

UNION COLLEGE ANNUAL SECURITY AND FIRE SAFETY REPORT

Contains crime and fire disclosures for 2025, 2024, 2023 calendar years



This report includes crime safety policies and campus statistics, including residential fire safety policies and statistics for specific fires.

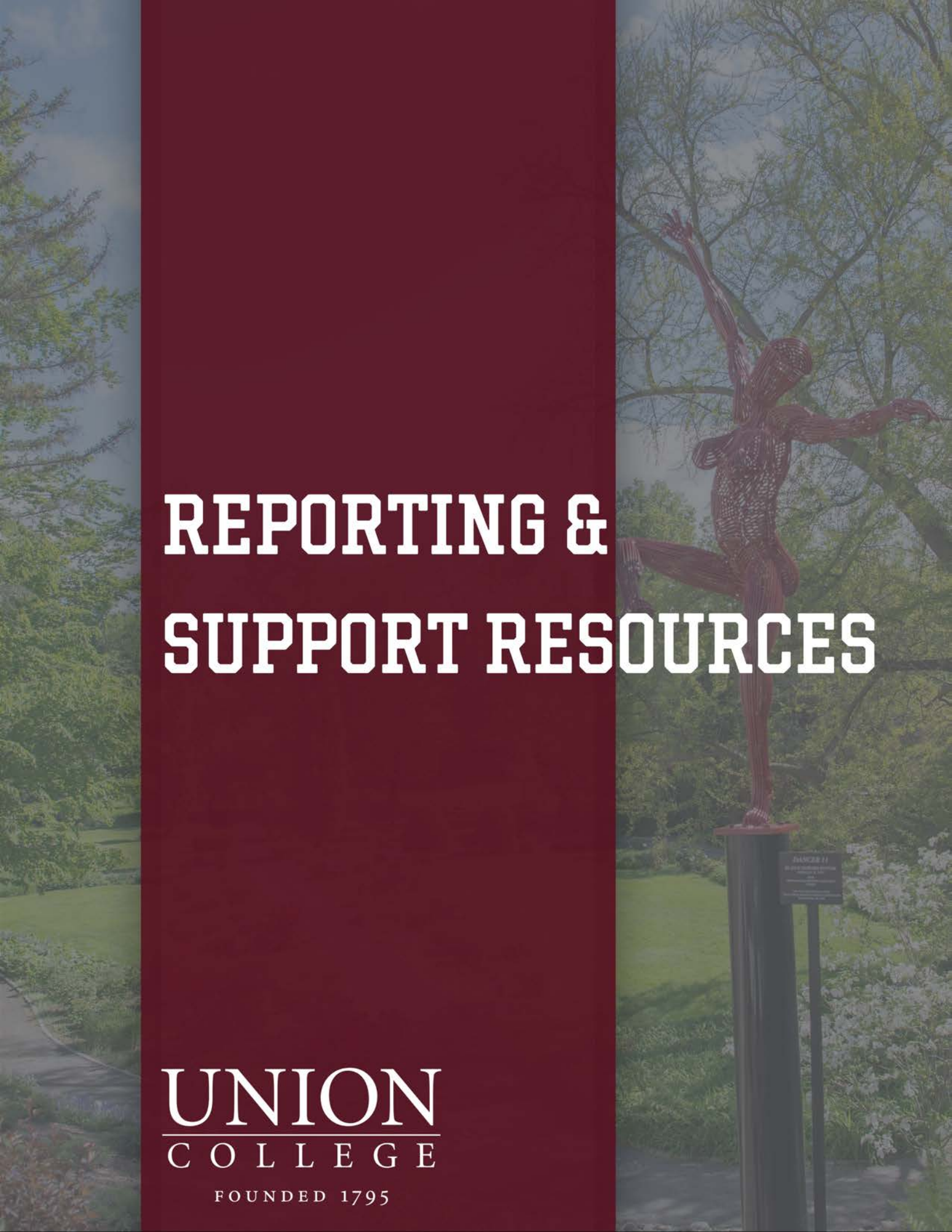
EMERGENCY?

In an emergency, the first call should be to Campus Safety. To reach first responders, dial 911, and a dispatcher will connect the caller to Campus Safety or local law enforcement. You can also contact Campus Safety directly at 518-388-6911.

The responders will either provide direct assistance or connect individuals with necessary resources, including local law enforcement, health services, mental health support, Title IX, student affairs, campus life, and other relevant resources.

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REPORTING & SUPPORT RESOURCES

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Anyone who experiences a crime, act of violence, or sexual misconduct is encouraged to report it to the College and local law enforcement. Upon receipt of a report, the College will provide resources to support individuals, help with law enforcement communication, and refer matters for resolution as appropriate. Responders will provide direct assistance or connect individuals with necessary resources.

Anonymous Reporting Options

Any individual may make an anonymous report concerning an act of sexual misconduct, relationship violence, sexual harassment, or stalking. An individual may report the incident without disclosing their name, identifying the respondent, or requesting any action. Depending on the extent of information available about the incident or the individuals involved, however, the College's ability to respond to an anonymous report may be limited. [The Anonymous Reporting Form is available online.](#) Following receipt of the report, the Title IX Coordinator will determine any proper steps, including individual or community remedies as appropriate, and in consultation with the Director of Campus Safety, compliance with all Clery Act obligations.

Reporters should understand that anonymous reporting may limit the College's ability to respond or provide supportive measures to a harmed person.

Disclosures and Response

The College encourages students, employees, and third parties to seek support from campus and community resources, including medical, mental health, law enforcement, and other supportive services. Resource contact information, marked confidential or non-confidential, is listed at the beginning of this Annual Security Report.

After trauma or a crime, finding the right resource can be difficult. Anyone needing help connecting to resources may contact the Title IX Coordinator, Human Resources, Campus Safety, or any listed resource.

Victims of crime may report incidents to Campus Safety and/or local law enforcement or decline to notify. The College will assist victims in notifying law enforcement if requested. Per the Clery Act, victims have the right to:

- Notify College and/or local law enforcement;
- Be assisted in notifying law enforcement; or
- Decline to notify law enforcement.

Sexual misconduct may violate College policy and may also be a crime. College disciplinary action does not replace legal action. Individuals may report to law enforcement and the Office of Civil Rights and Title IX simultaneously. Reports to Campus Safety are shared with the Office of Civil Rights and Title IX.

The College may issue a mutual no-contact order; law enforcement and the District Attorney can assist with obtaining a court-issued restraining order.

On-campus Reporting

Resource	Contact Information
Union College Campus Safety	518-388-6911
Title IX Coordinator	518-388-6865 titleix@union.edu
Deputy Title IX Coordinator	518-388-6865
Dean of Students	518-388-5555

Confidential Resources

Resource	Contact
Wicker Wellness Center	518-388-6120
Eppler-Wolff Counseling Center	518-388-6161
Union College Sexual Assault Resource Hotline	518-388-6600

Medical, Counseling, and Advocacy

Resource	Contact
Sexual Assault and Crime Victims Services	518-346-2266
Ellis Hospital Emergency Room	518-243-4121
Schenectady County Sexual Assault Support Services	518-346-2266
Survivor Support Services (Planned Parenthood) of Schenectady County Confidential Hotline	866-307-4086
YWCA of Schenectady	518-374-3386
District Attorney's Office	518-388-4364
Schenectady Police, Fire Department or Ambulance	911
	518-630-0911 (non-emergencies)
Visa and Immigration Assistance	McCandish Holton Attorneys at Law Crystal M. Malik - Director P.O. Box 796 Richmond, VA 23218 Phone: 804-775-3811 Fax: 800-442-6672 Email: CMalik@lawmh.com Website: lawmh.com

National Hotlines

Resource	Contact
LGBTQ Support	
LGBT National Center	888-843-4564
The Trevor Project Dating, Domestic, and Intimate Partner Violence	866-488-7386
Violence and Sexual Assault	
National Domestic Violence Hotline	800-799-SAFE (7233) 800-787-3224 (TTY)
Human Options: Rape, Sexual Assault, Incest, and Abuse	877-854-3594
National Sexual Assault Hotline	800-656-HOPE (4673)
Sexual Abuse & Assault of Boys & Men Confidential Support for Men	1in6.org
Center for Victims of Crime	202-467-8700 info@victimsofcrime.org
Crisis Response and Prevention	
National Suicide Prevention Lifeline	Dial 988

Reporting a Crime to Local Law Enforcement

A person reporting a crime to Campus Safety has the right to report the crime to the local law enforcement. Campus Safety officers will discuss this option with the harmed person of a crime and will assist the harmed person with that process.

The filing and process for addressing a crime with a law enforcement entity is a separate process than the College's. In most cases, the College will not wait for a conclusion from any criminal investigation or impending court proceedings, except in cases where the College temporarily delays its investigation while criminal investigators gather evidence. Law enforcement's determination of whether to initiate prosecution will not affect the College's decision to charge a Respondent through the College's resolution process.

Law Enforcement Authority	Contact
Schenectady Police Department	518-630-0911 (non-emergencies)
New York State Police	518-783-3211

Preservation of Evidence

Preserving evidence can support potential criminal investigations, campus disciplinary processes, and access to medical care and other supportive services. Evidence may be time-sensitive and can be lost or degraded if not properly safeguarded. Individuals are encouraged to preserve evidence even if they are unsure whether they wish to report the incident immediately.

The Title IX Coordinator will be promptly notified of a report of sexual misconduct or violence. The College may issue supportive measures, such as mutual no-contact directives. Law enforcement or the District Attorney's Office can also assist with obtaining court-issued restraining orders, if desired.

Physical or Sexual Violence

Even if someone has bathed, changed clothes, or cleaned up, they can still seek medical care and have evidence collected. If possible, before receiving care, individuals should avoid bathing, showering, changing clothes, using the restroom, eating, drinking, smoking, brushing teeth, or cleaning the area, as these may affect evidence.

Forensic Medical Examinations (SART/ Rape Kit) are most effective within 72–120 hours but may still collect useful evidence after that time. Individuals should bring any clothing or items involved to the exam, or store them separately in paper bags or a cardboard box (not plastic).

Ellis Hospital Emergency Department:
1101 Nott St, Schenectady, NY

Forensic Exams and Other Support:

Albany Medical Center:
43 New Scotland Ave, Albany, NY

Digital and Electronic Evidence

Relevant electronic communications and media should be preserved, including text messages, emails, call logs, and voicemails, social media messages, posts, or direct messages, photographs, videos, and screenshots, and GPS or location data. Digital files, posts, or messages should not be deleted or altered. Evidence should be backed up to a secure location, such as a password-protected folder, encrypted drive, or trusted cloud storage. Even deleted digital files may be recoverable by professionals.

Physical Evidence

Items related to the incident, such as clothing, bedding, or personal belongings, should be collected and preserved. Items should be stored in clean paper bags or cardboard boxes, never in plastic. Each item should be labeled with the date, time, and a brief description of where it was found.

Witness Accounts

Individuals should record details of what occurred as soon as possible, including dates and times, descriptions of events and names or identifying information of anyone involved or present. Minor details should also be recorded, as they may later assist investigators or support personnel. Notes should be stored securely and dated for accuracy.

Theft, Vandalism, Burglary

Areas affected by the incident should not be disturbed or cleaned unless necessary for safety. The scene should be photographed or videoed from multiple angles. Damaged property, locks, or equipment should be secured until assessed by law enforcement.

Resources Exempt from Reporting Under the Clery Act

The Clery Act exempts pastoral and professional counselors from bringing forward information about Clery Act crimes reported to them in their role as a pastoral or professional counselor and not otherwise subject to an exception (such as a threat of a future crime of violence). A pastoral counselor is an employee associated with a religious order or denomination and recognized by that religious order or denomination as someone who provides confidential counseling. A professional counselor is an employee whose official job responsibilities include providing psychological counseling to members of the College's community.

While they may decline to bring forward a disclosure of a crime, consistent with their obligations, the College encourages pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling of voluntary and confidential reporting options where the statistic of the crime could be included in federal reporting under the Clery Act. Note that the response may be limited to anonymous reports that do not include enough information to investigate.

What is a Campus Security Authority?

The term Campus Security Authority ("CSA") describes the College officials required to bring forward to Campus Safety the statistic of Clery Act crimes that occur within the College's Clery geography.

Not every College employee is a Campus Security Authority. Some are confidential employees (such as pastoral and professional counselors) exempt from providing this information. Other employees do not qualify as a CSA under the Clery Act.

Who is a Campus Security Authority?

CSAs include Campus Safety staff and any contracted safety officials, College officials designated to receive crime reports, and employees with significant responsibility for student and campus activities.

Anyone who experiences, witnesses, or learns of a crime is encouraged to contact Campus Safety using the 24/7 contact information above. These staff are trained to respond to crimes and work closely with other College offices.

Those who experience sexual or interpersonal violence or harassment are encouraged to contact the Office of Civil Rights and Title IX.

Designated CSAs include, but are not limited to: faculty/staff advisors to student organizations; athletics coaches; Residence Life directors and residence staff; Student Life staff; Title IX staff; Campus Recreation and Library staff who monitor access; Summer Program staff; and certain Human Resources staff.

If unsure whether an employee is a CSA or a confidential resource, individuals may ask about the employee's reporting obligations or contact Campus Safety or the Office of Civil Rights and Title IX directly.

The College also requests Clery Act crime statistics from local law enforcement agencies with jurisdiction over the College's Clery geography.

EMERGENCIES INVOLVING DRUGS OR ALCOHOL

Call for Help

If someone needs medical attention from using alcohol or drugs, contact Campus Safety, Residential Life, or 911 immediately. A person can call for themselves or others. If calling for another person, stay with them until help arrives.

How to Help

[*The National Institute of Health*](#) advises anyone providing support to someone impacted by substance use to be ready to give responders key details, including how much and what type of substance was consumed and relevant health information (such as medications, allergies, or medical conditions).

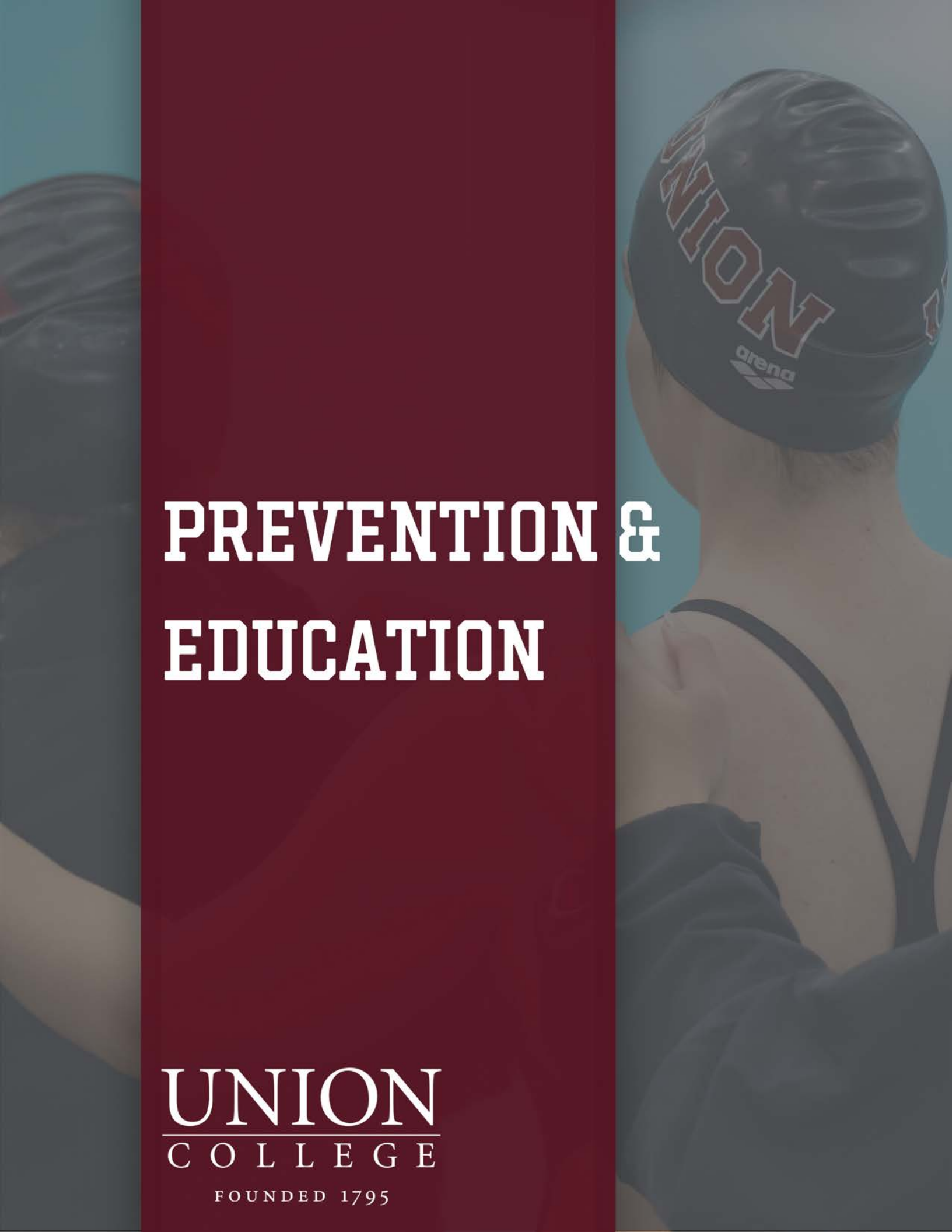
- Never leave a person alone due to the risk of injury or choking.
- Keep them seated on the ground or partially upright, not in a chair.
- If they are vomiting, have them lean forward.
- If unconscious or lying down, place them on their side with one ear toward the ground to help prevent choking.

Student Amnesty

The College considers the safety of the campus community to be of paramount importance. While policy does not condone underage drinking or the use of illegal drugs; the College will extend amnesty to students who call for help for another student in need of emergency medical attention due to drug or alcohol use.

Additionally, amnesty will be granted for individuals that are Complainants, Respondents, witnesses, and others involved in a Sexual Harassment and/or Sexual Misconduct grievance process from punitive sanctioning for illegal use of drugs and/or alcohol when evidence of such use is discovered or submitted.

Notwithstanding the provision of amnesty for students as described in this paragraph, the College reserves the right to refer Complainants, Respondents, witnesses, and others involved in a grievance process for substance abuse assessment, education, and/or treatment.



PREVENTION & EDUCATION

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BYSTANDER INTERVENTION

Bystander intervention is an important part of creating a safe and respectful campus community.

A bystander is anyone who sees or becomes aware of a situation that could lead to harm (including hazing, sexual misconduct, dating or domestic violence, stalking, or other concerning behavior) and chooses to take action.

Intervening safely, whether by speaking up, checking in, or getting help, can prevent harm and support those at risk.

The College aims to foster a culture of community accountability and encourages bystanders to intervene if the situation is safe to do so.

How to be an Active Bystander

If someone appears to be in immediate danger, call 911. Your safety matters—only intervene in ways that feel safe for you. If it is safe to do so, consider these options:

DIRECT

Address the situation in the moment. Check in with the person who may be at risk or set a clear boundary.

Example: “Are you okay?” “Let’s step outside.” “That’s not cool.”

DELEGATE

Ask someone else to help.

Example: Contact a friend, host, bartender, campus staff member, RA, or call campus police.

DISTRACT

Interrupt the situation without direct confrontation.

Example: Spill a drink, start a conversation, say you need help finding the bathroom, or suggest leaving together.

Alcohol and Other Drug Prevention Programs

Union College provides educational programs and activities, which are designed to provide information about the effects of alcohol and illicit drug use on the individual and on the life of the community.

New Student Orientation

All incoming new students participate in Orientation programming which covers the topics of alcohol and drug use, consent, bias, sexual misconduct including sexual assault, stalking, dating violence, and domestic violence.

New Hire Orientation

New hire orientation is for new employees to hear from representatives from key areas across the College (CHRO, CDOs, Title IX, Facilities, Campus Safety, EHS) about the services and support they provide to the community.

Outreach Workshops

Counseling staff and peer educators provide workshops and outreach programs in collaboration with Residential Life, Fraternity and Sorority Life, Athletics, faculty, and other campus departments. They also partner with local agencies and regional coalitions to address broader College health needs.

Greek Life Critical Conversations Series - Party Smart – Alcohol, and other drug risk reduction training for Greek Life members.

TIPS Training

National alcohol server training/certification for Greek leaders.

Study Abroad Pre-Departure Meetings

Review policies, procedures, and available support regarding alcohol and drug use while abroad.

Mental Health Fair

Tabling to promote resources and services related to alcohol and drug use, addiction, treatment, and recovery.

Alcohol and Other Drug Use Risk Reduction Training (Sigma Delta Tau)

Risk reduction training for a Panhellenic sorority.

Alcohol and Other Drug Trends and Usage in College Students

Training for the Student Affairs Division on trends and risk reduction.

CA Training: Motivational Intervention

Training to enhance student support and follow-up care after incidents.

International Student Training

Overview of health and wellness resources, policies, and substance use support for international students.

Alcohol and Other Drug Use Risk Reduction Training (Gamma Phi Beta)

Risk reduction training for a Panhellenic sorority.

Annual Student Wellness Fair

Tabling to educate on alcohol and drug use, addiction, treatment, recovery, and harm reduction strategies.

Cider Fest

Fall festival hosted by Residential Education with alcohol education, harm reduction information, and games.

Student Conduct Policy and BASICS Training

Training for professional staff in Residential Education on policies and brief alcohol screening/intervention for students.

Counseling, Treatment, And Rehabilitation

The College also regularly distributes drug and alcohol treatment resource information and holds periodic training sessions.

Early diagnosis and treatment of drug and alcohol abuse is in the best interest of an individual's health. In addition to services the College offers, the following services are locally available in the community:

- Alcoholics Anonymous:
518-242-4989 or aa.org.
- Alcoholism and Substance Abuse Council: 518-346-4436
- Conifer Park: 518-399-6446
- Ellis Hospital Alcoholism Program: 518-386-3300
- Narcotics Anonymous:
888-459-5511 or www.na.org
- Bridge Center: 518-346-1277
- Carver Community Counseling Services: 518-382-7838

Students

Students and student employees may seek assistance from the student health and counseling service, or through local agencies and programs.

Employees

College employees have available counseling, treatment, and rehabilitation services through the College's health insurance plan, the Employee Assistance Program, or local agencies and programs.

Employee Assistance Program:
800-252-4555 or HigherEdEAP.com

Health Risks of Alcohol and Other Drugs

Alcohol

The following information on health risks are from the [Centers for Disease Control and Prevention](#): Excessive alcohol use causes significant harm in the United States. From 2020-2021, it led to about 178,000 deaths and 4 million years of potential life lost each year, shortening lives by an average of 24 years. About 4,000 people under the age of 21 die from excessive alcohol use each year.

Two-thirds of alcohol related deaths are from chronic conditions developed from drinking alcohol over time, approximately 117,00 each year. One-third of alcohol related deaths were from binge drinking or drinking too much on one occasion, approximately 61,000 each year.

The Dietary Guidelines define moderate drinking as up to one drink per day for women and up to two drinks per day for men and do not recommend that non-drinkers start drinking. Excessive alcohol use can cause immediate and long-term health problems, including high blood pressure, heart disease, stroke, liver disease, digestive problems, several types of cancer, mental health issues, memory and learning problems, social challenges, and alcohol dependence. Reducing alcohol consumption lowers the risk of these harms.

Cannabis/Marijuana

The following information on health risks is from the [Centers for Disease Control and Prevention](#): Marijuana is the most commonly used drug in the United States and can have a range of effects on the body and brain.

About 3 in 10 users develop a cannabis use disorder. The risk of developing cannabis use disorder is greater for people who begin to use cannabis before 18. Frequent or high-dose use can impair attention, memory, and learning, and may cause disorientation, anxiety, paranoia, or temporary psychosis.

Long-term use increases the risk of mental health challenges, including schizophrenia, or psychosis. Smoking marijuana can harm lung tissues, damage small blood vessels, and increase the risk of bronchitis and respiratory symptoms, which often improve after quitting. Higher THC concentrations and concentrated forms, such as dabbing or edibles, can intensify these effects.

MDMA

The following information on health risks from the [National Institute on Drug Abuse](#): MDMA (ecstasy or Molly) is usually taken as a capsule, tablet, or liquid. “Molly” is often sold as pure powder, but may contain other substances such as synthetic cathinones (“bath salts”). Some users combine MDMA with alcohol or marijuana.

MDMA increases dopamine, norepinephrine, and serotonin, producing heightened energy, mood, empathy, and increased heart rate and blood pressure. Effects last about 3–6 hours, and high doses can impair the body’s temperature regulation, potentially causing organ failure or death. After use, individuals may experience irritability, anxiety, depression, sleep problems, memory and attention difficulties, and reduced sexual interest.

Prescription Opioids

The following information on health risks is from the [National Institute on Drug Abuse](#): Prescription opioids are effective for short-term pain relief when taken as directed, but they carry risks of misuse and addiction. They work by binding to opioid receptors in the brain, spinal cord, and other organs, blocking pain signals and releasing dopamine, which reinforces drug use. Short-term effects include pain relief, relaxation, and euphoria, while side effects can include drowsiness, nausea, constipation, confusion, and slowed breathing.

Opioid misuse or overdose can reduce oxygen to the brain (hypoxia), causing coma, permanent brain damage, or death. Withdrawal from opioids can begin within hours and include muscle pain, insomnia, diarrhea, cold flashes, leg movements, and strong cravings.

In cases of overdose, calling 911 immediately is critical. Medical personnel can administer naloxone, a medication that quickly blocks opioid receptors and reverses overdose effects. Naloxone is available as an injection, auto-injector (EVZIO®), and nasal spray (NARCAN®).

Drug Facilitated Sexual Assault Drugs

The following information on health risks is from the [Drug Enforcement Agency](#). There are three specific drugs that are commonly utilized in drug facilitated sexual assault: Rohypnol®, GHB (Gamma Hydroxybutyric Acid), or Ketamine.

[Rohypnol®](#): (flunitrazepam) is not approved in the United States but is prescribed as a sleep aid in some other countries. It usually comes as a tablet, taken orally or dissolved in a drink. Short-

term effects include drowsiness, sedation, sleep, amnesia, impaired judgment and coordination, confusion, slurred speech, slowed breathing and heart rate, and, in some cases, aggression or excitability. When combined with alcohol, it can cause severe sedation, unconsciousness, dangerously slowed breathing and heart rate, and even death. Rohypnol® can remain in the body for 36–72 hours, and its long-term health effects are not well understood.

[GHB \(Gamma Hydroxybutyric Acid\)](#): GHB is a depressant approved for treating narcolepsy and is also known as Goop, liquid ecstasy, or liquid X. It usually appears as a colorless liquid or white powder and is often ingested orally, sometimes with alcohol. Short-term effects include euphoria, drowsiness, nausea, vomiting, confusion, memory loss, slowed heart rate and breathing, lowered body temperature, seizures, unconsciousness, coma, and death. Mixing GHB with alcohol increases the risk of nausea, respiratory problems, and severe depressant effects. GHB is eliminated from the body within 10–12 hours, and its long-term effects are not well understood.

[Ketamine](#): Ketamine is a dissociative anesthetic used in medicine and, under supervision, for treatment-resistant depression. Found as a liquid or white powder, it can be swallowed, snorted, smoked, or injected. Short-term effects include hallucinations, sedation, confusion, memory and attention impairment, high blood pressure, unconsciousness, and slowed breathing. Long-term use may lead to bladder and kidney damage, abdominal pain, depression, and memory problems.

If someone suspects they or a friend ingested Rohypnol®, GHB, or ketamine, they should seek medical attention. A urine sample should be collected for toxicology testing.

Crime Prevention and Safety Education

The College is committed to fostering a safe environment through education and crime prevention training.

Community Advisor (CA) Training

CAs complete annual training to prepare for their residential responsibilities. Workshops cover safety, security, sexual harassment, College policies, and diversity.

Active Shooter Drills

Campus Safety hosts an annual active shooter drill, open to the entire College community and conducted in partnership with the Schenectady Police Department.

New Student Orientation

All incoming students participate in Orientation sessions on alcohol and drug use, consent, bias, sexual misconduct (including sexual assault, stalking, dating violence, and domestic violence).

New Hire Orientation

New employees attend orientation to hear from key College offices—such as the CHRO, CDOs, Title IX, Facilities, Campus Safety, and EHS—about services and support. The program also covers employee benefits, wellness resources, the HR team, and the College's history, mission, vision, community values, and DEIB goals.

RESIST Program

Campus Safety offers a self-defense program covering situational awareness, campus policies, and basic defense tactics.

Campus Safety Escorts

24/7 foot or vehicle escorts are available for anyone on campus who requests assistance.

Trolley Bus Service

The Transportation Department operates campus trolleys, with schedules available online.

Emergency Blue Lights and Phones

Thirty-seven blue-light phones connect directly to the Campus Safety dispatcher for immediate response.

Campus Crime Report

A weekly report in *Concordiensis* keeps the community informed about on-campus crimes.

Crime Awareness Bulletins

Issued by the Dean of Students and Campus Safety in response to serious incidents.

County Camera Group

The Director of Campus Safety meets semi-annually with county officials to assess surveillance needs in surrounding areas.

Local Emergency Planning Committee (LEPC)

The Director of Campus Safety, as LEPC Managing Director, meets monthly with local responders, the Red Cross, and partners to address county-wide concerns.

Shen-TAT

The Director of Campus Safety joins monthly meetings with schools, businesses, and task forces to discuss threats and share information.

Annual Fall Sports Safety Conversation

Each fall, Campus Safety, Title IX, and Athletics Compliance staff meet with athletic teams to review health and safety protocols.



CRIME RISK REDUCTION

The following steps are ways to contribute to a safe and healthy community.

1. Stay Alert

Be aware of your surroundings at all times and trust your instincts.

2. Report Suspicious Activity Immediately

Call 911 to report crimes or suspicious behavior. Prompt reporting improves evidence collection, recovery of stolen property, prosecution, and access to victim support services.

3. Avoid Walking Alone at Night

Whenever possible, walk with a group, especially after dark.

4. Keep Doors Secure

Lock your room or residence door at all times, even if you are away briefly. Never prop open exterior doors, and do not open your door to someone you do not know.

5. Safeguard Keys and Access Cards

Do not lend your key or key card. Report lost or stolen keys immediately.

6. Report Harassing or Suspicious Communications

Report concerning calls, messages, or online activity so Public Safety and law enforcement can investigate and identify patterns.

7. Report Maintenance and Safety Hazards

Immediately report broken locks, doors, windows, lighting issues, overgrown shrubbery, or any unsafe conditions to Public Safety or Maintenance.

8. Protect Your Vehicle and Bicycle

Park in well-lit areas, lock your car, secure valuables in the trunk, and use a U-style lock for bicycles.

9. Secure Laptops and Valuables

Keep laptops and other high-value items secured in your room and study areas to reduce theft risk.

10. Stay Informed and Participate in Safety Programs

Review campus crime updates and participate in available personal safety and security awareness programs.

FIRE SAFETY EDUCATION

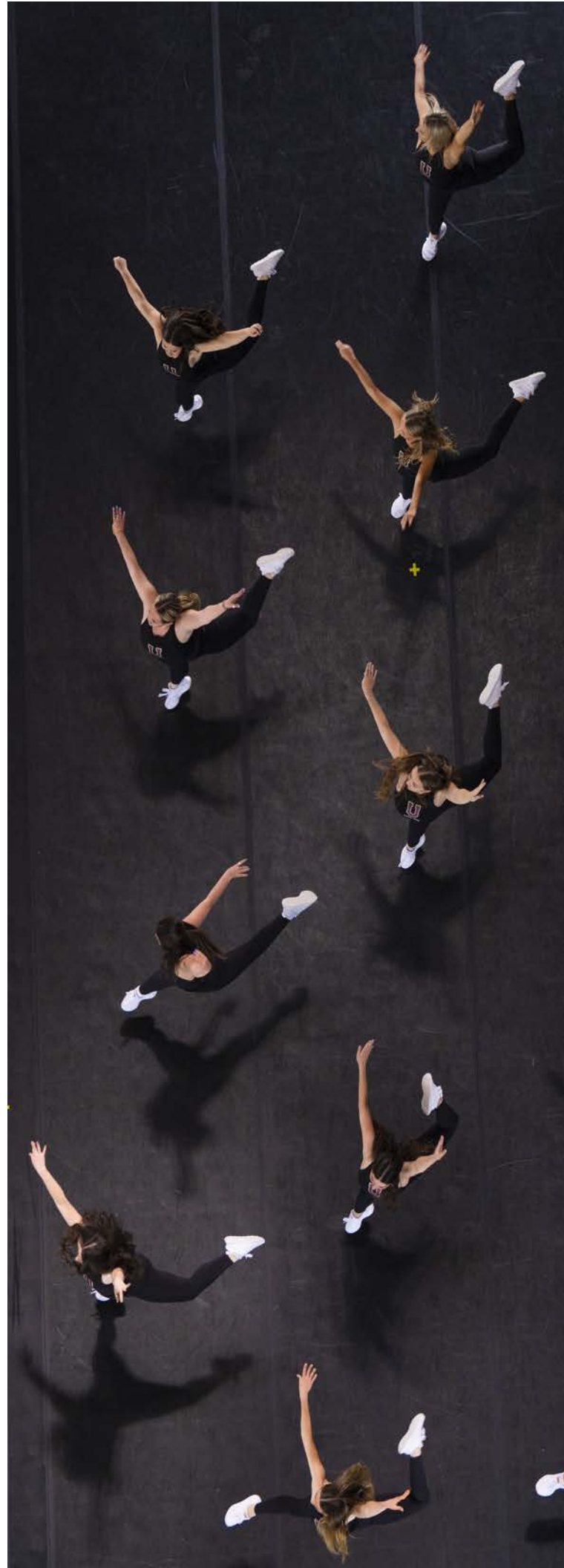
All residents residing on-campus receive ongoing fire safety prevention and education sessions to promote a safe living environment.

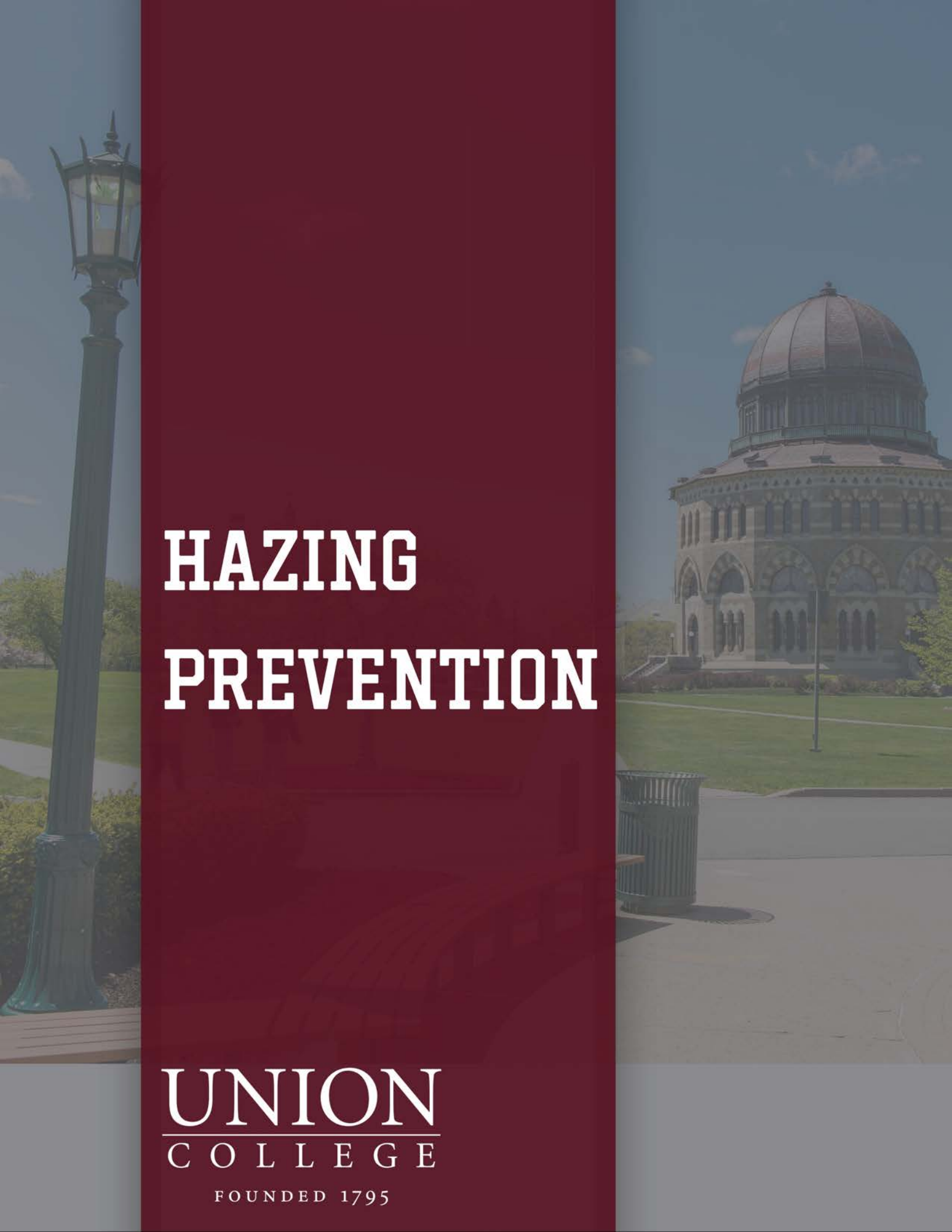
Fire Safety Training

Residents and staff receive fire safety education and training through a variety of methods in the residence halls. Educational methods include, but are not limited to, floor meetings, fire and evacuation drills, the Residential Life Handbook, electronic communication and building signage. Health and safety checks, which assess fire safety expectations, occur in all residence halls twice per semester.

Staff Training

At the beginning of the academic year, the student CA staff and Greek/Minerva staff are provided a 3-hour training program that is sponsored by the New York State Office of Fire Prevention and Control and the Union College Fire Safety Compliance Office. Students are provided with the basics of fire safety and what to do in an actual emergency condition. Throughout the course of the academic year, the EHS Office offers various types of training programs as well as a newsletter related to fire safety. Faculty and Staff are provided various levels of training with respect to fire, workplace, lab, and radiation safety. Facilities personnel are provided with more advanced training geared to specific job functions.





HAZING PREVENTION

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Community Building without Hazing

Union College believes that strong communities are built through respect, shared purpose, and positive engagement. Hazing does not align with these principles and is prohibited. Consent to participate in an activity does not excuse hazing.

Prevention Programs

The College has developed a comprehensive research-informed prevention education program to inform the community about the importance of building relationships in a productive manner free from hazing.

Hazing Prevention Training

To educate students and reinforce community standards, Union College implements several hazing prevention initiatives. All incoming students (first-year, international, and transfer) are required to complete an online hazing prevention module provided by United Educators that defines hazing, offers examples, and explains how to address and report concerns.

Union College also provides in-person and online training for student groups with broad campus influence, including Athletics, Fraternity and Sorority Life, Residence Education and Housing student staff, club and organization leaders, and Orientation Leaders.

These trainings, adapted from StopHazing, help students recognize concerning behaviors and understand reporting options. Additionally, the Office of Civil Rights and Title IX conducts annual training for all campus populations on sexual misconduct prevention, bystander intervention, and related forms of hazing.

Hazing Transparency Report

The College maintains a [Campus Hazing Transparency Report \(CHTR\)](#) to help students and families make informed decisions. The report is updated at least twice per year. The report includes each student organization found responsible for hazing, important dates associated with the violation, a description of the incident, and sanctions imposed.

Reporting Hazing

Members of the community are encouraged to report any behavior that may involve hazing. Reports may be made through designated campus officials. Hazing reports can be made to:

Office/Contact Person	Phone Number	Office Location
Office of Community Standards	518-388-5555	Reamer Campus Center 306
Office of Civil Rights and Title IX	518-388-6865	Reamer Campus Center 306
Campus Safety	518-388-6911	Williams Center for Campus Community Safety

Policy Information

Definition of Hazing

Institutional Policy

Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- Is committed in the course of recruitment, new member education practices, an initiation into, an affiliation with, or the maintenance of membership in, a student organization (whether or not officially recognized by the College); and
- Causes or creates a risk, above the reasonable and inherent risk encountered in the course of participation in the College or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury.

The following are non-exhaustive examples of conduct that may constitute hazing:

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- Endangering the physical health of an individual or causing mental distress to an individual through, for example, humiliating, intimidating, or demeaning treatment;
- Degrading or humiliating games or activities;
- Any activity against another person that includes a criminal violation of applicable local, New York State, Tribal, or Federal law; and
- Any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

State Law

§ 120.16 Hazing in the first degree.

A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury.

Hazing in the first degree is a class A misdemeanor.

§ 120.17 Hazing in the second degree.

A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person. Hazing in the second degree is a violation.

Response Procedures

After receiving a report, Union College will promptly review it and determine appropriate next steps. Reports involving potential criminal conduct may be referred to Campus Safety and/or law enforcement for investigation under applicable local, state, or federal laws.

Investigations will be conducted by the Office of Community Standards or its designee and may include interviews, written statements, searches, and other fact-finding measures. Investigations may involve Campus Safety, Residential Education, other College officials, or qualified external investigators as appropriate.

Cases involving potential violations of Title IX or Gender-Based Misconduct policies may be referred to the Office of Civil Rights and Title IX. The College may also coordinate with relevant national organizations, governing bodies, and College departments or offices that oversee the students or organizations involved.

Sanctions and Outcomes

Individuals found responsible for hazing are subject to the judicial process and may face sanctions up to and including suspension or expulsion.

Student organizations that violate this policy may receive sanctions including educational requirements, probation, suspension, expulsion, loss of recruitment privileges, restrictions on alcohol-related events, loss of housing or chapter house privileges, and/or deactivation. Additional sanctions are outlined in the Student Handbook.

Intercollegiate athletic teams operate at the discretion of the College and Athletic Department. If a team is suspected of violating this policy, the Director of Athletics, in consultation with the Vice President for Student Affairs or designee, may impose team-level consequences outside the formal disciplinary process. Individual team members may still be subject to disciplinary action under the Student Handbook, including the Code of Student Conduct.



PREVENTING SEXUAL MISCONDUCT

Sexual misconduct, including dating violence, domestic violence, sexual assault, and stalking, is prohibited. Individuals are responsible for their own behavior. A person's clothing, words, actions, or level of intoxication never constitutes an invitation to engage in sexual activity without consent. Experiencing non-consensual sexual behavior is never the survivor's fault.

Anyone initiating sexual activity must respect their partner's boundaries, including any refusal to continue. Partners should communicate clearly and check in with each other throughout the interaction to ensure ongoing, mutual consent.

Sex Offender Registry Information

Under the Campus Sex Crimes Prevention Act, registered sex offenders must notify the state of enrollment or employment at an institution of higher education and report any changes in status.

Limited information for Level 2 and Level 3 offenders is available online. Information on offenders of all risk levels, including pending classifications, is available by calling 518-457-5837 or 1-800-262-3257. Callers must provide the individual's name and one of the following: exact address, date of birth, driver's license number, or Social Security number.

Additional registry information may be obtained from the Schenectady Police Department Detective Division at 518-382-5245.

When engaging in an intimate relationship:

- Ensure all sexual activity is based on clear, voluntary, and enthusiastic consent from everyone involved.
- Communicate openly about intentions, boundaries, and comfort levels before and during any sexual activity.
- Consent is ongoing and can be withdrawn at any time. Check in with your partner(s) throughout.
- Do not assume consent based on past interactions, silence, body language, or relationship status. If it's unclear, ask.
- If there is any uncertainty or mixed signals, stop.
- A person cannot give valid consent if they are incapacitated due to alcohol or drugs.
- Be mindful of power dynamics (e.g., size, authority, social pressure) and ensure they are not influencing someone's ability to freely consent.
- Respect boundaries immediately and without pressure.

Education and Prevention Programs

The College provides comprehensive, research-informed, and culturally relevant programs to prevent dating violence, domestic violence, sexual assault, and stalking. These efforts are inclusive, sustainable, responsive to community needs, and address risk and protective factors at the individual, relationship, institutional, community, and societal levels.

The College conducts annual prevention and awareness campaigns, including educational presentations, distribution of materials, new student and employee orientation programs, and ongoing campus-wide initiatives.

Information about Stalking

Looping educational content on the digital screens about stalking and healthy relationships in the dining hall.

One Love Facilitation, "Behind the Post"

Workshop on healthy relationships and online behavior.

National Stalking Awareness Month Photo Booth

Educational photo booth highlighting stalking awareness.

Community Peer Educator Training

Training sessions for new peer educators.

Clothesline Project

Campus members decorate shirts with supportive messages for survivors of DV/SAS.

Athletics Compliance, TIX Training

Training sessions focused on Title IX compliance.

Planned Parenthood Tabling

Distribution of resources and information to campus community.

Film Screening and Panel

Screening of Promising Young Woman with discussion on sexual violence in media.

Self-Defense Class

Violence prevention class led by a female instructor in partnership with Campus Safety.

Skeller Saturday

Late-night event providing a safe meeting space with snacks and drinks.

Lisa Wade Talk

Sociologist presentation on hook-up culture with campus discussion and resources.

Sexapalooza

Interactive sex education event in partnership with Planned Parenthood.

Denim Day

March and discussion supporting survivors of sexual assault.

Conversations on Consent

Peer-led discussion series on consent with Greek organizations.

Sound Bath Meditation

Guided meditation for reflection and wellness.

Resource Fair for CAs

Information and resources for Community Advisors.

CA Training

Training on Title IX and DVSAS prevention.

OL/Pre-O Resource Fair

Resource fair for Orientation Leaders, Pre-O students, and families.

Bystander Intervention Review

Orientation leader training on bystander intervention.

One Love Workshop

Healthy relationships and online behavior session during CA training.

TIX Training for International Students

Violence prevention training for international students.

Resource Fair

Fair for incoming students with information and resources.

Orientation Training

Bystander intervention and DVSAS prevention for new students and transfers.

Introductory Tabling

Introducing the Community Peer Educator program to campus.

Consent Workshop

Workshop on consent in partnership with Planned Parenthood.

Wellness Fair

Health and wellness resource fair.

YWCA Tabling

Annual YWCA event providing resources and support for students.

Healthy Relationships Panel

Student-led panel on healthy relationship behaviors.

In Their Shoes

YWCA program highlighting survivor decision-making in DV situations.

Movie Night

Film screening with discussion on domestic violence, in partnership with Planned Parenthood.

Halloween Tabling

Resources on safe partying and domestic violence awareness.

BUILDING A CULTURE OF COMMUNITY CARE

Everyone can have a critical role in preventing sexual and relationship violence. The College is committed to fostering a culture of community care in which community members actively and safely intervene to prevent harm without causing further injury. While many individuals want to help, they may not always know what to do.

If an intervention does not feel safe, or if someone appears to be in immediate danger or requires urgent medical attention, call 911.

If there is no immediate emergency, check in with the person and ask what they need to feel supported and safe.

Respect their choices and autonomy whenever possible.

Remember

Safety First

If a situation feels unsafe or someone needs immediate medical attention, dial 911.

Offer Support

If there is no immediate danger, they should ask how they can help.

They should support the person in identifying what they need to feel safe and supported.

Bystanders are never responsible for someone else's violence, but they can be part of the solution.

How to Help

Look Out for Others

Someone who looks uncomfortable, scared, or unable to give clear consent may be signaling through nonverbal cues like avoiding eye contact, turning away, or focusing on their phone.

Check in if someone appears uncomfortable, distressed, or isolated.

Speak Up

Prioritize safety by confronting anyone who tries to isolate or engage sexually with an incapacitated person, and speak up if you hear plans to take sexual advantage of someone.

Interrupt Harmful Behavior

When safe, intervene if someone is targeting or engaging with a person who is incapacitated.

Believe and Support

Believe individuals who disclose sexual assault, abuse, or stalking.

Connect to Resources

Refer individuals to on- or off-campus resources for medical care, counseling services, legal assistance.

SEXUAL MISCONDUCT RISK REDUCTION

Responsibility for sexual assault and harassment lies solely with those who commit these acts. The following are optional risk-reduction strategies that individuals may choose to consider.

This information is adapted from the Rape, Abuse, and Incest National Network (RAINN).

1.

Know the resources.

Identify whom to contact for help and where to go. Locate key resources like the campus Wicker Wellness Center, Campus Safety Office, and the Counseling Center.

Be aware of the locations of emergency phones on campus and store the campus security number and app in a cell phone for quick access.

2.

Be cautious about posting location.

Many social media platforms use geolocation to publicly share location. Disabling this feature and reviewing other privacy settings can help protect personal information.

3.

Think ahead. Have a plan.

Consider backup options for potential problems. Memorize a few important phone numbers in case a phone battery dies and carry emergency cash in case electronic payments or credit cards are not available. Know the addresses of important campus locations, such as a Residence Hall.

4.

Stay alert.

When moving around campus or in nearby neighborhoods, remain aware of the surroundings. Consider traveling with a friend or requesting a campus escort. When alone, use headphones in one ear only to maintain awareness.

5.

Allow others to earn trust.

College environments can create a false sense of security. Although some individuals may seem friendly quickly, it is important to give them time to earn trust before relying on them.

6.

Prioritize security.

Always lock doors and windows when sleeping or leaving the room. If others frequently prop open exterior doors, report it to Campus Safety or a trusted authority. Never allow someone to "tailgate" (follow) into a building without proper access.

7.

Plan.

When attending parties, some people choose to go with trusted friends and look out for one another. Groups may plan to arrive and leave together, and check in if plans change. Staying connected with friends can help everyone make sure others get home safely.

8.

Be mindful of limits.

Keeping track of personal consumption and staying aware of others' behavior can help people look out for themselves and their friends. If someone suddenly feels more tired or intoxicated than expected, it may help to step away and seek support.

9.

Be a supportive friend.

Trust instincts. If something feels wrong, it likely is. Learn how to protect friends in social situations and promote safety in shared environments (RAINN).

10.

Stay Aware.

In social settings, some people choose to keep their drinks with them and avoid leaving them unattended. If they need to step away, they may take the drink with them or discard it. Some individuals also prefer unopened containers or choose to watch their drinks being prepared. Paying attention to one's own drink and checking in on friends can be one way people support each other's safety.

11.

Safety First.

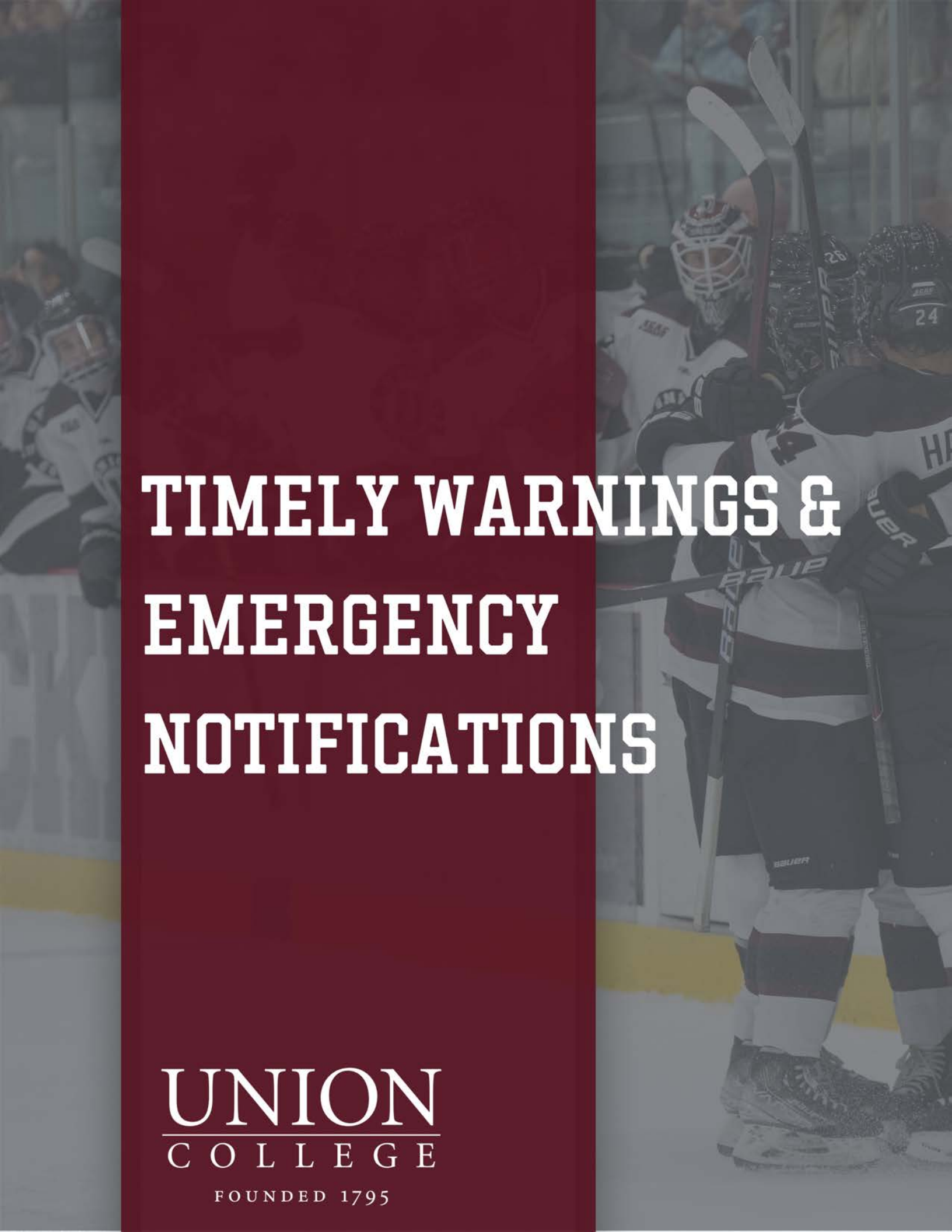
If someone needs to leave a situation quickly and worries about causing conflict or discomfort, it's okay to make an excuse. No one is obligated to stay in a situation that feels uncomfortable, pressured, or unsafe. The same applies to helping a friend leave a potentially risky situation. Offering a simple reason, like an urgent call or another commitment, can help them get out safely.

12.

Know how to help.

If a friend has experienced sexual misconduct. Know how to help.

Visit the [Title IX website](#) for more information on how to support a friend who's experienced sexual assault, dating violence, or stalking.



TIMELY WARNINGS & EMERGENCY NOTIFICATIONS

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Campus Notifications

Upon confirmation of an emergency or dangerous situation that poses an immediate threat to the health or safety of students or employees on campus the College will notify the campus community without delay. Confirmation occurs when authorized personnel determine, based on available information, that such a situation exists.

The College will assess the nature and scope of the threat to determine the appropriate segment(s) of the campus community to receive the notification. The decision regarding which individuals, groups, or areas will be notified will be based on factors including the type of incident, its location, and its potential impact. Notifications may be directed to the entire campus community or limited to those most likely to be affected. For example, a hazardous materials incident confined to one building may require notification only to occupants of that building and nearby facilities, whereas a severe weather event may warrant a campus-wide alert.

Notifications will be issued without undue delay, taking into account the safety of the community. Emergency notifications will be distributed using the College's mass notification system and may include text messages, email, in-building notification systems, outdoor audible warning systems, computer pop-ups, or in-person communication, as appropriate.

The College may delay an emergency notification if responsible authorities determine that issuing the notification would compromise efforts to assist a victim, contain the emergency, respond to the incident, or otherwise mitigate the situation. The College will provide follow-up information to the campus community as

additional details become available or as needed.

Notification Procedures

Campus notifications are issued for any significant threat to the health or safety of students or employees. All campus notifications will be sent as quickly as possible using one or more of the following methods: text messaging, email, in-building notification systems, outdoor audible systems, computer pop-ups, or in-person communication, if necessary. A single, clear message will be shared, with follow-up information provided as needed.

The Director of Campus Safety, in consultation with Philip Wajda, Director of Media and Public Relations and the Vice President for Student Affairs (or designee), will assess the nature, scope, and impact of the threat to determine which segments of the community should receive notification. Depending on the incident, notifications may send to the entire campus or only those most likely to be affected.

The College's priority in any crisis is the safety and security of the campus community.

Timely Warning

Timely warnings are notifications about Clery Act crimes that may have already occurred but represent an ongoing threat and apply to crimes that occur within the College Clery Act geography and are reported to Campus Security Authorities or local law enforcement. Such warnings may include, but are not limited to the following information:

- Type of crime or incident
- Date, time, and location of crime
- Description of suspect(s)
- Public safety reminders

Timely Warnings are not required for crimes reported to pastoral or professional counselors, but all community members are strongly encouraged to report emergencies to Campus Safety immediately.

Emergency Notifications

An emergency notification informs recipients about an event that is currently occurring or imminently threatening the campus. Such warnings may include, but are not limited to the following information:

- Type of emergency
- Date, time, and location of crime/incident
- Immediate action being recommended
- Public safety reminders

Community Safety Advisory

A “Community Safety Advisory” may be issued in other circumstances when an emergency notification or timely warning is not required, but the College deems the information important for the safety and well-being of the community.

Levels of Emergency

Limited Emergency

Minor incidents with minimal impact (e.g., small fire, short power outage). Typically resolved by Campus Safety without broad notifications.

General Emergency

Significant disruption or threat to part of the campus (e.g., serious crimes, major fire, partial infrastructure failure). May require Emergency Response Alerts.

Major Emergency

Severe, widespread events affecting campus and possibly the surrounding community (e.g., natural disasters, terrorism, extended outages). Requires Emergency Response Alerts.

Activating the EMP

Reporting

Any emergency should be reported to Campus Safety at ext. 6911 (on campus) or 518-388-6911 (off campus).

Level 1 (Limited)

Handled by Campus Safety with appropriate resources.

Level 2 (General)

Campus Safety notifies the Director of Campus Safety, local responders, and the on-call dean.

Level 3 (Major)

Campus Safety notifies the Director of Campus Safety and the Emergency Management Team to activate the EMP.

Declaring an Emergency

The Emergency Management Team evaluates serious incidents to determine the level of emergency and whether to activate the Emergency Operations Center. The President or designee makes the final declaration. Once the EMP is activated, the response plan is implemented.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

In some emergency situations, such as severe weather, utility failures, etc., an evacuation of the campus may be ordered. A campus evacuation or closure is an organized withdrawal from campus facilities where the time of return is determined by the circumstances of the emergency event.

Preparing for Emergencies

Watch for people who may need assistance, particularly those with limited mobility or physical disabilities.

An alarm should be activated if instructed to do so by police or emergency personnel. Everyone should remain at the designated emergency assembly point. A head count may be conducted, and emergency responders may provide additional instructions. No one should re-enter a building until firefighters, police, or campus officials declare it safe to do so.

Individuals should be familiar with the building's floor plan, including the locations of stairways, fire extinguishers, and emergency exits. For locations visited frequently within a building, individuals should become familiar with the number of doors passed along the evacuation route before reaching the nearest exit.

When evacuating in smoky conditions, individuals should keep a hand on the wall and crawl to the nearest exit. Awareness of more than one exit route and the number of doors between the room and the exit should be maintained at all times.

Leaving Campus

In the event of a campus evacuation or relocation, steps should be taken to ensure that everyone is informed of the plan, including the route, transportation arrangements, and estimated arrival time.

Individuals with access to a vehicle should ensure it is in good working condition and maintain at least half a tank of fuel or sufficient electric charge to travel approximately 50–100 miles. If a personal vehicle is not available, alternative transportation should be arranged.

An emergency kit should be brought when evacuating, if possible.

A note indicating the time of departure and destination should be left in a visible location for others to see.

Campus identification and vehicle registration should be kept accessible, as access to campus facilities may be restricted.

Shelter in Place Procedures

Shelter in place means remaining indoors in a designated safe location when it is unsafe to go outside. Choose a small, interior room whenever possible, ideally one with few or no windows, and remain there until it is safe to move.

Sheltering in place may be required during severe weather, hazardous contamination, or an active threat on campus. Use good judgment when deciding whether to remain in place. If there is a fire or hazardous contamination inside the building, evacuate immediately.

Severe Weather

- Choose a location with as few windows as possible.
- Try to locate to the lowest level of the building.
- Keep a radio or television on to listen to news updates.

Chemical Contamination

- Select an interior space above the ground floor with the fewest windows or vents. The room should have adequate space for everyone to sit. Use more rooms to avoid overcrowding.
- Seal cracks around the door with material that will block air flow.
- Shut off ventilation systems and fans.
- Keep a radio, television, or streaming service on to listen to news updates.

Active Attacker or Armed Intruder

1. **Secure the location.** Individuals should immediately lock doors, close blinds, and turn off lights. They should remain quiet and move away from windows and doors. If possible, furniture or other objects should be used to barricade the door.
2. **Assess escape options.** If the room cannot be locked, individuals should determine whether there is a safe route to exit the building. They should evacuate only if it is safe to do so. If gunfire is nearby, it may be safer to stay in place and hide.
3. **Stay out of sight and take cover.** Individuals should get low to the floor and remain behind solid objects if possible, avoiding windows or areas visible from outside.
4. **Silence communication devices.** Cell phones should be placed on silent mode (not vibrating) to avoid making noise that could reveal the location.
5. **Call for help when safe.** If the attacker is nearby and it is safe to use a phone, individuals should call 911, report their location and the situation, and remain on the line until directed to hang up.
6. **Avoid triggering fire alarms.** Fire alarms should not be activated, as this may draw others into dangerous areas.
7. **Be prepared to take action.** If confronted directly and escape is impossible, individuals should be ready to defend themselves using any available means.

EMERGENCY NOTIFICATION SYSTEM

Union College has partnered with Rave Mobile Safety to provide a comprehensive emergency notification system. This system can send text, voice, and email messages to students, staff and faculty members. Additionally, emergency announcements can be simultaneously posted on social media platforms like Facebook, X/Twitter, and Union College RSS feeds.

All students, staff and faculty members are automatically enrolled in the Rave Mobile Safety platform.

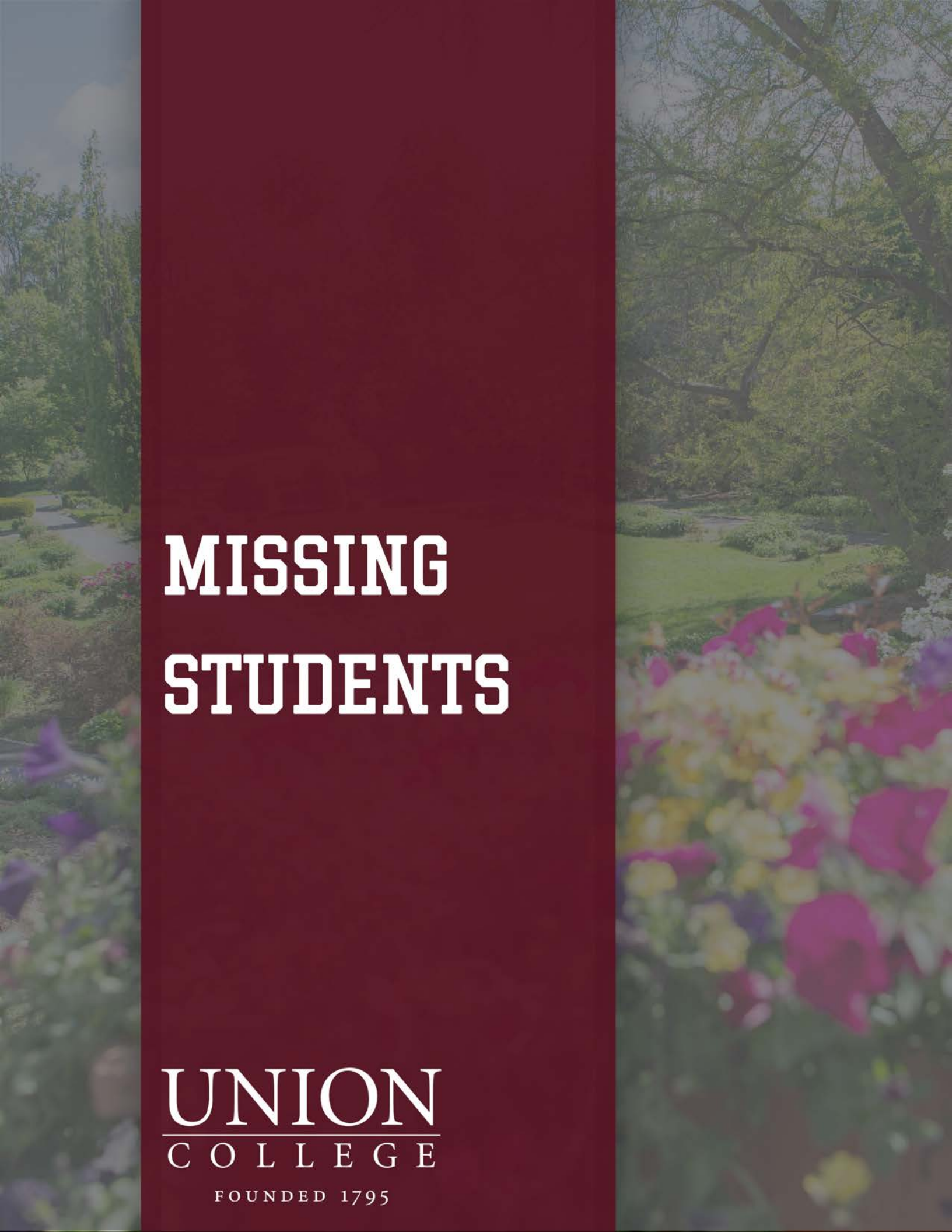
Additional email addresses and U.S. cell phone numbers can be added to student and staff contacts at www.getrave.com/login/union. Users are redirected through the College's single sign-on. Those with a Union College email account may sign in via their Union College Application Dashboard account.

Testing of Notification System

Campus Safety is responsible for testing the College's Emergency Management Procedures at least once per year.

The emergency notification system is tested multiple times per year, generally each month, except where it would fall in a break or study period. This includes tests of the siren, loudspeakers, RAVE Guardian texts, voicemails, and emails. The College makes changes and updates, where relevant, based upon the results of these tests and changes to technology.



A background image of a lush campus landscape. On the left, a path winds through greenery. On the right, a large tree stands over a grassy area, with colorful flowers in the foreground. The entire image is framed by a dark red vertical band in the center.

MISSING STUDENTS

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Most missing student reports in a campus environment result from students changing their routines without informing friends. If a member of the community has reason to believe that a student is missing, all efforts will be made to locate the student to determine their state of health and well-being.

Any member of the College community who is concerned that a student is missing should contact Campus Safety immediately. Missing students may be reported at any time; there is no requirement to wait 24 hours.

Missing Defined

Missing is defined as a student not responding to the Campus Safety or Residential Life Staff for more than 24 hours and their whereabouts unknown for more than 24 hours. Campus Safety are responsible for investigating each report of a missing student and for determining whether the student is missing in accordance with the Policy.

At the beginning of each academic year, every student is asked to identify a confidential contact to be notified if that student is determined to be missing. The missing student contact information is collected and maintained by Campus Safety.

Confidentiality of Emergency Contact

Contact information is registered confidentially, and the information is accessible only to authorized campus officials and law enforcement. The contact information is not disclosed outside of a missing person's investigation and is only accessed by law enforcement and appropriate campus officials if someone is reported missing pursuant to this policy.

Students Under 18

Parents or guardians of persons under the age of 18 who are not emancipated will be notified in addition to any additional contact person designated by the student, within 24 hours of determining that they are missing.

Notifications to Law Enforcement

Campus Safety will notify the Schenectady Police Department within 24 hours of determining that a student is missing (unless the original missing person report came from Schenectady Police) and will collaborate with law enforcement to determine the appropriate next steps. This notification is required regardless of whether the student has designated a contact person, is over 18, or is an emancipated minor.

Procedure if a Student is Determined Missing

Upon receipt of a missing person report, Campus Safety will coordinate with the appropriate offices, including Residential Life and the Dean of Students, to attempt to establish contact with the student.

Contact Procedures

If the student is located or contact is successfully made, the missing person procedure is immediately concluded. If not, the following steps will occur:

- Visit the student's residence to determine if they are present.
- Attempt to contact the student by phone.
- Attempt to contact the student by email.
- Review of recent card access records.
- Contact the ID Office to review meal plan usage.
- Send a written notice to the student's residence if prior attempts are unsuccessful.

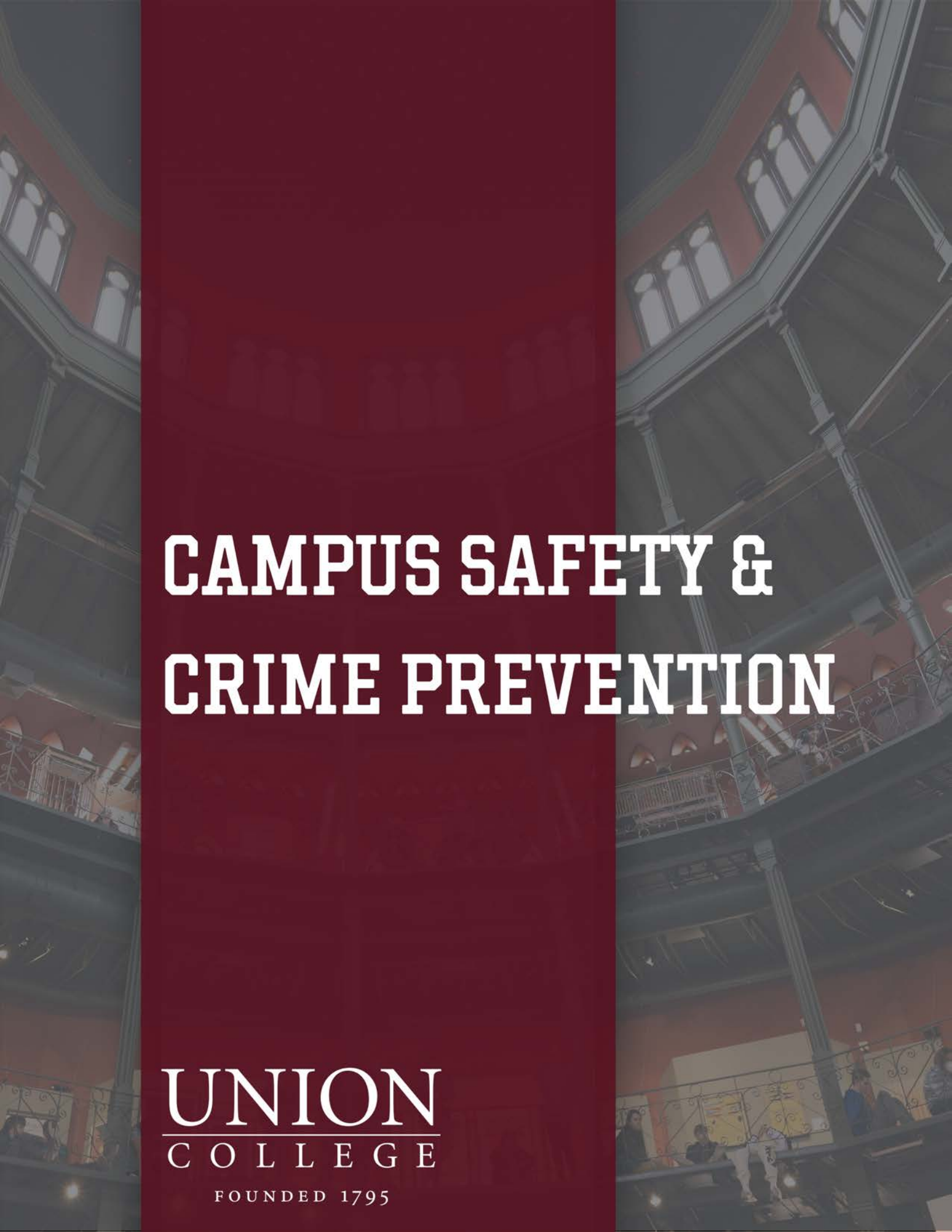
Residential Life staff will maintain a detailed timeline documenting all attempts at communication and the procedures followed.

Staff Responsibilities

Resident Assistants must notify Residential Life Professional Staff immediately upon receiving a missing person report.

Relevant College administrators will be informed once the report is filed.

A College Official will notify the student's designated Missing Persons Contact. If this contact is unavailable, the Emergency Contact will be notified.



CAMPUS SAFETY & CRIME PREVENTION

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Campus Safety Authority

Union College operates its own Campus Safety Department, providing security services 24 hours per day, 7 days per week. All crimes, violations, or emergencies (actual, attempted, or suspected) should be reported to Campus Safety or local law enforcement.

All officers are licensed New York State security guards with public safety authority on College property. They enforce campus rules, conduct patrols, manage emergencies, supervise fire drills, provide medical transport, assist motorists, and coordinate with other campus departments for safety and security of the campus.

Officers receive annual training in first aid, CPR/AED, active shooter response, sexual assault response, crime prevention, crisis intervention, and College policies and have the authority to make citizen's arrest. Enforcement authority comes from NY Criminal Procedure Law § 140.30 and NY Education Law § 6435, which allow warrantless arrests under certain conditions. Officers also complete Department of Criminal Justice Services–approved academy training to enforce New York State law on campus.

Relationships with Other Police Departments

Campus Safety works with local, county and state law enforcement agencies, both in the investigation of crimes and in crime prevention.

The department is in frequent contact with all area law enforcement agencies regarding crimes and the collection of information that may impact the College and/or may be reported. This includes Schenectady Police Department, Schenectady County Sheriffs, New York State Police, Mohawk Ambulance services, and the Schenectady Fire Department.

Memoranda of Understanding

The College has a written Memoranda of Understanding with the Schenectady Police Department that outlines proper response and investigation of alleged serious crimes and missing persons.

An additional Memoranda of Agreement is in place that focuses an extra patrol surrounding the College's main campus and adjacent city streets during weekend late evening to early night hours.

Union College Campus Safety Officers will respond as requested to assist in any incident off-campus whereby Union students are residing to assist with peacekeeping, verify identification, and prepare documentation.

Safety and Access Policies

All Union College buildings are equipped with exterior locks, and many buildings have electronic anti-intrusion devices. The campus is monitored with the assistance of more than ninety-one (91) exterior cameras, forty-seven (47) interior cameras, twenty-four (24) cameras with city maintenance and forty-five (45) blue phones. The College recently installed four (4) License Plate Reader Camera Units on the perimeter/exterior of the campus.

Safety inspections of buildings are conducted regularly. Campus Safety personnel and Residential Life staff make

note of damage or threats to safety to the College Facilities Department.

Maintenance for Safety

The Facilities Department maintains College buildings and grounds with a concern for safety and security. Facilities Services maintains a work order system that allows students, faculty, and staff to electronically submit any maintenance or repair issues to the department so that it can be addressed in a timely manner.

To file a work order, a campus community member may call Facilities directly (518-388-6181) or [login to the work order system](#). For urgent issues discovered outside the regular business hours of Facilities, you may also contact Campus Safety at 518-388-6911.

Campus Safety, in collaboration with the Vice President of Administration & Finance office and Facilities, will conduct a quarterly meeting to assess lighting and safety. Walk-throughs of the grounds in the evening are completed to check for lighting concerns, lamp posts that need repair, or foliage in need of trimming. The recommendations lead to addressing additional emergency phones, cameras or lighting installations.

Campus Facilities and Grounds

During the academic year, access to buildings is by the individual's assigned ID/ access card after 6:00 p.m. and on weekends. During out-of-term recesses, academic, administrative, student life, and recreational facilities hours are established by the individual academic department and Campus Safety.

Residence Halls

All residence halls are locked 24 hours per day. All student rooms in residence halls are equipped with locks. Campus Safety patrols the campus 24 hours per day, checking all campus buildings, and placing special emphasis on residence halls during the late night and early-morning hours.

Entrances to most campus residence halls are equipped with card reader identification systems, which provide access only to residents and approved staff for maintaining and monitoring hall activity. The residence halls that do not have card reader identification systems are all community-based houses equipped with locks on all exterior doors.

Monitoring and Recording Crime Activity at Non-campus Locations of Student Organizations

The College is not aware of any criminal activity monitoring by local law enforcement agencies of non-campus officially recognized student organizations. The College does not recognize any off-campus housing or off-campus student organization facilities.

Crime Log and Fire Log

The Department of Campus Safety maintains a Daily Crime and Fire log.

The Crime Log records all crimes that occurred within the last sixty (60) days on campus including the date of report, date and time of occurrence, general location, and disposition (if known). Crimes will be entered into the log within two (2) business days of being reported, unless one of the following applies:

- The disclosure would jeopardize an ongoing criminal investigation or the safety of a student or other individual;
- The disclosure would cause a suspect to flee or evade detection; or
- The disclosure would result in the destruction of evidence.

Any information withheld for one of these reasons will be added to the log once the risk has passed. Entries or a change in a complaint's disposition will be recorded within two (2) business days of receipt. The College will make available any portion of the log older than sixty (60) days within two (2) business days of such request for inspection.

The Fire Log records all fires that occur in any on-campus student housing facility. This includes extinguished fires and those discovered while still burning, regardless of whether it was an emergency requiring a response from the Fire Department or a minor fire easily extinguished. All fires will be recorded by incident number, date the fire was reported, date and time of occurrence, general location, and nature of the fire.

[The Crime and Fire Log is available online.](#)

FIRE SAFETY & PREVENTION

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Reporting a Fire

Students and employees should immediately report any fire that occurs on campus, including in student housing, to Campus Safety. Active fires should be reported by calling 911.

Reports should be made as soon as possible to ensure proper response, documentation, and inclusion in the annual fire safety statistics.

Evacuating in an Emergency

Members of the Union College community should take the following steps when evacuating in an emergency or fire:

- Leave the building immediately when the fire alarm sounds.
- Alert others, assist if safe, and wake roommates/suitemates.
- Dress appropriately for evacuation (shoes, coat).
- Check doors for heat before opening. If hot, stay inside; if cool, open slowly. Close the door if smoke/heat enters.
- Take your key/key card; close doors and windows tightly before leaving.
- Residential Life staff should assist evacuation, knock on doors, and announce the emergency.
- In smoke, crawl low and follow walls; know multiple exits and count doors to the nearest one.
- Go to assigned assembly areas; staff should account for residents.
- If trapped, signal with a flashlight, a phone flashlight, or a bright cloth from a window. Do not break glass unless necessary.
- Never use elevators; they may fill with smoke or fail during alarms.

Future Improvement and Upgrades

Each year, the institution completes upgrades to its fire alarm and sprinkler system network. These efforts include improvements to existing fire protection systems as well as annual inspections and testing of all residential fire alarm and sprinkler systems by a licensed outside company. Future renovations and updates will continue as budgets and circumstances allow.

Prohibited Items

- Microwave ovens that are not part of a micro fridge combination
- Water Coolers
- Air Conditioners
- Electric heaters
- Toasters or Toaster Ovens
- Portable style grills
- Waffle Irons
- Sandwich makers
- Other electrical or heat producing devices not listed
- Halogen type lamps
- Paper Lanterns
- String Lighting
- 3D Printers
- Lava lamps
- All types of candles that can be burned are prohibited within all Union College buildings. The actual display of candles is also prohibited, regardless of use.
- Fireworks, incense and any other flame or burn devices are prohibited in Union College Residence Halls.

Using a Fire Extinguisher

Members of the Union College community should take the following steps to properly use a fire extinguisher.

Using a fire extinguisher properly is crucial for effectively putting out small fires and preventing them from spreading:

Assess the situation

Before attempting to use a fire extinguisher, ensure it is safe to do so. If the fire is large, spreading quickly, or if there is uncertainty about the ability to control it, evacuate the area immediately and call emergency services.

Plan an exit route

Never fight a fire that could potentially cut off the exit path.

Extinguish the fire

Once ready, aim the nozzle at the base of the flames, not at the flames themselves, to cut off the fire's oxygen supply.

Watch for re-ignition

Even if the fire seems to be out, monitor the area for signs of re-ignition. If the fire reignites, repeat the extinguishing process.

Evacuate if necessary

If the fire cannot be extinguished or starts spreading rapidly, evacuate the area immediately and contact emergency services.

Inspect and recharge

Notify campus officials so the extinguisher can be replaced.

REMEMBER P.A.S.S.

From a safe Distance

Maintain approximately 6 to 8 feet from the fire while aiming and operating the extinguisher.

P	Pull the pin to break the tamper seal.
A	Aim low and direct the extinguisher nozzle or hose at the base of the fire.
S	Squeeze the handle and release the extinguishing agent.
S	Spray from side to side moving the extinguisher back and forth until the fire is extinguished.

Fire Systems and Drill

Name of Facility	Fire Alarm System	Sprinkler	Coverage: Full Sprinkler coverage includes sleeping areas, hallways, stairwells, common areas, kitchens and basements.	Drills for 2025
Beuth House	Notifier	Yes	Full	4
Breazzano House	Notifier	Yes	Full	4
College Park Hall	Notifier	Yes	Full	4
Davidson Hall	Notifier	Yes	Full	4
Edwards House	Notifier	Yes	Full	4
Fero House	Notifier	Yes	Full	4
Fox Hall	Notifier	Yes	Full	4
Golub House	Notifier	Yes	Full	4
Hickok House	Notifier	Yes	Full	4
North College	Notifier	Yes	Full	4
Potter House	Notifier	Yes	Full	4
Raymond House	Notifier	Yes	Full	4
Richmond House	Notifier	Yes	Full	4
Smith House	Notifier	Yes	Full	4
South College	Notifier	Yes	Full	4
Webster House	Notifier	Yes	Full	4
Wells House	Notifier	Yes	Full	4
West College	Notifier	Yes	Full	4
1294 Lenox Road	Notifier	Yes	Full	4
201 Seward Place	Notifier	Yes	Full	4
203 Seward Place	Notifier	Yes	Full	4
207 Seward Place	Notifier	Yes	Full	4
209 Seward Place	Notifier	Yes	Full	4
215 Seward Place	Notifier	Yes	Full	4
217 Seward Place	Notifier	Yes	Full	4
219 Seward Place	Notifier	Yes	Full	4
221 Seward Place	Notifier	Yes	Full	4
233 Seward Place	Notifier	Yes	Full	4
301 Seward Place	Notifier	Yes	Full	4
303 Seward Place	Notifier	Yes	Full	4
305 Seward Place	Notifier	Yes	Full	4
309 Seward Place	Notifier	Yes	Full	4
311 Seward Place	Notifier	Yes	Full	4
313 Seward Place	Notifier	Yes	Full	4
315 Seward Place	Notifier	Yes	Full	4
317 Seward Place	Notifier	Yes	Full	4
319 Seward Place	Notifier	Yes	Full	4
321 Seward Place	Notifier	Yes	Full	4
323 Seward Place	Notifier	Yes	Full	4
325 Seward Place	Notifier	Yes	Full	4
327 Seward Place	Notifier	Yes	Full	4
700 Roger Hull Place	Notifier	Yes	Full	4
702 Roger Hull Place	Notifier	Yes	Full	4
704 Roger Hull Place	Notifier	Yes	Full	4

Reported Fire Statistics: 2025

Building	Total Number of Fires in Each Building	Date	Time	Fire Category	Fire Cause	Required Medical Attention	Deaths Related to Fire	Damage Cause by Fire	Case Number
Beuth House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Breazzano House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
College Park Hall	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Davidson House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Edwards House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fero House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fox House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Golub House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hickok House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
North College	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potter House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Raymond House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Richmond House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Smith House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
South College	1	03/18/2025	1201 hrs	Unintentional	Cooking	N/A	N/A	N/A	031825-404
Webster House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Wells House	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
West College	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1294 Lenox Road	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
201 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
203 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
207 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
209 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
215 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
219 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
221 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
233 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
301 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Building	Total Number of Fires in Each Building	Date	Time	Fire Category	Fire Cause	Required Medical Attention	Deaths Related to Fire	Damage Cause by Fire	Case Number
303 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
305 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
309 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
311 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
313 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
315 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
317 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
319 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
321 Seward	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
323 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
325 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
327 Seward Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
700 Roger Hull	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
702 Roger Hull	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
704 Roger Hull	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
706 Roger Hull	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
708 Roger Hull	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
710 Roger Hull	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
712 Roger Hull	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
32 Union Avenue	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Garnett Commons	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
219 Park Place	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20 Union Ave	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20R Union Ave	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22 Union Ave	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Reported Fire Statistics: 2024

Building	Total Number of Fires in Each Building	Date	Time	Fire Category	Fire Cause	Required Medical Attention	Deaths Related to Fire	Damage Cause by Fire	Case Number
Beuth House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Breazzano House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
College Park Hall	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Davidson House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Edwards House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Fero House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Fox House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Golub House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Hickok House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
North College	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Potter House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Raymond House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Richmond House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Smith House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
South College	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Webster House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Wells House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
West College	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
1294 Lenox Road	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
201 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
203 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
207 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
209 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
215 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
219 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
221 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
233 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
301 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A

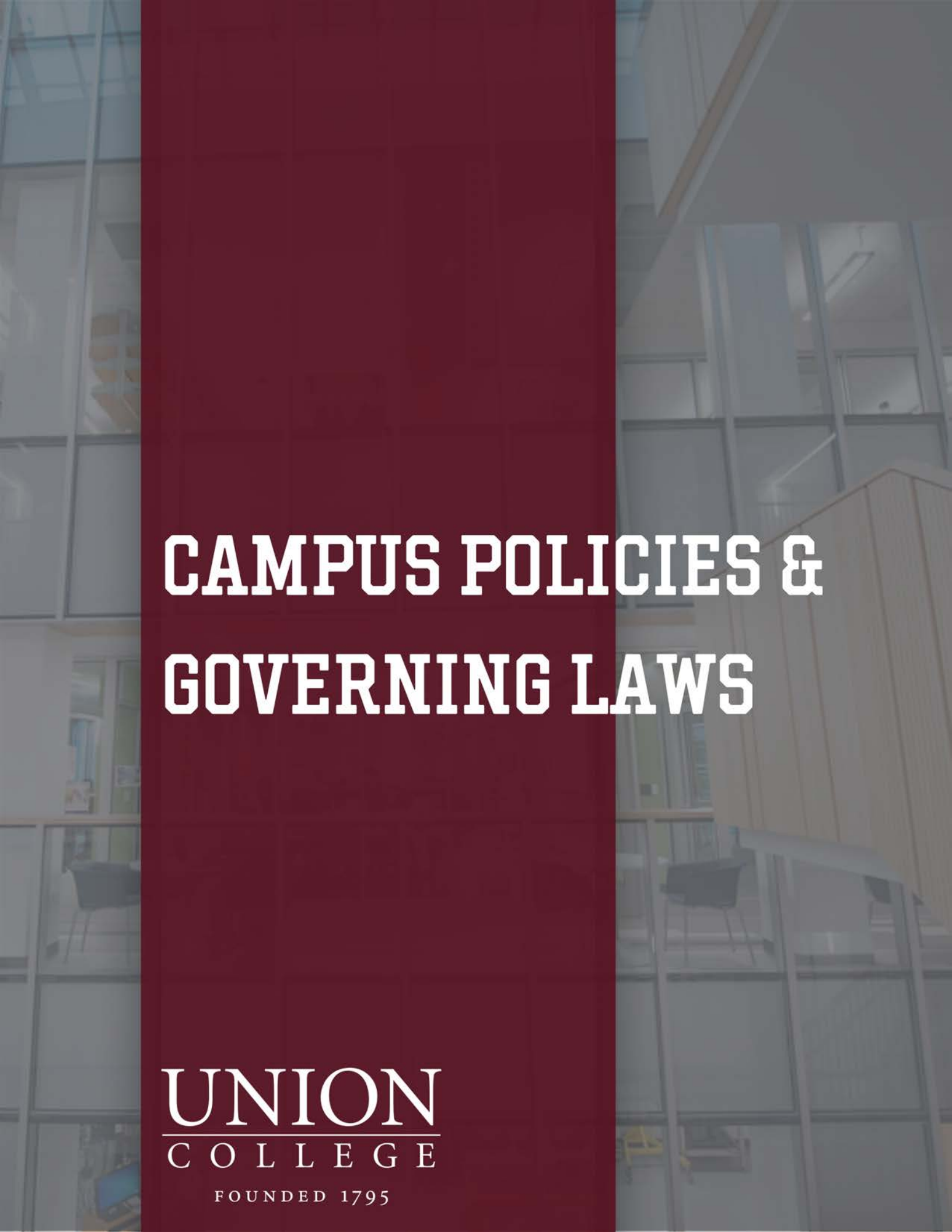
Building	Total Number of Fires in Each Building	Date	Time	Fire Category	Fire Cause	Required Medical Attention	Deaths Related to Fire	Damage Cause by Fire	Case Number
303 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
305 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
309 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
311 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
313 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
315 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
317 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
319 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
321 Seward	1	5/9/2024	1124	Unintentional	Cooking	0	0	<\$100.00	24-652
323 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
325 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
327 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
700 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
702 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
704 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
706 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
708 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
710 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
712 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
32 Union Avenue	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Garnett Commons	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
219 Park Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
TOTAL	1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Reported Fire Statistics: 2023

Building	Total Number of Fires in Each Building	Date	Time	Fire Category	Fire Cause	Required Medical Attention	Deaths Related to Fire	Damage Cause by Fire	Case Number
Beuth House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Breazzano House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
College Park Hall	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Davidson House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Edwards House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Fero House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Fox House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Golub House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Hickok House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
North College	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Potter House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Raymond House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Richmond House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Smith House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
South College	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Webster House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Wells House	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
West College	1	10/25/2023	Unknown	Unintentional	Unknown	0	0	<\$100.00	24-978
1294 Lenox Road	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
201 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
203 Seward Place	1	5/9/2023	Unknown	Unintentional	Cooking	0	0	<\$100.00	23-700
207 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
209 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A

Building	Total Number of Fires in Each Building	Date	Time	Fire Category	Fire Cause	Required Medical Attention	Deaths Related to Fire	Damage Cause by Fire	Case Number
215 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
219 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
221 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
233 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
301 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
303 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
305 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
309 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
311 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
313 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
315 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
317 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
319 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
321 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
323 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
325 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
327 Seward Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
700 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
702 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A

Building	Total Number of Fires in Each Building	Date	Time	Fire Category	Fire Cause	Required Medical Attention	Deaths Related to Fire	Damage Cause by Fire	Case Number
704 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
706 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
708 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
710 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
712 Roger Hull	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
32 Union Avenue	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
Garnett Commons	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
219 Park Place	0	N/A	N/A	N/A	N/A	0	0	N/A	N/A
TOTAL	2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A



CAMPUS POLICIES & GOVERNING LAWS

UNION
COLLEGE
FOUNDED 1795

Alcohol and Other Drug Policies

Student and Employee Illicit Drug and Alcohol Policy

Illicit Drugs

Union College prohibits the unlawful possession, use, or distribution of illicit drugs (including, but not limited to: synthetic drugs and narcotics, including but not limited to amphetamines, marijuana, cocaine, heroin, and LSD, and any associated paraphernalia) and alcohol on the campus or as part of any of its sponsored activities.

On March 31, 2021, New York State legalized adult-use cannabis for individuals 21 and older, establishing a framework for medical cannabis, recreational use, and hemp sales. Despite this change, marijuana remains illegal under federal law as a Schedule I controlled substance and is subject to the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Amendments of 1989. Accordingly, marijuana use is prohibited on campus.

Alcohol

Students who are under the age of 21 may not possess or consume alcohol anywhere on campus including the residential spaces. Residential spaces are defined as all College-owned and administered living units. The following actions relating to alcohol are prohibited:

- Possessing, consuming or distributing alcoholic beverages by student under the age of 21 years.
- Furnishing or selling any alcoholic beverages to any person under 21 years of age.

- Possessing or consuming alcohol in any public area outside the residence halls.
- Possessing or consuming alcohol outside individual bedrooms or suites within the residence halls.
- Collecting, displaying, or storing empty alcohol containers.
- Being incapacitated by alcohol or drugs whether under or over the age of 21 years.
- Possessing or consuming alcohol from common sources including, but not limited to, kegs, beer balls, wine boxes, and punch bowls.
- Possessing or using a tap system or “regulator.”
- Possessing any binge-drinking device including, but not limited to, funnels or beer pong tables.
- Participating in flip cup, beer pong, or any other organized games intended for rapid personal consumption.

Employee Marijuana Policies

In accordance with applicable state law, the College will not discipline an employee certified to use medical marijuana or to otherwise unlawfully discriminate against any employee certified by a New York State doctor to use medical marijuana. Employees who are certified to use medical marijuana and who may require a workplace accommodation must request such an accommodation following the College's Accessibility and Workplace Accommodations policy.

Additionally, the College will not discriminate against employees who use recreational marijuana. While recreational marijuana and possession of up to 24 grams of marijuana is legal in New York, the College is subject to federal laws that continue to prohibit the possession, use, or distribution of marijuana for any reason and for any purpose. Therefore, an employee may not use, be under the influence of, possess, or distribute marijuana during work hours, on College property, in College vehicles, or as part of any College activities for any reason or under any circumstances.

Disciplinary sanctions

Student Sanctions

Sanctions that may be imposed upon any student found to have violated the Code of Student Conduct include, but are not limited to those listed below. More than one of the sanctions listed may be imposed for any single violation.

- Warning
- Probation
- Restriction of Privileges
- Fines
- Restitution
- Educational/Developmental Requirements
- No Contact Order
- College Suspension
- College Expulsion
- Withholding Degree/Diploma
- Special Action – Other proper measures (e.g., housing changes, graduation restrictions, required assessments).

Employee Sanctions

Employees in violation of Alcohol and Other Drug Policies are subject to disciplinary procedures of the College ranging from a reprimand through termination of employment, according to procedures set out in the employee handbooks for staff employees, administrative employees, and faculty.

State Laws for Alcohol and Other Drugs

The ABC (Alcohol Beverage Control) Law

SECTION 65.1 PROHIBITED SALE:

No person shall sell, deliver or give away or cause or permit or procure to be sold, delivered or given away any alcoholic beverage to any person, actually or apparently, under the age of twenty-one years.

If you are working in a store/restaurant that sells alcoholic beverages, the only acceptable identifications are:

- Valid Driver's License or Non-Driver Identification Card issued by a governmental agency
- Valid Passport
- U.S. Military ID

SECTION 65-A- PROCURING ALCOHOLIC BEVERAGES FOR PERSONS UNDER THE AGE OF TWENTY-ONE YEARS

It is a criminal offense to misrepresent the age of a person under twenty-one years to induce the sale of any alcoholic beverage.

Penalty - \$200.00 fine and /or five days in jail

SECTION 65-B OFFENSE FOR ONE UNDER THE AGE OF TWENTY-ONE YEARS TO PURCHASE OR ATTEMPT TO PURCHASE AN ALCOHOLIC BEVERAGE THROUGH FRAUDULENT MEANS

It is an offense for one under age of twenty-one years to purchase or attempt to purchase an alcoholic beverage through fraudulent means.

Penalties:

First violation: Fine up to \$100.00, and/or up to 30 hours of community service, and/or completion of an alcohol awareness program. In addition, if a New York State driver's license was used as identification, the court may suspend your license for three months.

Second violation: Fine between \$50.00 and \$350.00 and/or up to 30 hours of community service, and/or completion of an alcohol awareness program. In addition, if a New York State driver's license was used as identification, the court may suspend your license for six months.

Third and subsequent violations: Fine between \$50.00 and \$750.00 and/or up to 30 hours of community service, and/or evaluation by an appropriate agency to determine whether the person suffers from alcoholism or alcohol abuse. In addition, if a New York State driver's license was used as identification, the court may suspend your license for one year or until you reach twenty-one.

SECTION 65-C UNLAWFUL POSSESSION OF AN ALCOHOLIC BEVERAGE WITH INTENT TO CONSUME BY PERSONS UNDER THE AGE OF TWENTY-ONE YEARS

No person under the age of twenty-one years shall possess any alcoholic beverage with the intent to consume such beverage, with a few exceptions.

Penalty – Fine up to \$50.00 and /or five days in jail, and/or up to 30 hours of community service, and/or completion of an alcohol awareness program.

Federal Penalties

Federal Trafficking Penalties for Schedules I, II, III, IV, & V (except Marijuana, App. 2)

Schedule	Substance	Quantity
II	Cocaine	500-4,999 grams mixture
II	Cocaine Base	28-279 grams mixture
IV	Fentanyl	40-399 grams mixture
I	Fentanyl Analogue	10-99 grams mixture
I	Heroin	100-999 grams mixture
I	LSD	1-9 grams mixture
II	Methamphetamine	5-49 grams pure or 50-499 grams mixture
II	PCP	10-99 grams pure or 100-999 grams mixture

First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.

Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.

Schedule	Substance	Quantity
II	Cocaine	5 kilograms or more mixture
II	Cocaine Base	280 grams or more mixture
IV	Fentanyl	400 grams or more mixture
I	Fentanyl Analogue	100 grams or more mixture
I	Heroin	1 kilogram or more mixture
I	LSD	10 grams or more mixture
II	Methamphetamine	50 grams or more pure or 500 grams or more mixture
II	PCP	100 grams or more pure or 1 kilogram or more

First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.

Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

Substance/Quantity	Penalty - First Offense	Penalty - Second Offense
Any amount of other Schedule I & II substances OR Any amount of any drug product containing Gamma Hydroxybutyric Acid OR Flunitrazepam (Schedule IV) 1 Gram	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if not an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any amount of other Schedule III Drugs	Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.	Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any amount of all other Schedule IV drugs (other than Flunitrazepam)	Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.	Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Flunitrazepam (Schedule IV) (Other than 1 gram or more)	Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.	Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any amount of all Schedule V drugs	Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.	Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Substance/ Schedule	Quantity	Penalty - First Offense	Penalty - Second Offense
Marijuana (Schedule I)	1,000 kg or more marijuana mixture; 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75 million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.

Substance/ Schedule	Quantity	Penalty - First Offense	Penalty - Second Offense
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish Oil (Schedule I)	1 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.

SEXUAL VIOLENCE POLICIES AND PROCEDURES

Office of Civil Rights and Title IX

To support an environment that is consistent with the mission and values of Union College, the College is committed to the prevention of and response to conduct prohibited by Title IX which interferes with the academic and/or professional experiences of any member of the Union College community. Union College prohibits all forms of harassment and violence including domestic violence, dating violence, sexual assault, and stalking. The College is committed to providing educational and training programs to help prevent such offenses.

The Title IX Coordinator responds to inquiries and reports related to harassment, sexual violence, and discrimination policies.

Contact Title IX staff:

Ann Ciania, J.D., M.B.A.

Senior Director of Civil Rights Compliance
Title IX, VI, and ADA/504 Coordinator
titleix@union.edu

Robin Olinsky

Deputy Title IX Coordinator and Head
Class Dean
olinskyr@union.edu

Erin Zannella

Deputy Title IX Coordinator for Athletics
and Assistant Director for Compliance and
Ticketing
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College Policy

Union College maintains three policies to address reports of sexual misconduct. The policies are:

- [Title IX Policy](#): Governs all members of the Union College community for conduct defined as Title IX sexual harassment; however, the resolution process that is utilized will depend on the responding person's status (i.e.: student or employee) at the College. When a complaint is filed against a community member who embodies more than one status at the College (e.g., the community member is a student and an employee), the Title IX Coordinator, or their designee, has the authority to determine the investigation process (student or employee) for the reported incident.
- [Student Policy and Procedures](#): Addresses reports of gender-based misconduct by students. This policy and its associated procedures will be utilized if the Title IX Coordinator determines that the reported conduct falls within its scope.
- [Employee Policy and Procedures](#): This policy and its associated procedures will be utilized if the Title IX Coordinator determines that the conduct reported is outside of the scope of Title IX, but within the scope of other institutional policy.

Under each policy, the College offers supportive measures regardless of whether a person wishes to participate in an investigation or disciplinary process.

Disclosure and Resources

The College encourages students, employees, and third parties to seek support from campus, medical, mental health, law enforcement, and community resources.

When a student or employee reports to the institution that they have been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, College personnel will promptly contact individuals affected by sexual misconduct to offer supportive measures and the option to formally report.

Additionally, the harmed person will receive a written explanation of their rights and options.

Respondents are presumed not responsible until a determination is made through the grievance process.

The Title IX Coordinator will evaluate the situation, including the nature and severity of the conduct, campus safety, and the Complainant's wishes, to determine the appropriate policy and resolution option to utilize:

- **Alternative resolution:** Dispute resolution when both parties agree and it is appropriate. Where an employee is accused of harming a student, they may not enter into an alternative resolution agreement.
- **Formal investigation and adjudication:** Following College policies and procedures.
- **Interim measures:** protective actions such as no-contact

directives, academic or housing adjustments, and changes to work or class schedules.

The Complainant's preferences are considered, but the College may take necessary actions to ensure safety and legal compliance. Both Complainant and Respondent receive timely written notice of rights, resources, and procedural options, consistent with VAWA and Clery Act requirements.

Reports are managed confidentially as allowed by law, and the College maintains records to meet federal reporting and prevention obligations.

Immediate Needs Following a Sexual Assault and Related Violence

Everyone experiences sexual or interpersonal violence (SIV) differently. There is no "right way" to feel or respond. The College is committed to supporting anyone harmed and helping them access care and resources.

Individuals affected by sexual assault, domestic violence, dating violence, or stalking, whether the incident occurs on or off campus, receive written information explaining evidence preservation, reporting options, and available support. This includes information about reporting to law enforcement or campus authorities, as well as institutional protective measures such as no-contact orders or orders of protection.

Medical Care & Forensic Exams

At the hospital, survivors remain in control of their care. They may seek treatment for visible or hidden injuries, receive preventive medications, and access pregnancy prevention. A person that has experienced harm may receive medical care and a sexual assault forensic exam at

no cost, regardless of whether they report to police or College officials.

Exams may include treatment for injuries and access to medications:

- Emergency contraception
- HIV PrEP
- Hepatitis vaccines
- Medications for bacterial infections, pain, and nausea

Medications are most effective soon after an assault.

Someone receiving care may choose to have evidence collected through a Sexual Offense Evidence Collection Kit (SOECK) at no cost. Reporting to police is not required to receive this exam. Under New York Public Health Law §2805-i, unreported kits are securely stored for 20 years, allowing survivors time to decide whether they wish to release the evidence to law enforcement.

More information is available at ovs.ny.gov. [The OVS Resource Connect tool](#) helps survivors locate resources by concern, keyword, or location.

Forensic Exam Rights

A person receiving an exam has the right to:

- Decide whether to participate in an exam.
- Pause or stop the exam at any time.
- Have evidence collected anonymously.
- Receive status updates about their exam.
- Reporting to police is optional and does not affect medical care.

Preserving Evidence

Avoid showering, bathing, douching, brushing teeth, or changing clothes until after medical care.

Save clothing in a paper bag or cardboard box.

Preserve digital communications (texts, emails, social media messages) and photos or logs that may be relevant.

Evidence is strongest when collected within 4 days of an assault.

Immediate Help

Call 911 if in immediate danger.

Access 24/7 medical care:

Union College Campus Safety:

518-388-6911 (Available 24/7 for immediate assistance and transport).

Ellis Hospital Emergency Room:

1101 Nott St, Schenectady, NY 12308 (Nearest to campus).

St. Peter's Hospital:

315 S Manning Blvd, Albany, NY 12208 (Specialized SAFE/SANE services).

Supportive Measures

The College provides all students and employees who report domestic violence, dating violence, sexual assault, or stalking, whether on or off campus, with written information on available supportive measures. These non-disciplinary, non-punitive services are offered at no cost to both the Complainant and Respondent, regardless of whether a Formal Complaint is filed, or law enforcement is involved. Supportive measures aim to ensure equal access to College programs while

protecting safety and preventing harassment.

Supportive Measures may include access to counseling and mental health services; extensions of deadlines or other course-related adjustments; modifications to work or class schedules; campus escort services; mutual restrictions on contact between the Parties; changes to work, housing, or living arrangements; leaves of absence; increased security and monitoring of certain campus areas; visa and immigration assistance; financial aid information; and any other reasonably available measures designed to protect the safety, wellbeing, and educational or employment access of the affected Party.

The implementation of Supportive Measures are coordinated by the Title IX Coordinator and they are kept confidential to the extent possible without impairing the ability for Supportive Measures to be implemented.

The College maintains confidentiality of these supportive measures unless disclosure is necessary to implement them. While crime statistics are included in the Annual Security Report in compliance with the Clery Act, personally identifying information is excluded.

Filing a Complaint

A Complainant or anyone else who is aware of the occurrence of an incident covered by this Policy is encouraged to report the incident as soon as possible to the Title IX Coordinator(s) and/or Campus Safety.

Reports can be made in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator and Deputy Coordinator.

To file a Formal Complaint, a Complainant must provide the Title IX Coordinator with a written, signed complaint. If a Complainant does not wish to file a Formal Complaint, the Title IX Coordinator will determine whether it is necessary for the Title IX Coordinator to file a Formal Complaint so that the College may respond to the reported conduct. If the Title IX Coordinator files a Formal Complaint, the College will inform the Complainant of this decision in writing.

Anonymous Reporting

While students or non-community members may choose to [complete a reporting form anonymously](#). Please be advised that limiting the information provided may restrict the College's ability to respond, follow up, or offer support services. Reports submitted without named parties can still assist the College in addressing or preventing the recurrence of discrimination, harassment, or gender-based misconduct. Additionally, this information will be used to evaluate the potential risk an incident poses to the broader community.

Advisor Participation

The Complainant and Respondent are both entitled to the same opportunities to have others present during a resolution proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.

Officials will not limit the choice of advisor or presence for either the Complainant or the accused in any meeting or institutional disciplinary proceeding. However, the College may establish restrictions regarding the extent to which the advisor may participate in the proceedings if the restrictions apply equally to both parties.

Resolution Processes

Investigation and Hearing Timeline

All proceedings will be conducted in alignment with College policies and ensure prompt and equal access to relevant information for both parties. Timely notifications will be provided about meetings where the Complainant or Respondent may be present.

Once a Formal Complaint is accepted, both parties will receive written notification of the complaint and procedures. The College will strive to complete investigations, including issuance of a report of findings to the Complainant and Respondent, in as timely and efficient a manner as possible; delays may occur based on factors such as, but not limited to, schedule and availability of witnesses, holidays or semester breaks including summer break, and complexity of the complaint.

Prior to the completion of the investigative report, the College will send to each party and the party's Advisor the evidence subject to inspection and review in a hard copy or electronic format, and the parties will have ten (10) calendar days from the date of receipt to submit a written response to the Investigator. After the investigation, a hearing will be scheduled, and the parties will receive written notice of the hearing.

Following the hearing, the College will provide the written determination.

College proceedings are independent of the New York criminal legal process. Cases under this policy may proceed before, during, or after any civil or criminal proceedings. Decisions by law enforcement or courts do not determine whether a College policy violation has occurred.

Alternative Resolution

The Title IX Coordinator may determine whether a matter is suitable for Alternate Resolution, an administrative process designed to resolve reports of prohibited conduct without a formal hearing. Participation is entirely voluntary, requires mutual agreement by both parties, and does not involve face-to-face meetings between the Complainant and Respondent. The Coordinator oversees the process, consults separately with each party, and may recommend terms, including sanctions or remedies comparable to those a Hearing Panel could impose. Both parties must agree to the terms for the resolution to become effective, and either party or the Coordinator may terminate the process at any time. Once a written agreement is signed by both parties, it is final, non-appealable, and must be honored.

Outcome Notification

The written determination of responsibility will be sent simultaneously to all parties via College email or other reasonable means. It will summarize the allegations, procedural steps from the receipt of the Formal Complaint through the determination, findings of fact, and conclusions regarding whether the Respondent violated the Code of Conduct. For each allegation, it will include the determination of responsibility and rationale, any disciplinary sanctions imposed and their rationale, remedies provided to the Complainant and their rationale, and the procedures and permissible grounds for appeal for both parties.

Standard of Evidence

The College uses a “preponderance of the evidence” standard to determine responsibility. A preponderance of the evidence standard means the fact(s) in issue is more probably true than not.

Disclosure to Victim or Next of Kin

Upon written request, the College will disclose to the reporting victim of a crime of violence, incest, or statutory rape, the report on the results of any disciplinary proceeding conducted. If the victim is deceased because of such crime or offense, the next of kin of such victim shall be treated as the victim.

Sanctions

In some cases, a finding of responsibility for one violation may be combined with another (e.g., sexual harassment, Code of Conduct, or Acceptable Use Policy). Additional sanctions—such as educational requirements, fines, or those outlined in the relevant policies—may apply to these separate violations, beyond the sanctions for the four violations listed above.

When an individual is found responsible for sexual assault, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion

- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for domestic violence, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion
- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for dating violence, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion
- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for stalking, the following sanctions are available:

- Expulsion or Termination
- Revocation of Tenure
- Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Deferred Suspension of 1, 2, 3, 4, 5, 6, 7, or 8 semesters
- Administrative Leave without Pay
- Revocation of Admission and/or Degree
- Withholding Degree
- Demotion
- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

New York State Laws

Penal Law §130.20 Sexual Misconduct

This offense includes sexual intercourse (vaginal, oral, anal) without consent or sexual conduct with an animal or a dead human body. Class A Misdemeanor.

Penal Law §130.25/130.30/130.35 Rape in the Third Degree, Second Degree, First Degree (Statutory Rape)

Third Degree includes sexual contact (vaginal, oral, anal) with someone incapable of consent, someone less than 17 years old when the person is at least 21 years old, or engages in sexual contact (vaginal, oral, anal) where lack of consent is for another reason other than incapacity. Class E Felony.

Second Degree includes sexual contact (vaginal, oral, anal) with someone less than 15 years old when the person is at least 18 years old (an affirmative defense is that the age difference is less than four years), someone mentally disabled or mentally incapacitated. Class E Felony.

First Degree includes sexual contact (vaginal, oral, anal) with another person by forcible compulsion or who is incapable of consent by reason of being physically helpless or who is less than eleven years old or who is less than thirteen years old and the actor is eighteen years old or more. Class B Felony.

Penal Law §130.40/130.45/130.50 Criminal Sexual Act in the Third Degree, Second Degree, First Degree

Third Degree includes oral or anal sexual conduct with a person incapable of

consent, under 17 years old, or who otherwise doesn't consent. Class E Felony.

Second Degree includes oral or anal sexual conduct with a person under 15 years old (an affirmative defense is that the age difference is less than four years) or incapable of consent because they are mentally disabled or mentally incapacitated. Class D Felony.

First Degree includes oral or anal sexual conduct by forcible compulsion, with a person who is incapable of consent by reason of being physically helpless, or who is less than eleven years old or who is less than thirteen years old and the actor is eighteen years old or more. Class B Felony.

Penal Law §130.52 Forcible Touching

Forcible Touching includes touching (including squeezing, grabbing, and pinching) when such person intentionally, and for no legitimate purpose, forcibly touches the sexual or other intimate parts of another person for the purpose of degrading or abusing such person or gratifying the actor's sexual desire or subjects another person to sexual contact for the purpose of gratifying the actor's sexual desire and with intent to degrade or abuse while the other person is a passenger on a bus, train, or subway. Class A Misdemeanor.

Penal Law §130.53 Persistent Sexual Abuse

Forcible Touching, sexual abuse in the third, or second degree where someone was in the past 210 years incarcerated, convicted twice or more of these offenses or any other offense in this section of the penal law. Class E Felony.

Penal Law

§130.55/130.60/130.65/130.65-Q/130.66/130.67/130.70 Sexual Abuse in the Third Degree, Second Degree, First Degree, Aggravated Sexual Abuse in the Fourth Degree, Third Degree, Second Degree, First Degree

Sexual Abuse Third Degree includes sexual contact without consent of consent (an affirmative defense is that they are less than 17 and age difference is less than four years). Class B Misdemeanor.

Sexual Abuse Second Degree includes sexual contact with someone unable to consent other than age or less than 14 years old. Class A Misdemeanor.

Sexual Abuse First Degree includes sexual contact with another person by forcible compulsion or who is incapable of consent by reason of being physically helpless or who is less than eleven years old or who is less than thirteen years old and the actor is eighteen years old or more. Class D Felony.

Aggravated Sexual Abuse Fourth Degree includes inserting a foreign object or finger in the vagina, urethra, penis, rectum, or anus of another person incapable of consent for a reason other than age. Class E Felony.

Aggravated Sexual Abuse Third Degree includes inserting a foreign object or finger in the vagina, urethra, penis, rectum, or anus of another person by forcible compulsion or who is incapable of consent by reason of being physically helpless or who is less than eleven years old or who is less than thirteen years old and the actor is eighteen years old or more or the same action causing physical injury if the person is incapable of consent by reason of being

mentally disabled or mentally incapacitated. Class D Felony.

Aggravated Sexual Abuse Second Degree includes inserting a finger in the vagina, urethra, penis, rectum, or anus of another person causing physical injury by forcible compulsion or who is incapable of consent by reason of being physically helpless or who is less than eleven years old. Class C Felony.

Aggravated Sexual Abuse First Degree includes inserting a foreign object in the vagina, urethra, penis, rectum, or anus of another person causing physical injury by forcible compulsion or who is incapable of consent by reason of being physically helpless or who is less than eleven years old. Class B Felony.

Penal Law §130.95 Predatory Sexual Assault

Predatory Sexual Assault includes the crime of Rape, Aggravated Sexual Abuse First Degree, or Course of Sexual Conduct Against a Child First Degree where in the course they cause serious physical injury, use or threaten immediate use of a dangerous instrument or has prior committed the same act or been incarcerated for other violations of this section of the law. Class A-II Felony.

Penal Law §130.96 Predatory Sexual Assault Against a Child

Predatory Sexual Assault Against a Child includes, when at least 18, the crime of Rape, Aggravated Sexual Abuse First Degree, or Course of Sexual Conduct Against a Child First Degree, and the victim is less than 13. Class A-II Felony.

Penal Law §255.25/225.26/225.27 Incest in the Third Degree, Second Degree, First Degree

Third Degree includes marrying or engaging in sexual contact (vaginal, oral, anal) against a person that they know to be related to them, through marriage or not, as ancestor, descendent, or sibling (including half-sibling), uncle, aunt, nephew, or niece. Class E Felony.

Second Degree includes Rape in the Second Degree against a person that they know to be related to them, through marriage or not, as ancestor, descendent, or sibling (including half-sibling), uncle, aunt, nephew, or niece. Class D Felony.

First Degree includes Rape in the First Degree against a person that they know to be related to them, through marriage or not, as ancestor, descendent, or sibling (including half-sibling), uncle, aunt, nephew, or niece. Class B Felony.

Dating Violence

Dating violence is not specifically defined under New York State law, but certain intimate relationships are covered under the definitions within domestic violence.

Domestic Violence: Social Services Law §459-A Domestic Violence Definitions

Domestic Violence is not specifically defined in New York State Penal law. Social Services law defines victim of domestic violence as any person over the age of sixteen, any married person or any parent (natural or adoptive) accompanied by their minor child or children in situations in which such person or such person's child is a victim of an act which would constitute a violation of the penal law, including, but not limited to acts

constituting disorderly conduct, harassment, aggravated harassment, sexual misconduct, forcible touching, sexual abuse, stalking, criminal mischief, menacing, reckless endangerment, kidnapping, assault, attempted assault, attempted murder, criminal obstruction of breathing or blood circulation, strangulation, identity theft, grand larceny or coercion; and the acts have resulted in the act or acts have resulted in actual physical or emotional injury or have created a substantial risk of physical or emotional harm to such person or such person's child; and are alleged to have been committed by a family or household member.

Family or household member includes (a) persons related by consanguinity or affinity; (b) persons legally married to one another; (c) persons formerly married to one another regardless of whether they still reside in the same household; (d) persons who have a child in common regardless of whether such persons are married or have lived together at any time; (e) unrelated persons who are continually or at regular intervals living in the same household or who have in the past continually or at regular intervals lived in the same household; (f) persons who are not related by consanguinity or affinity and who are or have been in an intimate relationship regardless of whether such persons have lived together at any time; or (g) any other category of individuals deemed to be a victim of domestic violence as defined by the office of children and family services in regulation.

Penal Law

§120.45/120.50/120.55/120.60

Stalking in the Fourth Degree, Third Degree, Second Degree, First Degree

Fourth Degree includes intentionally, and for no legitimate purpose, engaging in a course of conduct directed at a specific person, and knows or reasonably should know that such conduct is likely to cause fear of material harm to the physical safety, health, safety, or property of such person, a member of their immediate family or a third party they are acquainted with; causes material harm to the mental or emotional health of such person (by following [including tracking with a GPS device or other technology], phoning or contacting) and they were previously clearly informed to cease conduct; or is likely to cause such person to reasonably fear that their employment, business, or career is threatened, where conduct consists of appearing, phoning, or communicating contact at their place of employment or business and they were previously clearly informed to cease conduct. Class B Misdemeanor.

Third Degree includes committing Stalking in the Fourth Degree against three or more persons, in three or more separate transactions, for which they have not been previously convicted; committing Stalking in the Fourth Degree having previously been convicted of a related crime against this person or an immediate family member in the last 10 years; with intent to harass, annoy or alarm a specific person, intentionally engages in a course of conduct directed at such person which is likely to cause such person to reasonably fear physical injury or serious physical injury, the commission of a sex offense against, or the kidnapping, unlawful imprisonment or death of such person or a

member of such person's immediate family; or committing Stalking in the Fourth Degree having previously been convicted of Stalking in the Fourth Degree in the last 10 years. Class A Misdemeanor.

Second Degree includes committing Stalking in the Third Degree and in the course of doing so displays one of a list of weapons; committing Stalking in the Third Degree having previously been convicted of a related crime against this person or an immediate family member in the last 5 years; committing Stalking in the Third Degree having been previously convicted of that crime against any person; being at least 21 and repeatedly following a person under 14 or engages in a course of conduct or repeatedly commits acts over a period of time intentionally placing or attempting to place such person who is under the age of 14 in reasonable fear of physical injury, serious physical injury or death; committing Stalking in the Third Degree against 10 or more people in 10 or more separate transactions for which they have not been previously convicted. Class E Felony.

First Degree includes committing Stalking in the Third Degree and in the course or doing so intentionally or recklessly causes physical injury to the victim or commits a Class A Misdemeanor, Class E Felony, or Class D Felony. Class D Felony.

Education Law §6441 Affirmative Consent

Affirmative consent: a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of

consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

Consent to any sexual act or prior consensual activity between or with any party does not necessarily constitute consent to any other sexual act.

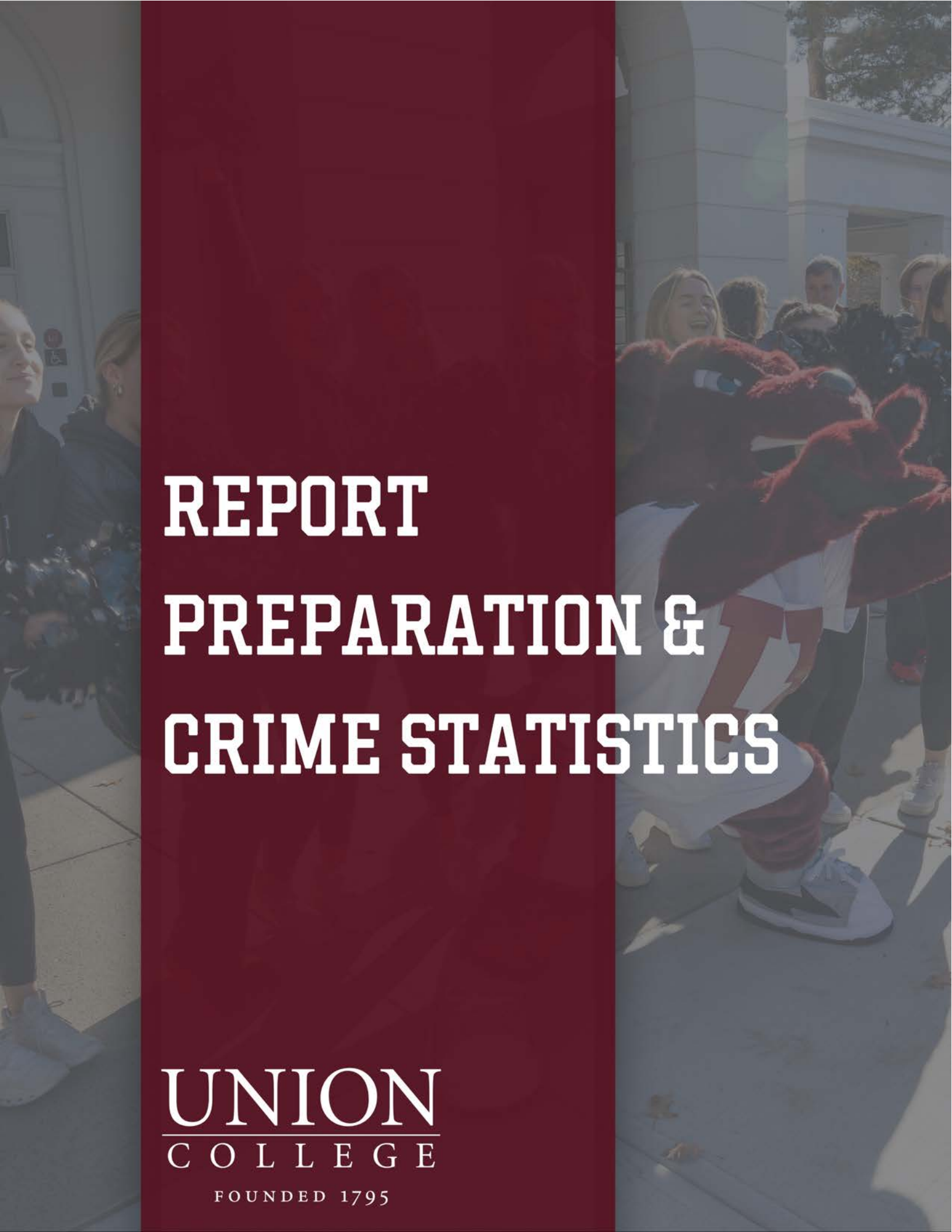
Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.

Consent may be initially given but withdrawn at any time.

Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.

Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.

When consent is withdrawn or can no longer be given, sexual activity must stop.



REPORT PREPARATION & CRIME STATISTICS

UNION
COLLEGE

FOUNDED 1795

PREPARATION OF THE ANNUAL SECURITY REPORT

This report is prepared in collaboration with multiple campus offices, including the Office of Campus Safety, the Office of Civil Rights and Title IX, and the Office of Community Standards & Accountability, as well as local law enforcement agencies. Union College also accepts confidential crime reports and encourages mental health and pastoral counselors to contribute statistics related to reportable violations.

Union College has a Clery Compliance Team that meets quarterly. The members include the Senior Director of Civil Rights Compliance Title IX, VI, and ADA/504 Coordinator Ann Ciania, Director of Student Conduct and Conflict Resolution Ricky Reiss, Sergeant of Access Systems Administrator/Rave Albert Dong, and the Director of Campus Safety Thomas Constantine.

The report is published in compliance with the Higher Education Act and the Jeanne Clery Campus Safety Act. Crime statistics are compiled by the College's Clery Compliance Officers, who meet weekly to review reports submitted to Campus Safety.

The report is distributed electronically to all faculty, staff, and enrolled students. Printed copies are available upon request at the Office of Campus Safety, located at 645 Nott Street, Schenectady, NY 12308, or by calling 518-388-6911.

Union College adheres to all federal, state, and local nondiscrimination laws and provides equal opportunity to all persons regardless of race, color, religion, sex, sexual orientation, gender identity or expression, age, marital status, national origin, citizenship status, disability, military status, veteran status, or any other characteristic protected by law.

LETTER FROM LEADERSHIP

Dear Members of the Campus Community,

Please take a few moments to review this important material about the College's efforts and experience in the areas of campus safety and security. You will note the College's safety record is exceptionally good. It is an example of what can be accomplished when a community is committed to working together with a common purpose.

The Union College Campus Safety department has been proactive in promoting safety and the prevention of crime. The department has developed a number of outreach programs designed to protect, educate, and better serve the members of the campus community.

I encourage you to be an active member of the Union College community. If you have any questions or would like more information regarding campus safety and security, please contact Campus Safety and Security at 518-388-6911.

Sincerely,

Thomas Constantine

Director of Campus Safety and Security

Albert Dong

Sergeant of Operations, Clery Compliance Supervisor, Access Systems Administrator

Incidents that Occur Outside Clery Geography

It is important to note that members of the community may be impacted by crime or incidents occurring outside of Clery Act geography. These incidents may be subject to a policy, but will not appear in the Clery Act statistics. At the same time, incidents that occur in Clery Act geography that do not involve members of the community would be included in these statistics.

Reporting Geography

The Clery Act defines the College's reporting geography for crimes, arrests, and disciplinary referrals. The Annual Security Report discloses federally defined crimes and state law violations resulting in arrests or referrals.

ON CAMPUS

- i. 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
- ii. Any building or property that is within or reasonably contiguous to the area identified in paragraph (i) of this definition, 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 other retail vendor)

ON CAMPUS RESIDENTIAL FACILITIES

Crimes that occur in on campus residence halls are counted in the On Campus category as well as the On Campus residential category. On Campus Residential is a sub-set of On Campus, and the crime counts should not be added together.

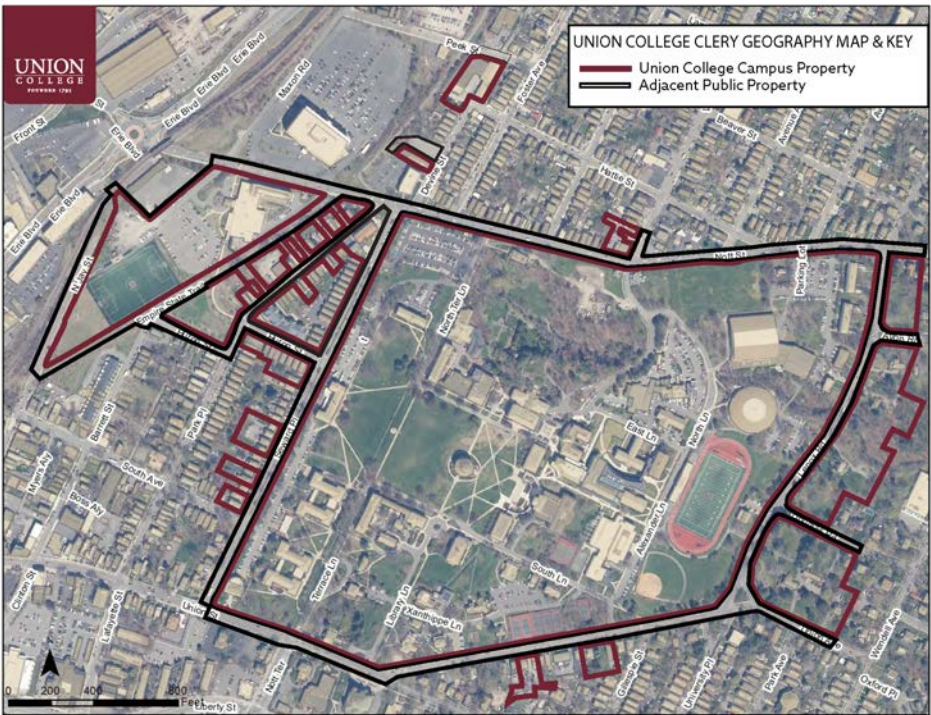
NON-CAMPUS

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

PUBLIC PROPERTY

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

College Geography



Main Campus



Boat House



Kelly Adirondack Center



M&T Bank Center

CLERY ACT CRIME DEFINITIONS

The following are definitions of crimes that are reportable under the Clery Act reporting requirements.

Primary Crimes

MURDER AND NON-NEGLIGENT MANSLAUGHTER

The willful (non-negligent) killing of one human being by another.

MANSLAUGHTER BY NEGLIGENCE

The killing of another person through gross negligence.

SEX OFFENSES

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

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.

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 their age or because of their temporary or permanent mental incapacity.

INCEST

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

STATUTORY RAPE

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

ROBBERY

The 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

An 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 a means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

BURGLARY

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes, this definition includes: unlawful entry with intent to commit a felony; breaking and entering with intent to commit a larceny; housebreaking and safecracking; and all attempts to commit any of the aforementioned acts.

MOTOR VEHICLE THEFT

The theft or attempted theft of a motor vehicle. Motor vehicle theft is classified as any case where an automobile is taken by a person not having lawful access, even if the vehicle is later abandoned, including joy riding.

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.

Drug, Alcohol, and Weapons Violations

LIQUOR LAW VIOLATIONS

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 VIOLATIONS

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 drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

WEAPON LAW VIOLATIONS

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.

Hate/Bias-Related Crime

A hate crime is 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 actual or perceived race, gender, gender identity, religion, disability, sexual orientation, or ethnicity/national origin.

In addition to the Primary Crime offenses mentioned above, there are also four additional criminal offenses related to Hate Crimes, they are: larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property. The following are definitions of Hate/Bias crimes that are reportable under the Clery Reporting Requirements:

LARCENY-THEFT

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

SIMPLE ASSAULT

An 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.

INTIMIDATION

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

DESTRUCTION/DAMAGE/ VANDALISM OF PROPERTY

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.

VAWA Crimes

DOMESTIC VIOLENCE

A felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the victim;
- By a person with whom the victim shares a child in common;

- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

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.

1. The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition:

- 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 the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition:

- Course of conduct means two or more acts, including, but not limited to, acts that 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 means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stop Campus Hazing Act

Hazing

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

- Whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body or similar activity;
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- Causing, coercing, or otherwise inducing another person to perform sexual acts;
- Any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

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

Student Organization

For the purposes of the Stop Campus Hazing act, Student Organization means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) 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.

CRIME STATISTICS

PART I CRIMES

Incident	On-campus 2023	On-campus 2024	On-campus 2025	On-campus, Residential 2023	On-campus, Residential 2024	On-campus, Residential 2025	Non-campus 2023	Non-campus 2024	Non-campus 2025	Public Property 2023	Public Property 2024	Public Property 2025
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	2	2	12	2	2	12	0	0	0	0	0	0
Fondling	0	3	2	0	3	2	0	0	0	0	2	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
Robbery	1	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	1	1	0	0	1	0	0	0	0	0	1	0
Burglary	1	3	0	1	3	0	0	0	0	0	0	0
Motor Vehicle Theft	17	4	3	0	0	0	0	0	0	0	0	0
Arson	1	0	2	1	0	1	0	0	1	0	0	0

ARRESTS

Incident	On-campus 2023	On-campus 2024	On-campus 2025	On-campus, Residential 2023	On-campus, Residential 2024	On-campus, Residential 2025	Non-campus 2023	Non-campus 2024	Non-campus 2025	Public Property 2023	Public Property 2024	Public Property 2025
Weapons Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0

REFERRALS

Incident	On-campus 2023	On-campus 2024	On-campus 2025	On-campus, Residential 2023	On-campus, Residential 2024	On-campus, Residential 2025	Non-campus 2023	Non-campus 2024	Non-campus 2025	Public Property 2023	Public Property 2024	Public Property 2025
Weapons Law Violation	1	2	0	1	1	0	0	0	0	0	0	0
Drug Law Violation	37	95	62	37	95	62	0	0	0	0	0	0
Liquor Law Violation	60	186	132	56	186	132	0	0	0	0	0	0

VAWA OFFENSES

Incident	On-campus 2023	On-campus 2024	On-campus 2025	On-campus, Residential 2023	On-campus, Residential 2024	On-campus, Residential 2025	Non-campus 2023	Non-campus 2024	Non-campus 2025	Public Property 2023	Public Property 2024	Public Property 2025
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	2	0	2	2	0	2	0	0	0	0	0	0
Stalking	6	3	6	2	2	2	0	0	0	0	0	0

HAZING

Incident	On-campus 2023	On-campus 2024	On-campus 2025	On-campus, Residential 2023	On-campus, Residential 2024	On-campus, Residential 2025	Non-campus 2023	Non-campus 2024	Non-campus 2025	Public Property 2023	Public Property 2024	Public Property 2025
Hazing	N/A	N/A	3	N/A	N/A	3	N/A	N/A	0	N/A	N/A	0

The University's annual hazing statistics and its Campus Hazing Transparency Report are compiled under different reporting standards and requirements. As a result, the figures in these reports may not align directly, highlighting the distinct purposes and criteria for each reporting process.

HATE CRIMES

2025:

- 3 Intimidation, Racial Bias, On-Campus, Housing
- 2 Vandalism, Racial Bias, On-Campus, Housing
- 1 Simple Assault, Ethnicity Bias, On-Campus, Housing
- 1 Theft, Religious Bias, On-Campus, Non-Housing
- 1 Intimidation, Sexual Orientation Bias, On-Campus, Housing

2024:

- 1 Theft/Larceny/National Origin Bias/Religion Bias On-Campus Non-Housing.
- 1 Vandalism/National Origin Bias On-Campus Non-Housing.

2023:

- 2 Intimidation/Ethnic Bias On-Campus Non-Housing.

UNFOUNDED CRIMES

If a Clery Act crime is reported as occurring in any of the College's Clery Act geographic categories and the reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime after a thorough investigative process.

2025: No crimes unfounded.

2024: No crimes unfounded.

2023: No crimes unfounded.