024	Intentional	0	0	$0–$99
14	0						
15	0						
16	0						
17	0						
18	0						
19	0						
20	0						

USA Main Campus Fire Statistics Student Housing Facilities in 2023

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Injuries Requiring Medical Facility Treatment	Deaths Related to Fire	Value of Property Damage from Fire
Alpha Gamma Delta	0						
Alpha Omicron Pi	0						
Azalea Hall	0						
Beta 1	0						
Beta 2	0						
Beta 3	0						
Beta 4	0						
Beta 5	0						
Camellia Hall	0						
Chi Omega	0						
Delta 3	0						
Delta 4	0						
Delta 5	0						
Delta 6	0						
Epsilon 1	0						
Epsilon 2	0						
Gamma 0	0						
Gamma 1	0						
Gamma 2	0						
Gamma 3	0						
Gamma 4	0						
Gamma 5	0						
Gamma 6	0						
Gamma 7	0						
Gamma 8	0						
Gamma 9	0						
Kappa Alpha	0						
Kappa Delta	0						
Phi Mu	0						
Pi Kappa Alpha	0						
Pi Kappa Phi	0						
Sigma Chi	0						
Stokes Hall	0						
*Traditions							

**Traditions statistics cover only December 2024, the month the University acquired the facility.*

USA Main Campus Fire Statistics for Central House on Stadium, a Student Housing Facility, in 2023

Building Name	Total Fires	Fire Number	Date	Cause of Fire	Injuries Requiring Medical Facility Treatment	Deaths Related to Fire	Value of Property Damage from Fire
1	0						
2	0						
3	0						
4	0						
5	0						
6	0						
7	0						
8	0						
9	0						
10	0						
11	0						
12	0						
13	0						
14	0						
15	0						
16	0						
17	0						
18	0						
19	0						
20	0						

UNIVERSITY OF SOUTH ALABAMA

FLAGSHIP OF THE GULF COAST.

University of South Alabama
Mobile, Alabama 36688-0002

For questions or comments, please contact us at:
(251) 460-6312
southalabama.edu/police
Data for the 2025 Calendar Year
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