

# 2023 ANNUAL SECURITY REPORT

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This report includes statistics for the previous three (3) years concerning reported crimes on the University of Mississippi Medical Center (UMMC) campuses. This report also includes institutional policies concerning campus security, such as alcohol and drug use, crime prevention, crime reporting, sexual assault and other matters.





# A MESSAGE FROM CHIEF MARY EILEEN PARADIS

UMMC Community,

The University of Mississippi Medical Center Police and Public Safety Department (UMMC PD) is your professional, full-service law enforcement agency providing police and security services on campus 24 hours a day, 365 days a year. The dedicated men and women of the UMMC PD are committed to working with our UMMC partners to provide a safe and secure environment for them to receive health care, work and learn.



As a law enforcement entity at an institute of higher learning, UMMC PD is expected to meet the crime statistics reporting requirements of the Jeanne Clery Act and publish an Annual Security Report (ASR). The ASR will always include statistics from the previous three (3) years, so this year's report will reflect 2020, 2021 and 2022. Each October 1st, the ASR will be available for everyone to review on our website and at our headquarters at The Alumni House on the main UMMC campus in Jackson. We encourage you to review the report, and if you have any questions, contact my office.

Unfortunately, for yet another year, we cannot talk about campus safety without mentioning our nation's epidemic of gun violence that directly impacts our campuses and communities. In addition to strong partnerships with other local and federal law enforcement agencies, UMMC PD continues to collaborate internally with our UMMC partners in higher education, health care and research to enhance campus safety. We have introduced several new safety and technology initiatives this year to boost our security campus-wide. UMMC PD has personnel trained to conduct threat assessments and do civilian training for active attacker scenarios. Additionally, we continue to participate in multidisciplinary behavioral response efforts in our community. Members of the UMMC PD have played a significant role in these initiatives, and we appreciate their continued support and contributions.

For more information on how we strive to keep the UMMC community safe, I encourage you to visit our agency website to find a collection of safety information and resources. Proactive prevention methods are proven to deter criminal activity. We ask each of you to remain vigilant and do your part to keep UMMC safe by immediately reporting any suspicious or unlawful behavior to UMMC PD at 601-815-7777. Safety is everyone's responsibility. "If you see something, say something."

Creating a campus environment that is safe, respectful, civil and supportive for all students, faculty, staff, patients and guests requires effort. I hope you will join me in working toward creating a safe and inclusive UMMC community. Thank you for taking the time to read this message and report. I am proud of the work our officers and staff have put in to build a safer community for all of us at UMMC.

Sincerely,

**Mary Eileen Paradis**  
Chief of Police and Executive Director of Public Safety  
University of Mississippi Medical Center

[umc.edu/police](https://umc.edu/police)

# YOUR UMMC PD



The University of Mississippi Medical Center Police and Public Safety Department (UMMC PD) is the police agency with jurisdiction for the University of Mississippi Medical Center (UMMC) main campus in Jackson, including employee parking areas in the Jackson State University stadium parking lot, the Medical Tower (440 E. Woodrow Wilson Ave., Jackson, MS 39216) Lakeland Medical (764 Lakeland Dr., Jackson, MS 39216) and Holmes County Rural Health Clinic in Lexington, MS.

UMMC PD is staffed by duly sworn, state-certified law enforcement officers responsible for enforcing federal, state, and local laws and UMMC policies and regulations. UMMC PD police officers are armed, have arrest powers and conduct vehicle, foot, and bicycle patrols on campus. UMMC PD also employs non-sworn security personnel to supplement campus security measures on the main campus.

Patrol and dispatch services are provided 24 hours a day, 365 days a year, and provide access to additional local emergency services. The Communications Unit is staffed by state-certified dispatchers who coordinate all emergency communications. UMMC PD dispatch personnel are also responsible for contacting area agencies, including the City of Jackson Fire Department, American Medical Response (AMR), or other local public safety entities when needed.

In addition to patrol and security operations, UMMC PD has a Criminal Investigations Division responsible for investigating felony crimes affecting faculty, staff, students, patients, and visitors on the campuses of UMMC. UMMC PD's Behavioral Response Team (BRT) responds to incidents involving persons in crisis both

in the clinical settings and elsewhere on campus to serve our campus community better.

UMMC PD is in the self-assessment phase of becoming accredited with the Commission on Accreditation for Law Enforcement Agencies (CALEA®) and, as such, is evaluating our policies and procedures to meet these nationally recognized standards.



## OUR MISSION

In collaboration with our UMMC partners, the UMMC PD is committed to providing a safe environment for all students, staff, patients and visitors. UMMC PD personnel will be empathetic and always treat people with dignity and respect. We will keep our methods transparent and remain accountable to ourselves and our diverse community.

## OUR CORE VALUES

- Integrity
- Professionalism
- Respect
- Accountability
- Transparency
- Empathy

# WHAT TO DO IN AN EMERGENCY

## WHO TO CALL IN AN EMERGENCY

UMMC PD is committed to providing a safe environment for our students, staff, patients, and visitors. Please familiarize yourself with the process for summoning help in case of an emergency and for reporting an incident. When calling, please remain on the line to ensure dispatchers have the correct location and understand the nature of the incident.

Please note when calling 911 from a mobile device, the call will first be routed to the local E911 dispatch center and then forwarded to UMMC PD Dispatch once they determine the emergency is on UMMC's campus. Everyone is encouraged to scan the following QR code to upload UMMC PD Dispatch's direct contact information into their cell phone's contact list for quick access in an emergency.

UMMC has integrated our Alert U system with the mobile application Everbridge. This system will send emergency weather and public safety alerts directly to your cell phone. Additionally, it acts as a "blue phone in your pocket," allowing you to contact UMMC PD directly with the push of a button. Any student, faculty, or staff member can download this application to their cell phone at [umc.edu/alertu](http://umc.edu/alertu).

Patients, families and visitors to UMMC can receive public safety alerts while on campus by texting ALERTU to 333111 from their cell phones.

Connect quickly to  
**UMMC**  
Police and Public  
Safety Department

Scan the QR code  
to add us to your contacts!

SCAN ME

## REPORTING A CRIME

Reporting a crime quickly to law enforcement is essential to identifying and arresting criminals. As time passes, the odds of making an arrest decrease. If you are the victim or a witness to a crime that has occurred on UMMC's campus, immediately contact UMMC PD at one of the previously listed phone numbers. If the incident occurred off-campus, call 911, and the law enforcement agency with jurisdiction will respond.

Once on the line with a Dispatcher, please be sure to tell them exactly where you are located and everything you may remember about the suspect(s), such as their clothing, appearance, direction, and method of travel (e.g., on foot or in a vehicle). The more information you can give over the phone, the greater the chance law enforcement can quickly apprehend the suspect(s).

If it is safe to do so, please remain at that location so law enforcement can quickly locate you. If you need to change locations for safety reasons, update the Dispatcher with your new location.

## UMMC PD TELEPHONE NUMBERS

### When dialing from a *CAMPUS PHONE*

<b>Emergency</b>	<b>911 or 5-7777</b>
Non-Emergency	4-1360

### When dialing from a *CELL PHONE*

<b>Emergency</b>	<b>601-815-7777</b>
Non-Emergency	601-984-1360
Communications Supervisor	601-984-1902

Administration	601-984-1381
Criminal Investigations	601-815-5176

# WHAT TO DO IN AN EMERGENCY

## REPORT SUSPICIOUS BEHAVIOR PROMPTLY TO CAMPUS POLICE

All UMMC campus members should be aware of their surroundings and report any suspicious behavior to UMMC PD as soon as possible. If you see something out of the ordinary, perhaps a vehicle or a person that does not belong, call UMMC PD to report it. Please provide the best description of the subject, vehicle and/or behavior to make it easier for law enforcement to follow up.

## UMMC PD CAMPUS SAFETY INITIATIVES

UMMC PD is always looking for new and innovative ways to address safety and security concerns on UMMC's campus and at university-sponsored events. In addition to conducting physical security assessments for any of our UMMC partners who request it, we routinely collaborate with different organizations on campus to see how, as a whole, UMMC faculty, staff and students can help keep the UMMC community safe. Below are some new initiatives that have changed how we can effectively serve our community.

### ***Behavioral Response Team (BRT):***

In July 2022, UMMC PD established a full-time, 10-person Behavioral Response Team (BRT) providing a daily service on campus addressing acute mental health concerns and/or disorderly subjects in both the clinical and public settings. These specially trained, plain-clothed officers provided the UMMC campus with a "soft-touch," hands-on approach to handling calls for service involving people experiencing a mental health crisis. Recently, at the request of and in collaboration with our clinical partners, we have hired four additional non-sworn BRT technicians to supplement the team's need for one-on-one observations and non-police response in the hospital. The BRT has responded to over 1,000 requests in its first year of full-time deployment.

### ***Behavioral Threat Assessments:***

A Behavioral Threat Assessment is a systematic process of investigating and assessing concerning behavior. Our goal in completing a Behavioral Threat Assessment is to ascertain if the individual or threat poses a risk to the campus or a member of our UMMC community. We have begun to utilize state-of-the-art software to help us manage these assessments.

UMMC PD has also partnered with the state's Institute of Higher Learning (IHL) board to develop and provide Behavioral Threat Assessment training to other institutions around the state.



### ***Bicycle Team:***

When the weather permits, you will see various department members patrolling the campus on bicycles, allowing for greater visibility and more personal contact with the community we serve.

### ***Body-worn & In-car Cameras and MDTs:***

All UMMC PD police and security officers are equipped with body-worn cameras, which has become an industry best practice in the 21st Century. As we upgrade our patrol vehicle fleet, we are also installing in-car camera systems and mobile data terminals (MDTs) that allow our mobile units to receive and transmit necessary information in the field.



# WHAT TO DO IN AN EMERGENCY

## **License Plate Cameras:**

We have installed numerous license plate readers around campus to enhance security in our parking areas and on campus. Since their installation, these cameras have proven to be a tool in several criminal investigations on and around campus.

## **Partnership with Capitol Police:**

We have also entered into a Memorandum of Understanding (MOU) with the Capitol Police Department to work together in crime prevention efforts and investigations. This partnership allows for a more fluid response to incidents that may occur on our campus or the areas immediately adjacent that may cross jurisdictional lines. This relationship has allowed UMMC PD to deploy additional uniformed police officers on campus in the event of a critical incident.

## **TIMELY WARNINGS, EVERBRIDGE, AND ALERT U**



UMMC PD is responsible for issuing timely warnings in compliance with the Clery Act for crimes committed on campus that, in the judgment of the University, constitute an ongoing threat to our UMMC community. They are issued on a case-by-case basis after consideration of all available facts, such as the nature of the crime, continued danger or risk to the campus community, and the risk of compromising law enforcement efforts. These alerts may also be issued for crimes that occur off-campus but pose a risk to UMMC students, faculty, employees, patients, or visitors.

As part of UMMC's efforts to ensure the safety of students, faculty, patients, visitors, and staff, UMMC

has implemented a new component to its campus emergency notification system, Alert U.

Students, faculty, and UMMC staff can download the Everbridge app on their Android or iOS devices by following the directions on our website:

[umc.edu/alertu](http://umc.edu/alertu)

Once downloaded, the user will be able to receive real-time alerts for incidents occurring on-campus that may affect them (i.e., weather, hazards, active and ongoing threats). The app also acts like a "blue-light phone in their pocket" in an emergency. By pressing the SOS button on the app, the user will be connected directly to UMMC PD dispatch and a geo-located in the system, making it easier to get help to them quicker. Participation in this system is not mandatory, but enrollment is strongly encouraged.

Upon receiving the report of a crime that may warrant the release of a crime alert, UMMC PD may consult with neighboring law enforcement entities and other UMMC departments to discuss relevant facts, the level of threat to the campus community, and the content of the alert.



# THE CLERY ACT

## THE JEANNE CLERY DISCLOSURE OF CAMPUS SECURITY POLICY & CAMPUS CRIME STATISTICS ACT

Pursuant to 20 United States Code section 1092(f), the “Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act,” and the Code of Federal Regulations (CFR) requires that each institution of higher education in the United States, which participates in federal student aid programs must produce and distribute an annual report containing crime statistics and statements of security policy. Failure to provide required information or including inaccurate information may result in fines of up to \$62,689.00 per violation imposed by the U.S. Department of Education (DOE).

### THE CLERY ACT – LEGAL REQUIREMENTS

- Publish an annual report every year by October 1st that contains three (3) years’ worth of crime statistics and certain security policy statements, including sexual assault policies.
- Make a good faith effort to disclose crime statistics for the campus, unobstructed public areas immediately adjacent to or running through the campus, and certain non-campus facilities, including off-site UMMC-owned/operated property.
- Provide “timely warning” notices of those crimes that have occurred on or near campus and pose an “ongoing threat to students and employees.”
- Disclose in a public daily crime log any crime that occurred on campus or within UMMC PD’s patrol jurisdiction and was reported to UMMC PD.

Each year, a bulk e-mail notification is made to all employees and enrolled students regarding the availability of the Annual Security Report. A printed copy of this report may be obtained by writing the UMMC PD at 2500 N. State St. (Jackson, MS 39216) or

by coming to the UMMC PD headquarters located at the Alumni House on campus during normal business hours Monday - Friday. This report is also published on the UMMC PD web page at:

[umc.edu/police](http://umc.edu/police)

### REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES (CSAS)

Ideally, all crimes will be reported directly and promptly to the UMMC PD, but we recognize that some may prefer to report incidents to other UMMC offices or individuals. The Clery Act requires UMMC to disclose statistics of certain crimes that occur within UMMC Clery geography and that are reported to designated Campus Security Authorities (CSAs).

This term, CSA, is a Clery Act-specific term defined as an official of an institution who has significant responsibility for student and campus activities and who has the authority and the duty to act and/or respond to particular issues on behalf of the institution. This includes all members of UMMC PD, faculty advisors of student groups, Student Affairs staff, and Deans or Assistant Deans. CSAs can help facilitate notification of UMMC PD on the victim’s behalf if the victim so desires. Remember, prompt and accurate reporting is essential in helping law enforcement to bring justice to the victim.

Per Clery Act guidance, professional counselors and pastoral care personnel whom UMMC hires to serve in counseling are not considered a CSA when acting in that role. They should attempt to regularly inform those they counsel of the voluntary and confidential reporting options available to them.

# THE CLERY ACT

## DEFINITIONS OF CLERY GEOGRAPHY

### ***On-Campus***

On-campus is defined as (1) any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph 1 that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).

### ***Non-Campus Building or Property***

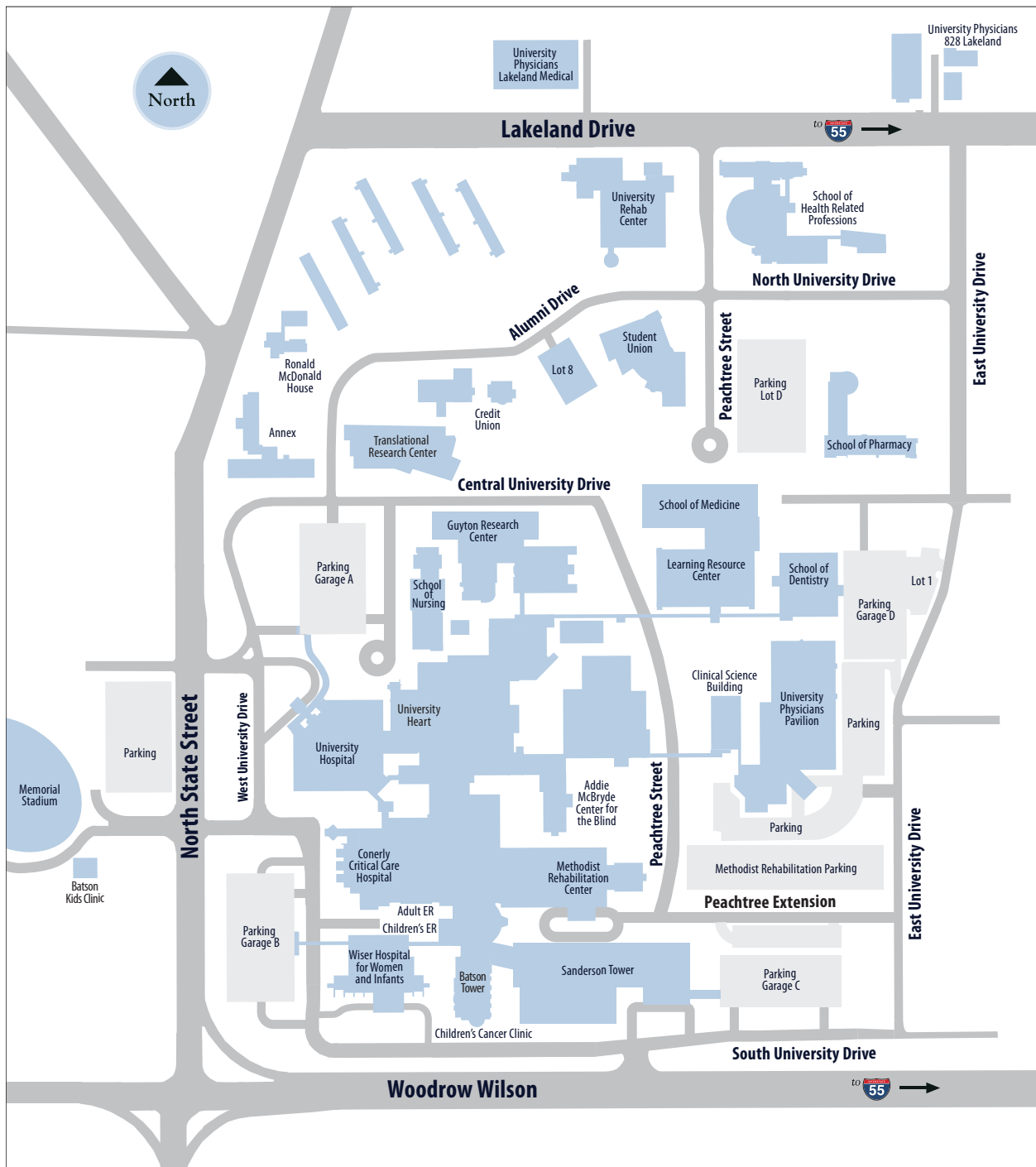
A non-campus building or property is defined as (1) any building or property owned or controlled by a student organization that is officially recognized by the institution or (2) any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

### ***Public Property***

Public property is defined as all property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.







# THE CLERY ACT

## CLERY ACT REPORTABLE CRIMES

The Clery Act requires universities to report incidences of certain crimes in the ASR. The terms used by the Clery Act are broad and generic as the Clery Act covers all U.S. universities, colleges, and institutes of higher education. Sometimes, a particular state may not have an applicable law that matches the Clery Act reportable crimes list or the specific names mean something else in a different state. The next few sections of this report will help define the Clery Act reportable crimes and the specific and applicable Mississippi statutes so you may better understand what is included in UMMC's Annual Security Report.

### ***Murder or Non-Negligent Manslaughter***

Defined as the willful (non-negligent) killing of one human being by another

### ***Manslaughter by Negligence***

Defined as the killing of another person through gross negligence

### ***Rape***

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

### ***Fondling***

Defined as the touching of the private parts of another person for the purposes 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 their temporary or permanent mental incapacity

### ***Incest***

Defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law

### ***Statutory Rape***

Defined as non-forcible sexual intercourse with a person under the statutory age of consent, which is 16 years of age in Mississippi. If the victim is between 14 and 16 years of age, the suspect must be older than 17 years of age and more than 36 months older than the victim. If the victim is under 14 years of age, the suspect can be of any age if they are more than 24 months older.

### ***Robbery***

Defined as taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

### ***Aggravated Assault***

Defined as an unlawful attack by one person upon another to inflict severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury results 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 completed.

### ***Burglary***

Unlawful entry of a structure to commit a felony or a theft.

### ***Motor Vehicle Theft***

Theft or attempted theft of a motor vehicle (Classify as motor vehicle theft in all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joyriding.)

### ***Arson***

Any 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.

# THE CLERY ACT

University of Mississippi Medical Center  
UMMC Police Department  
Student Right To Know Report

Offense Type	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total	Unfounded*
Murder & nonnegligent Manslaughter	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Any Forcible Sex Offense Total	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	1	0	0	0	1	0
Rape	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Fondling (Unwanted Sexual Touching)	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	1	0	0	0	1	0
Any Non-Forcible Sex Offense Total	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Incest	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Robbery	2020	0	0	0	0	0	0
	2021	1	0	0	0	1	0
	2022	1	0	0	0	1	0
Aggravated Assault	2020	3	0	0	0	3	0
	2021	3	0	0	0	3	0
	2022	1	0	0	0	1	0
Burglary (Structure ONLY, do not include vehicles)	2020	0	0	0	0	0	0
	2021	1	0	0	0	1	0
	2022	0	0	1	0	1	0
Motor Vehicle Theft	2020	3	0	0	0	3	0
	2021	1	0	0	0	1	0
	2022	4	0	0	0	4	0
Arson	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
Any Other Crime Involving Bodily Injury	2020	0	0	0	0	0	0
	2021	0	0	0	0	0	0
	2022	0	0	0	0	0	0
<b>Totals</b>		<b>20</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>21</b>	<b>0</b>

\* Unfounded counts are not included in other count or total fields in this report other than the total field for the Unfounded column.



# THE CLERY ACT

## VIOLENCE AGAINST WOMEN ACT (VAWA) CRIMES

### *Domestic Violence*

Includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or who has cohabitated with the victim as a spouse or intimate partner, or by any other person against an adult or youth victim who is protected under domestic or family violence laws.

### *Stalking*

Means engaging in a course of conduct directed at a specific person that would cause a reasonable person to a) fear for their safety or the safety of others or b) suffer substantial emotional distress. This can include continued unwanted text, call, email, or even 3rd party communication, showing up at the complainant's work, home, school, or public areas they frequent, vandalism to the victim's property, and/or physical menace or injury.

	Year	On Campus	Residential Facilities	Non-Campus Building & Property	Public Property	Total
<b>Domestic Violence</b>	2020	4	0	0	0	4
	2021	7	0	0	0	7
	2022	7	0	0	0	7
<b>Dating Violence</b>	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
<b>Stalking</b>	2020	1	0	0	0	1
	2021	0	0	0	0	0
	2022	1	0	0	0	1
<b>Totals</b>		20	0	0	0	20



# THE CLERY ACT

## WEAPON, DRUG AND LIQUOR LAW ARRESTS OR JUDICIAL REFERRALS

The Clery Act also requires institutions to provide statistics for alcohol, drug, and weapons-related arrests or school judicial referrals. These crimes are defined as:

### ***Weapon Law Violations***

The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors;

### ***Drug Abuse Violations***

Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium, cocaine, marijuana, synthetic narcotics, and other dangerous non-narcotic drugs.

### ***Liquor Law Violations***

The violation of laws prohibiting the manufacture, transporting, furnishing, sale, or possessing of intoxicating liquor. (Drunkness and driving under the influence are not included in this definition.)

#### Arrests

	Year	On Campus	Resid. Facilities	Non-Camp. Buildings	Public Property	Total
<b>Drug Violations</b>	2020	2	0	0	0	2
	2021	2	0	0	0	2
	2022	11	0	0	0	11
<b>Liquor Law Violations</b>	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
<b>Weapons Violations</b>	2020	2	0	0	0	2
	2021	0	0	0	0	0
	2022	4	0	0	0	4
<b>Totals</b>		21	0	0	0	21

# TITLE IX INFORMATION

## SUMMARY AND PURPOSE

To set forth the resources available to students and employees, define the range of prohibited sexual misconduct, and establish procedures for responding to sexual misconduct incidents, including sexual assault, sexual harassment, and other unwelcome behaviors, as explained below.

## THE CAMPUS SEXUAL VIOLENCE ELIMINATION (SaVE) ACT

The Campus Sexual Violence Elimination (SaVE) Act increases transparency on campus about incidents of sexual violence. It guarantees victims' enhanced rights, sets standards for disciplinary proceedings, and requires campus-wide prevention education programs. The Campus SaVE Act amends the Clery Act, which addresses campus sexual assault policies within the Higher Education Act of 1965. President Barack Obama signed the SaVE Act into law on March 7, 2013, as part of the Violence Against Women Act (VAWA) Reauthorization.

The Campus SaVE Act amends the Clery Act, which requires campuses to provide annual statistics on incidents of campus crimes, including sexual assaults occurring on campus, and report to campus authorities or local police. The Campus SaVE Act broadens this requirement to mandate more robust reporting of sexual violence, including domestic violence incidents, dating violence, and stalking.

## INTRODUCTION

UMMC is committed to fostering a respectful, safe, and non-threatening environment for its students and employees. This policy describes prohibited conduct and establishes procedures for responding to sexual misconduct incidents. These incidents include sexual assault, sexual harassment, and other unwelcome behaviors, as explained below. Title IX of the Education

Amendments of 1972 prohibits discrimination based on sex in education programs and activities.

The Title IX Coordinator oversees policies and procedures that apply to complaints or reports of sexual misconduct by students, staff, or third parties and advises victims of sexual misconduct of their right to file a complaint or seek an informal resolution and the process each. Responsibilities performed in this policy by the Title IX Coordinator may be performed by the Title IX Coordinator or by another UMMC employee trained by and acting under the Title IX Coordinator's supervision. The Title IX Coordinator shall appoint sufficient individuals to serve as members of the UMMC Sexual Misconduct Investigation Team (SMIT) with the assistance and approval of the Associate Vice Chancellor for Academic Affairs and the Chief Human Resources Officer. Approximately 50% of SMIT members must be individuals serving in academic roles and with designated academic appointments at the institution. All SMIT members must receive appropriate training. The Title IX Coordinator supervises the functional operation of the SMIT members, including the investigation and hearings of sexual misconduct complaints and reports. The Title IX Coordinator reports a summary of incidents to the Student Affairs Council for review for reports concerning students.

Students or employees who believe they have been a victim of sexual misconduct may submit a complaint against the accused in writing or person to the Title IX Coordinator, Office of Human Resources, at 601-815-5150 or email at [titleix@umc.edu](mailto:titleix@umc.edu). UMMC faculty or staff members with significant responsibility for student and campus activities, except those providing counseling and/or health care services in a patient/provider capacity, whom a student notifies of an incident of sexual misconduct report the incident immediately but not later than three (3) calendar days to the Title IX Coordinator.

Students and employees are encouraged to contact UMMC PD immediately at 601-815-7777 or call 911 if



# TITLE IX INFORMATION

they have been sexually assaulted and seek immediate medical attention. Students and employees should seek medical attention even if they do not wish to pursue criminal charges or a complaint against their attacker.

## UNIVERSITY DISCRIMINATION POLICY STATEMENT

UMMC is committed to providing a safe, harassment-free environment for all persons regardless of sex, race, religion, national origin, age, gender or gender identity, sexual orientation, disability, or veteran status. This standard applies to all faculty, staff, students, patients, and visitors. It is designed to meet state and federal requirements under Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, and sections of the Violence Against Women Reauthorization Act (VAWA). Reports of sexual misconduct and harassment are taken seriously and will be referred to the appropriate school, Human Resources/Employee Relations, and/or UMMC PD, depending on incident details. The university's sexual harassment policy can be found on Policy Tech.

Reports of sexual harassment or misconduct can be made to the Office of Academic Affairs/Title IX in the following manner:

Anytime/Anyplace: [TitleIX@umc.edu](mailto:TitleIX@umc.edu)

In Person: Title IX Coordinator (2500 N. State St., Jackson, MS 39216 or 601-815-7978)

The Offices of Student Services (601-984-1092) and Title IX have numerous resources available to all students, employees, and other members of the UMMC community who may need support and additional information on sexual misconduct and related issues. Refer to the [Title IX/Sexual Misconduct Resources](#) website on the UMMC intranet for that information.

The Student Counseling and Wellness Center (601-815-5588 or [scwc@umc.edu](mailto:scwc@umc.edu)) has professional counselors and therapists available on an as-needed or continued basis.

## DEFINITION OF SEXUAL HARASSMENT OR MISCONDUCT

Sexual harassment is a broad, non-legal term used to refer to a wide range of non-consensual and unwelcomed behaviors that are sexual in nature. The Department of Education's Office for Civil Rights (OCR) and the Equal Employment Opportunity Commission (EEOC) regard sexual harassment as an unlawful and discriminatory practice.

Sexual harassment/misconduct can occur between strangers, acquaintances, or persons in intimate relationships. It can occur between people of the same or different genders.

### ***Sexual/Gender-Based Harassment:***

Unwelcome conduct determined by a reasonable person to be so objectively offensive, pervasive, and severe that it effectively denies a person equal access to the ability to participate in or to benefit from the university's educational or work programs. To constitute harassment, the conduct must be such that it has the effect of unreasonably interfering with the student's academic performance or creating an intimidating, hostile, demeaning, or offensive academic or work environment.

### ***Quid Pro Quo:***

When a subordinate suffers a tangible adverse action due to their refusal or unwillingness to submit to a higher-up's sexual demands.

# TITLE IX INFORMATION

***Retaliation against someone who reports sexual or gender-based harassment is strictly prohibited at UMMC and should be reported to the Title IX coordinator.*** All reports of sexual harassment and retaliation will be investigated promptly by the Title IX coordinator and/or Human Resources. Policy Statement

UMMC prohibits sexual misconduct in any form, including sexual assault or sexual abuse, sexual harassment, and other forms of nonconsensual sexual conduct. It is the position of UMMC that sexual misconduct in any form will not be excused or tolerated. Criminal, civil, and university disciplinary processes are available to a student or employee with a complaint. UMMC commits to prompt, effective, and fair procedures to investigate and adjudicate reports of sexual misconduct and the university community's education about the importance of responding to all forms of sexual misconduct. Particular emphasis on the student or employee's rights, needs, and privacy with the complaint and the accused's rights are guaranteed. At the same time, UMMC adheres to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

## HATE CRIMES REPORTING

UMMC does not tolerate bias-based behavior by any of its employees, faculty, students, staff, contractors, or even patients and visitors. Any bias-based behavior or hate crime report is taken seriously and will be immediately investigated. An incident would be considered a hate crime should one of the following be the basis or motivation for the act:

- Race
- Gender
- Religion
- Sexual orientation
- Ethnicity or national origin
- Disability

In compliance with the Clery Act and other state or federal hate crimes reporting requirements, UMMC PD documents all reported hate crimes in the ASR. For Clery reporting purposes, a hate crime would include all of the crimes listed above that manifest evidence that the victim was intentionally selected because of the offender's bias against the victim based on one of the categories of prejudice listed above, plus the following crimes:

- **Simple Assault**  
Unlawful physical attack by one person upon another, where neither the offender displays a weapon nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness
- **Larceny/Theft**  
The unlawful taking, carrying, lending, or riding away of property from the possession or constructive possession of another.
- **Intimidation**  
To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct but without displaying a weapon or subjecting the victim to an actual physical attack
- **Vandalism to Property (except arson)**  
To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it

There were NO Hate Crimes reported at UMMC for this ASR Reporting Period.

## VICTIM CONFIDENTIALITY

When a student or employee is the victim of sexual misconduct, the Title IX coordinator will first request that the victim consent to an investigation. Suppose a victim requests confidentiality or asks that the complaint not be pursued. In that case, the Title IX Coordinator will

# TITLE IX INFORMATION

take all reasonable steps to investigate and respond to the complaint consistent with the victim's request. However, the Title IX Coordinator may determine that the circumstances of the incident are so severe or otherwise indicate an ongoing danger to the victim and/or members of the UMMC community that action must be taken on the part of UMMC beyond the action requested from the victim. Consistent with Title IX, UMMC prohibits retaliation against any individual who makes a report of sexual misconduct or who cooperates with an investigation into sexual misconduct. Retaliation against such an individual violates this policy and is subject to discipline, including dismissal and/or termination.

## VICTIM AMNESTY

The use of alcohol or drugs by either party in conjunction with a sexual assault does not alleviate responsibility on the accused or diminish the offense's severe nature. When alcohol or drugs are involved, a victim will not be found responsible for alcohol or drug violation and should not let their use of alcohol or drugs deter reporting the incident.

## CONFIDENTIAL REPORTING

If you are the victim of a crime and wish for your identity to remain confidential and do not wish to pursue any criminal investigations, you must let the CSA to whom you reported the incident know. If confidentiality has been requested, the CSA will gather the necessary information and immediately notify UMMC PD to implement the appropriate crime alerts, if warranted, when the safety of the campus as a whole may be at risk. CSAs should also notify UMMC PD of the nature and location of the incident so the incident can be included in the statistical records to comply with the Clery Act. A CSA may utilize the online Clery Act Incident Report Form located on the UMMC website at:

<https://www.umc.edu/UMMC/Police/Clery-Act/Clery-Act-Incident-Report-Form.html>

## SANCTIONS

This policy prohibits a wide range of sexual misconduct. As such, dependent upon the facts unique to each case, sanctions may range from a verbal reprimand to expulsion and/or termination from UMMC.

## CAMPUS & COMMUNITY NOTIFICATION OF SEXUAL OFFENSES

All CSAs to whom a sexual assault was reported must immediately notify UMMC PD and the Title IX Coordinator. UMMC understands that often, the victim of sexually related offenses wishes to maintain their privacy following a traumatic event. Still, the university has a duty to protect the campus as a whole. When necessary to protect others on campus, pertinent details of such an incident will be released to the public, including through social media, Alert U, and news outlets. None of the victim's personal or identifiable information will be released to the public as outlined in the Federal Education Right to Privacy Act (FERPA). The suspect's photograph and personal identifiers may also be released when necessary to protect the campus.

As Clery Act reportable crimes, all reported sexual offenses will be included in the statistical records and the ASR for the year of the report.

## MISSISSIPPI SEX OFFENDER REGISTRY

In collaboration with the Federal Campus Sex Crimes Prevention Act, effective October 28, 2002, The State of Mississippi makes available information about registered convicted sex offenders in the state. Contact the Mississippi Department of Public Safety, Sex Offender Registry, Post Office Box 958, Jackson, Mississippi 39205, 601-368-1740, e-mail [msor@mdps.state.ms.us](mailto:msor@mdps.state.ms.us), or website <http://www.sor.mdps.state.ms.us>.



## UNIVERSITY OF MISSISSIPPI MEDICAL CENTER DRUG-FREE WORKPLACE AND WORKFORCE

The Medical Center is required, as mandated by the Anti-Drug Abuse Act of 1988, to maintain a drug-free workplace. Employees are the Medical Center's most valuable resource, and for that reason, their health and safety are of paramount concern. The Medical Center is committed to maintaining a safe, healthful, and efficient environment that enhances the welfare of our employees, students, patients, and visitors. The Medical Center's policy is to maintain an environment free of impairment related to substance abuse by any of its employees.

Our patients, their families, our students, and the Medical Center expect employees and students to arrive for work and education in a condition free of the influence of alcohol and drugs. Refrain from use, possession, or sale on UMMC-owned or UMMC-leased properties. Using, selling, transferring, stealing, or possessing an illegal drug violates the law. UMMC will refer such illegal drug activities to law enforcement, state licensing, and credentialing agencies when appropriate.

## EMPLOYEE ASSISTANCE PROGRAM

### *Employees*

UMMC provides Humana EAP and Work-Life Services at no cost to you or members of your household. If you require additional counseling or services beyond established coverage by the Employee Assistance Program, there may be additional costs. Visit the Department of Human Resources intranet page for contact information at [www.umd.edu/HR](http://www.umd.edu/HR).

### *Students*

Humana EAP and Work-Life Services is the student assistance program. These services are confidential, and there is no cost to UMMC students. For contact information, visit the Office of Student Affairs website at [umc.edu/academic-affairs](http://umc.edu/academic-affairs).

## TOBACCO USE POLICY

Prohibited are all tobacco forms at all times and at all UMMC campus locations, including UMMC-owned facilities, properties, and grounds, including but not limited to the following:

- The interior of all UMMC-owned buildings;
- All outside property or grounds of the campus, including sidewalks, parking lots, recreational areas, and partially enclosed areas such as walkways, breezeways, patios, porches, gazebos, tents, and bus shelters;
- Within any UMMC-owned vehicles, including buses, vans, shuttles, golf carts, and all other UMMC vehicles; and
- All indoor and outdoor athletics venues and facilities.

This policy applies to all students, faculty, staff, patients, visitors, and contractors. For purposes of this policy, "smoking" means inhaling, exhaling, burning, carrying, or possessing any lighted tobacco product, including cigarettes, cigars, pipe tobacco, and any other lit tobacco products, including electronic cigarettes that emit smoke. UMMC also prohibits littering the campus with the remains of any tobacco products.





### PROHIBITION OF FIREARMS AND WEAPONS

UMMC PD is committed to maintaining a safe and secure environment supporting the UMMC's mission. The possession, use, and/or threatened use of any firearm or other weapon (e.g., mace, knives, etc.) on or in any UMMC campus or facility by anyone other than duly authorized law enforcement officials, institutional security personnel, or other authorized persons is strictly prohibited.

"Authorized personnel" are individuals authorized by applicable state or federal law, the institution's executive officer, or their designee. Authorized persons may also include those who are in possession of valid, unexpired state firearms permit with the "Instructor Certified" (IC) sticker on the back or the equivalent permit issued by a state with reciprocity agreement with Mississippi.

Even so, those individuals possessing such a permit are not permitted to possess a firearm or other weapon in areas that are deemed non-public. Students and employees are strictly prohibited from possessing any weapon on institutional property or at university-sponsored events, regardless of permit status.

### DISRUPTIVE BEHAVIOR PROHIBITED AT UMMC

UMMC policy prohibits disruptive and violent behavior on all UMMC property. This is not limited to faculty, staff, and students but also includes contractors/vendors, patients, visitors, or anyone on campus. Deliberate acts or threats of violence and/or intimidation will not be tolerated. Such behavior includes, but is not limited to:

- Engaging in any act of violence toward a person or property
- Engaging in any aggressive, belligerent, disruptive, or erratic behavior that has the purpose or effect of generating a reasonable concern for the physical safety of others
- Stalking and harassment
- Participating in or encouraging a fight
- Using any item to injure, threaten or intimidate another

This policy applies to behavior occurring on any UMMC campus or facility and during off-campus UMMC-sponsored activities and events (e.g., graduation, etc.). Additionally, such behavior that occurs off-campus but generates a reasonable concern for public safety on UMMC property or to any staff, patient, student, or visitor may be subject to this policy. Any violation of this policy may result in the immediate removal and trespass from UMMC unless seeking emergency medical treatment.



# EMERGENCY MANAGEMENT

UMMC PD follows local, state, federal, and industrial guidelines to protect the healthcare community by coordinating and integrating all activities necessary to build, sustain, and improve the capability to mitigate, prepare for, respond to, and recover from threatened or actual natural disasters, acts of terrorism, or other human-made disasters. UMMC PD personnel collaborate with other UMMC partners, such as the Department of Fire Safety, Physical Facilities, and the Mississippi Center for Emergency Services, reviewing and training on UMMC's emergency response plans.

## FIRE ALARM PROCEDURES

In the case of a fire on UMMC property, call 911 from an on-campus telephone or 601-815-7777 from your cell phone. Follow emergency exit signs to evacuate the area and/or building quickly. UMMC employees, students, and faculty should familiarize themselves with UMMC emergency evacuation plans.



# PERSONAL SAFETY SUGGESTIONS

Campus safety begins with each individual employee, student, patient, and visitor remaining vigilant and aware of their surroundings. Here are some tips to protect yourself and the people around you:

- When walking around campus, always be aware of what is happening around you. Stay in well-lit areas and try to walk in groups whenever possible.
- Keep the volume on your headphones down to hear if someone is approaching.
- Lock your vehicle and do not keep valuables inside your vehicle, especially where others can see them (e.g., seat, cup-holder, etc.).
- Never leave a firearm in your vehicle.
- If you have remote access to your vehicle, NEVER leave the key fob inside the vehicle. Someone entering your car can easily steal it if the key fob is hidden inside.
- Carry your purse/bags close to your body. Wallets should be in a front pocket so they cannot be easily picked.

Call UMMC PD at 601-984-1360 if you see something suspicious.

## CRIME PREVENTION AND SAFETY TRAINING

UMMC PD strives to minimize or eliminate criminal opportunities whenever possible and encourages students, faculty, and staff to be responsible for their and others' security. Upon request, UMMC PD provides crime prevention education on many security-related topics. Students, faculty, and staff may schedule a crime prevention presentation at any time by calling 601-815-3072.

Connect quickly to

 **UMMC**<sup>™</sup>  
Police and Public  
Safety Department

Scan the QR code  
to add us to your contacts!

SCAN ME

The graphic features a large QR code in the center, enclosed in a blue speech bubble shape. To the left of the QR code is the UMMC logo and text. Below the QR code is a dark blue button with the text 'SCAN ME'. To the left of the QR code is a dark blue box with white text that says 'Scan the QR code to add us to your contacts!'. Above the QR code is the text 'Connect quickly to'.