Lander University: Annual Security and Fire Safety Report

2025

In accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Lander University discloses timely and annual information about campus crime and security policies.

Prepared by: Lander University Police Department

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POLICIES FOR PREPARING ANNUAL CRIME STATISTICS DISCLOSURE

The Lander University Police Department is responsible for preparing this report. You will learn about our department's mission, staff, and commitment to the University community and beyond. Further, you will also be educated on campus safety and crime statistics specific to Lander's campus. Lander University is a community of more than 4,400, located on a beautiful historic campus in Greenwood, South Carolina. The University Police Department works with both internal and external constituents to create a reasonably safe campus. Crime prevention, risk identification, and problem solving are the responsibilities of everyone. We ask you to join us in these efforts by referring to our website for safety and security information. We are the primary department charged with creating a safe and secure environment. This task, however, is not one we can accomplish alone. Information and awareness are important components of crime prevention and safety. Communication is a critical component of this partnership. Your cooperation in reporting crimes or suspicious activities will enhance our efforts to provide a safe educational environment.

In compliance with federal law, Lander University Police Department makes available crime statistics and a daily log, which is accessible on Lander's website. More specifically, University Police prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The full text of this report can be located on our web site at www.lander.edu. This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and alternate sites, Housing and Residential Services, the Student Conduct Office, and the Office of the Dean of Students. Each entity provides updated information on statistically relevant information and educational efforts to comply with the Act.

Campus crime, arrest and referral statistics include those reported to the Lander University Police, designated campus officials, and local law enforcement agencies. Department of Counseling and Health Services staff inform their clients of the procedures to report crime to the University Police on a voluntary basis, should they feel it is in the best interest of the client. Each year, an email notification is sent to all enrolled students, faculty, and staff, which details the availability of this report. Copies of the report may also be obtained at the University Police Department located at 302 Hampton Ave. Greenwood SC.

Safety on the University campus is a natural source of concern for parents, students, and University employees. Education, the business of Lander University, can only occur in an environment where students and employees feel safe and secure. Lander University recognizes this and employs a number of security measures to protect the members of its community. The campus itself has a relatively low crime rate, but no campus is completely isolated from crime. Consequently, safety and security remain a top priority for Lander. The Annual Fire Safety Report may also be accessed on the Physical Plant webpage. URL: Fire Safety. We hope you find this report informative and helpful and that your visit or stay at Lander will be enjoyable and safe. If you have questions or would like further information about safety and security, please feel free to contact us at 864-388-8222.

RESOURCES AND CONTACT INFORMATION

On Campus Resources

The Lander University Police Department may be contacted 24/7 at 864-388-8222. All police officers are certified through the South Carolina Criminal Justice Academy and are commissioned as State Constables through the South Carolina Law Enforcement Division. The Wellness Center (located in Genesis Hall) is staffed with licensed nurses as well as licensed counselors. The Wellness Center may be contacted at 864-388-8885 Monday-Friday from 8:30am-5:00pm. If

an individual needs assistance outside of these hours, the Lander University Police Department will contact the counselor on call.

The below campus staff are available to assist with any questions, concerns, or needs regarding any of the information addressed throughout this report.

Name	Function	Office	Phone	Email
Greg Allen	Chief, Lander University Police Department	302 Hampton Ave	(864) 388-8222	gallen@lander.edu
David Drucker	Dean of Students & Title IX Coordinator	Grier Center, 347	(864) 388-8119	ddrucker@lander.edu
London Thomas	Director of Human Resources, Deputy Title IX Coordinator for Employees	511 Willson St	(864) 388-8051	lthomas@lander.edu
Ariel Wingard	Interim Director of Community Standards	Grier Center, 344	(864) 388–8495	awingard@lander.edu
Karen Mobley	Director of CARE and Advocacy	Grier Center, 342	(864) 388-8241	kmobley@lander.edu
Madena Gossett	Deputy Chief, Lander University Police Department	302 Hampton Ave	(864) 388-8222	mgossett@lander.edu
James Burke	Captain, Lander University Police Department	302 Hampton Ave	(864) 388-8222	Jburke@lander.edu
Kim Shannon	Executive Director of Wellness and Holistic Support, RN, MPH	Genesis Hall	(864) 388–8885	kshannon@lander.edu

Off Campus Resources

The following community resources are also available for students, faculty, staff, and visitors:

- Beyond Abuse (Sexual Trauma Counseling), 864-229-2763, contact@beyondabuse.info
- Meg's House (Domestic Violence Assistance), 24 Hour Emergency Hotline, 1-888-847-3915
- Beckman Mental Health, 864-223-8331
- Self-Regional Healthcare, 1325 Spring Street, Greenwood, SC 29646
- Montgomery Center for Family Health, 155 Academy Ave, Greenwood SC 29446
- Express Care, 864-725-5020
- Cornerstone (Substance-Use Prevention and Counseling), 864-227-1001

BACKGROUND

A Legislative History of the Clery Act

The Student Right to Know and Campus Security Act (Public Law 101-542) was signed into law by President Bush in 1990 and went into effect on Sept. 1, 1991. Title II of this act is known as the Crime Awareness and Campus Security Act of 1990. This act amends the Higher Education Act of 1965 (HEA) by adding campus crime statistics for the most recent three years, as well as disclosure of the institution's current security policies. Institutions are also required to issue timely warnings when necessary. All public and private Title IV eligible institutions must comply with the requirements

of this act, which is enforced by the U.S. Department of Education. This law was amended when Congress enacted the Campus Sexual Assault Victim's Bill of Rights as part of the Higher Education Amendments of 1992. (Public Law 102-325, Section 486 (C), giving victims of sexual assault on campus certain basic rights). In addition, institutions are required to develop and distribute a policy statement concerning their campus sexual assault programs targeting the prevention of sex offenses. This statement must also address the procedures to be followed if a sex offense occurs.

The most recent version of this law was passed as part of the Higher Education Amendments Act of 1998 (Section 486 (e) of Public Law 105-244). The official title under this act is the Jeanne Celery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. 1092 (f). On Nov. 1, 1999, ED issued the final regulations which went into effect on July 1, 2000. The amendments require ED to collect, analyze, and report to Congress on the incidences of crime on college campuses. The amendments also expand the requirement of the Student Right to Know and Campus Security Act of 1990 that all institutions of higher education participating in the federal student aid programs must disclose to students, faculty, staff, and prospective students upon request, information regarding the incidence of crimes on campus as part of their campus security report.

The 1998 amendments made several changes to the disclosure requirements. Among these changes were the addition of two crimes (Arson and Negligent Manslaughter) and three locations (residence halls, non-campus buildings or property not geographically contiguous to the campus, and public property immediately adjacent to a facility that is owned or operated by the institution for education purposes) that schools must include in the reported statistics. Institutions that have a campus police or security department are required to maintain a daily crime log that is available to the public. The Clery Act was further amended in October 2000 by the Campus Sex Crimes Prevention Act (Section 1601 of Public Law 106-386). The changes went into effect on Oct. 28, 2002. Beginning in 2003, institutions are required to notify the campus community where law enforcement agency information provided by a state concerning registered sex offenders who are on campus may be obtained.

The Campus Security Act (Legal Requirements)

The Campus Security Act requires colleges and universities to:

- publish an annual report every year by October 1st, which contains three years of campus crime statistics and certain campus security policy statements;
- disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms;
- the statistics must be gathered from campus police or security, local law enforcement, and other University officials who have "significant responsibility for student and campus activities;"
- provide "timely warning" notices of those crimes that have occurred and pose an ongoing "threat to students and employees;"
- disclose in a public crime log "any crime that occurred on campus or within the patrol jurisdiction of the campus police or the campus security department and is reported to the campus police or security department."

The Higher Education Opportunity Act

In 2008, the Higher Education Opportunity Act required that statements of emergency response and evacuation procedures be included in the annual security report, in addition to information regarding emergency notifications on

campus, expanded hate crime statistics, a statement of policy on law enforcement authority of campus personnel, and established safeguards for "whistleblowers."

The Violence Against Women Reauthorization Act

In 2013, the Violence Against Women Reauthorization Act (VAWA) mandated the following:

- campus-wide sexual violence, domestic violence, dating violence, and stalking education and prevention;
- annual training for officials handling disciplinary proceedings;
- campus crime reports to include domestic/dating violence and stalking;
- ongoing prevention programs for domestic/dating violence and stalking; and
- defined policies in place for the handling of domestic/dating violence and stalking.

ABOUT THE LANDER UNIVERSITY POLICE DEPARTMENT

Lander University Police officers are sworn and certified officers with comprehensive arrest powers in the State of South Carolina. These officers have graduated from the South Carolina Criminal Justice Academy and are tasked with law enforcement activities including patrolling campus and monitoring activity, responding to calls for service, and investigating criminal activity. University Police officers are appointed state constables by the Governor of South Carolina and are fully certified police officers with statewide authority. University police officers have the authority to enforce all applicable Federal laws, State laws, Greenwood County and Greenwood City ordinances, and University regulations. Officers work closely with the Greenwood Sheriff's Department and the Greenwood Police Department, and local contingent of the State Law Enforcement Division (SLED), to handle any incidents that occur off-campus or on-campus. The University Police Department and the Office of the Dean of Students ensure that safety and security policies and procedures are uniformly executed and conveyed in a clear and consistent manner to the student body. Officers patrol the campus 24 hours a day by motor vehicle, golf cart, and on foot. Officers are in radio communication with each other and the Department. The Communications Center is manned 24 hours a day, seven days a week, and is responsible for taking telephone requests for service, dispatching officers, and monitoring alarm and video systems. All personnel may be reached at the University Police Department by calling (864) 388-8222. You can also come by our office, which is located at 302 Hampton Avenue, Greenwood SC 29649.

The on-campus emergency phone number is 8911. This number directly connects any campus phone with the University Police Department and should be used when fire, police, or medical response is required. This number is published in the University telephone directory and in the Student Handbook. In addition, there are outdoor emergency call boxes located around campus that provide one-button instant communication with the University Police Department.

Mission and Values

Our mission is to enhance the living, learning, and working experience at Lander University by protecting life, maintaining order, and safeguarding property. We fulfill this purpose by providing our community with a full range of services that meet the highest professional standards of campus public safety. We are committed to working with the community to define our priorities and build lasting partnerships.

The core values that guide us in this mission are detailed below.

- Integrity: We firmly adhere to the values set forth in this document and our professional ethics as outlined in the Law Enforcement Code of Ethics. We expect every member of our department to always uphold the highest ethical standards.
- Respect: We treat all members of the community and each other with courtesy, fairness, and dignity.
- Professionalism: We will continually develop our knowledge, skills, and abilities to the highest levels possible to enable us to provide the finest public safety services to the Lander University community. Our approach is based on a commitment to excellence, innovation, and continuous improvement.
- Accountability: We value the opportunity to serve the community and will ensure that our conduct always merits trust and support. We will accept full responsibility for our actions and will take appropriate actions to meet community and professional expectations.
- Service: We are committed to enhancing public safety and increasing the community's sense of security. We will work in partnership with the community to identify and solve problems that affect the quality of life on campus. We demonstrate our commitment to serve by placing the needs of others ahead of our own.
- Mentoring: We recognize that individual and team contributions are essential to a high-performing department. By sharing insight and guidance and creating learning opportunities, we acknowledge that each member of our department makes a valuable contribution to our purpose and vision.
- Appreciation: We are proud of our profession, our colleagues, our department, and Lander University. We recognize the sacrifices our members make to ensure the safety and security of the community. We will do all possible to ensure all our members feel appreciated and duly rewarded for their contributions.

GENERAL CAMPUS SAFETY INFORMATION

Access to Campus Facilities

During academic semesters, academic buildings at the University are open for access by students, faculty, staff, and visitors between 7:00am and 11:00pm, Monday-Friday. Outside doors are locked at other times, although faculty and staff who work in a building may be given keys. The University encourages an open environment with limited constraints to ensure the reasonable protection of all members of the community.

Lander University is committed to campus safety and security. Landscape and exterior lighting control is a critical part of that commitment. Representatives from various departments and members of the student body conduct safety walks on campus during the fall and spring, checking the exterior lighting and the landscape to see if more lighting is needed on the campus. The University Police conduct routine checks of lighting on campus during regularly assigned patrol duties. If lights are out or dim, officers will initiate an immediate work order, which is acted upon by a representative of the Physical Plant. We encourage community members to report any lighting problems to the Physical Plant at (864) 388-8200. Any community member who has a concern about security should contact the department at (864) 388-8222. The Physical Plant has a locksmith available to identify inoperative locking mechanisms and a maintenance staff that is available to respond to calls 24 hours a day regarding unsafe facility conditions or personal safety and property protection.

Student Residence Hall Safety

Maintaining a safe living environment is one of the fundamental missions of the Department of University Housing. Residence hall entrances are equipped with either a keyed access entry system or Card access. As a safety measure, all outside doors to the residence halls are locked at all times. Centennial Hall, New Hall and Chipley Hall are staffed by

Residence Hall Monitors and by Resident Assistants whenever these facilities are in use. Students entering the residence halls during these times will be subject to having their ID cards checked and all guests will be required to sign in and to identify the students whom they are visiting. Room keys control access to the residents' rooms and apartments. Many exterior doors are equipped with alarms and/or security cameras that are monitored 24 hours per day by University Police dispatchers and resident hall monitors. Finally, the University Police Officers conduct night walking patrols of all residence hall communities.

In addition to the above measures, it is essential that the University Police have the support and cooperation of all residents to maximize individual and community safety and security. Residents must never prop doors open or let unauthorized persons enter the buildings. Residents should always lock their room doors, and report suspicious persons or activities noted in or around their buildings. Students that are locked out of their rooms may call University Police (864) 388-8222 for assistance. University Police will assist students in unlocking their room as a courtesy, one time only. Thereafter, there will be a $15.00 charge for unlocking doors and the Housing Office will be notified. Students will be asked to identify themselves before a room is unlocked.

Employee Training

The Lander University Police Department facilitates training annually for all University employees. The training consists of information regarding safety and security awareness in classrooms and other facilities, active-shooter education, and other general safety precautions. Additionally, departments are encouraged to request individualized training to identify and educate on area-specific needs.

The CARE Team

To extend efforts on emergency preparedness and prevention, Lander has established a CARE (Collaboration, Assessment, Response, and Evaluation) Team. The multi-disciplinary team is comprised of members throughout the University community. The mission of Lander's CARE Team is to promote a safe, caring, and productive environment. This is accomplished by addressing the needs of individuals through collaboration, assessment, and when warranted, the implementation of individualized support plans. The CARE Team addresses critical psychological, emotional, physical, behavioral, or other well-being concerns through review of situations/incidents, information gathering/sharing, and providing recommendations to ensure the safety of the campus community and/or the educational success of Lander students. A Welfare Concern/CARE Report is not suitable for situations that require immediate police or medical attention. CARE Team initiatives do not preempt any other University department in performing its duties, enforcing the law, or managing crisis situations.

Tucker Hipps Transparency Act

It is the policy of Lander University to comply with the requirements as outlined by South Carolina's Tucker Hipps Transparency Act. The University is required to post the Tucker Hipps Transparency Report no later than 45 days prior to the beginning of each academic semester. The Act states that all public institutions of higher education, excluding technical colleges, shall provide a public report of actual findings of violations of the institution's Conduct of Student Organizations by fraternity and sorority organizations formerly/currently affiliated with the institution. Reportable offenses include alcohol, drugs, sexual assault, physical assault, and hazing. Lander's report may be accessed at the following link: https://www.lander.edu/campus-life/clubs-organizations/fraternity-sorority-life/tucker-hipps-transparency-act.html.

University Hazing Policy

University policy defines hazing as, "An act that endangers the mental or physical health or safety of a student, or which destroys or removes public or private property. Hazing is a very serious offense; University students and student organizations should not condone or engage in hazing of any kind. Hazing is not only a violation of university regulations but may also result in criminal actions. Hazing is any action taken or situation created intentionally, whether on-campus, off-campus, via electronic communication or social media venues, which produces mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities and situations may include, but are not limited to, paddling in any form, creation of excessive fatigue, physical and psychological shocks, quest, treasure hunts, scavenger hunts, road trips or any other such activities carried on in or outside the confines of the campus or an off-campus location. This would also include wearing apparel in public that is conspicuous and not normally in good taste, engaging in public stunts and buffoonery, morally degrading or humiliating games and activities, late work sessions that interfere with scholastic activities and any other activities that are not consistent with the regulations and policies of Lander University."

In addition to contacting LUPD and/or other pertinent administrators, reports of hazing may be submitted anonymously via the Online Reporting Form.

South Carolina Statutes Regarding Hazing

The South Carolina Code of Laws states, "It is unlawful for a person to intentionally or recklessly engage in acts that have a foreseeable potential for causing physical harm to a person for the purpose of initiation or admission into or affiliation with a chartered or non-chartered student, fraternal or sororal organization." The law for hazing can be found at www.scstatehouse.gov/code/t16c003.php.

Additionally, the South Carolina Code of Laws states "It is unlawful for any person to knowingly permit or assist any person in committing acts made unlawful by section 16-3-510 or to fail to report promptly any information within his knowledge of acts made unlawful by section 16-3-510 to the chief executive officer of the appropriate school, college, or University." The law for unlawful to assist in or fail to report hazing can be found at www.scstatehouse.gov/code/t16c003.php.

Off Campus Safety

When a crime has been committed at an off-campus location of a recognized student organization it should be reported to local law enforcement agencies. The University Police Department does not work off campus crimes, but works with the local law enforcement agency, which will conduct the investigation to obtain information about any incident as soon as possible after it has occurred. Victims of criminal acts may obtain a copy of the police incident report from the agency of jurisdiction. The Office of Student Affairs handles student violations of conduct regulations that occur off campus.

Community Partnerships

The University relies on its close working relationships with local law enforcement agencies to receive information about incidents involving students off campus. The City of Greenwood Police Department and the Lander University Police Department have an interest in cooperating and sharing law enforcement resources, to the extent reasonable and prudent, to ensure the proper reporting and investigations of crimes. **The University Police Department will actively investigate any crime information** it receives concerning or involving a member of the campus community. If the University is notified of a situation in which a campus community member is the victim of a crime, the department may issue a Campus Safety Alert, detailing the incident and providing tips so that other community members may avoid

similar incident. The University Police Department maintains a close relationship with the Greenwood Police Department and the Greenwood Sheriff's Department to ensure that it is notified of any crime report that is made directly to them. The University Police will disclose any crime report made directly to any local law enforcement agency by a member of the campus community.

CRIME PREVENTION AND SAFETY TIPS

The active cooperation and participation of all our community is essential to successfully combat crime and to quickly report anything that appears suspicious. Reports can be made to the University Police Department or to any Campus Security Authority.

Safety Tips for On-Campus Students

Lander University Police encourages everyone to be responsible for their own security and the security of others. Simple, common-sense precautions are the most effective means of maintaining personal security. Examples of such precautions include:

- Students (male or female) walking across campus or to parking lots at night should consider dialing (864) 388-8222 to use the University Police escort services, particularly if they feel something is "not right."
- Students living in residence halls should keep their room doors locked at all times and should never prop open room or external doors.
- Residents of the residence halls are expected to always escort their guests.
- Any harassing or obscene phone calls should be reported to the University Police Department at once. (Such behaviors can escalate very quickly.)
- Cars should be locked and parked in well-lit areas with all valuable items removed or locked in the trunk.
- Students and employees should notify the University Police or University Housing staff of any individual present in a building or on campus who appears to have no legitimate business there, or who arouses suspicion in any way

Safety Tips for Off-Campus Students

Although on-campus housing is often your best bet as far as safety and security are concerned, some students do prefer to find off-campus housing. When looking into rental properties, there are a few very basic safety features and policies that you should consider before signing a lease.

- Doors should be made of metal or solid wood construction. Good deadbolt locks and peepholes are also a must.
- Make sure the management changes locks or permits the tenant to change them when moving in.
- Sliding glass doors should be secured with pins through the frame or have a "Charlie bar" locking device.
- Apartments located on the second floor, or higher, are safer. (Being on the ground floor makes entry through windows easy.) Ground floor windows should be secured with pins through the frame or key lock latches.
- Hallways and stairwells should be well lit at night. Mirrors to help you see around hallway corners are also important.
- Bushes and shrubbery should be well maintained and cut back below window height to reduce the risk of attackers hiding in them.
- Is access to the complex limited to residents and guests?

- Is there on-site security? Is there a neighborhood watch program?
- Have there been any burglaries in the complex, and if so, how did the burglars gain entry?
- Ask management about the availability of extra keys to your apartment. If there are extra keys, ask how they are secured and who has access to them.
- Ensure parking areas are well lit at night and afford a clear line of sight to your apartment door.
- Ask management if they have a policy against installing intrusion alarms in individual apartments. If not, installation of a simple alarm system might be a good option for additional security at a relatively low expense.

Keep in mind that looks can be deceiving. Just because a complex is new does not mean that it is safe. Look closely at the apartments you are considering. If they don't have the majority of the safety features listed above, you should probably keep looking. When it comes to your safety, please do not compromise.

Preventing Sexual Assault

Risk reduction tips can often take a victim-blaming tone, even unintentionally. With no intention to victim-blame, and with recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help you to reduce your risk experiencing a non-consensual sexual act. Most rapes and sexual assaults are committed by acquaintances. The following are general suggestions for reducing your risk of sexual assault.

- Be assertive, direct, and clear. Be direct about reaching an understanding with a friend or date. Don't assume an earlier understanding is still clear. Knowing someone, even intimately, is no defense against a charge of sexual assault. Sex without consent is rape, whether the coercion used is physical or emotional. Non-stranger rape is a criminal offense.
- Don't accept a ride from someone you have just met, no matter how nice they seem.
- On college campuses across the country, alcohol or drugs play a major role in 79 percent of sexual assault incidents. Remember that alcohol and drugs impair not only your judgment but also your ability to make that judgment clear to someone else. If you are socializing with a group that is using alcohol or drugs, their judgment, and their ability to understand you, will also be impaired.
- Make a commitment to take care of one another. If you come together, you should always leave together. Consider establishing a code word among your friend group so others will know you are in trouble.
- If you see something, say something. Never be afraid to speak up or contact a university official if something seems off.
- Always be aware of your surroundings and plan an escape route in advance of the activity or event.

REPORTING CRIMINAL INCIDENTS AND EMERGENCY CONTACT INFORMATION

The University Police Department encourages all members of the University community to report criminal activity, suspicious situations, or emergencies. Individuals may contact the Lander University Police Department 24/7 at (864) 388-8222 or may report any such incidents in-person by visiting the department's headquarters at 302 Hampton Ave. All reports will be appropriately investigated. The University does not have procedures for voluntary, confidential reporting of crime statistics, but there is an anonymous reporting form that can be forwarded to the University Police Department for statistical reporting purposes. Publicly available recordkeeping includes Clery Act reporting and disclosures, without the inclusion of personally identifying information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)). Violation of the law will be referred to law enforcement agencies

and when appropriate, to the Office of Student Conduct for review. When a potentially dangerous threat to the University community arises, timely reports or warnings will be issued through text-messages, e-mail announcements, and posted on the website (www.lander.edu), as well as info-boxes.

Campus Emergency Contacts

- On-campus emergencies call University Police Department at: 8911
- On-campus non-emergency 24-hour communications center at: 8222 or (864) 388-8222
- Health Services: (864) 388-8885 or after hours (864) 388-8222
- Counseling Center: (864) 388-8885 or after hours (864) 388-8222
- Anonymous Tip Link: https://dynamicforms.ngwebsolutions.com/Submit/Start/04f4dbc5-f52a-442d-bd74-2a0fe540eea7?SSO=N
-

Campus Security Authority (CSAs)

In addition to campus law enforcement, students and employees are encouraged to report criminal offenses to Campus Security Authorities (CSAs) on our campus. The individual reporting the crime to the CSA may remain anonymous. All Lander employees are considered to be CSAs with very limited exceptions. Any employee notified of a crime is responsible for contacting the Lander University Police Department at (864) 388-8222. Information provided by the CSA will be used for statistical purposes in Lander's Annual Security Report. The CSA is responsible for providing statistical information on crimes reported to them for inclusion in this report. Statistical information will also be requested from area police agencies.

Exceptions - Certain individuals who would normally be CSAs are exempt from disclosing information when acting within the scope of their license or certificate. While not required to disclose confidential information, these individuals are encouraged to report non-identifiable statistical data, when appropriate. Such exceptions include the following:

- Pastoral counselors: A person who is associated with a religious order or denomination and is recognized by that religious order as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.
- Professional counselors: A person whose official responsibility includes providing mental health counseling to members of the institutions community and who is functioning within the scope of his or her license or certification. This definition applies even to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.

Daily Crime Log

The University Police Department maintains a Daily Crime Log that records, by the date the incident was reported, all crimes and other serious incidents that occur on campus, in a non-campus building or property, on public property, or within the department's patrol jurisdiction. The daily crime log is available for public inspection at the department's headquarters. The Daily Crime Log includes the nature, date, time, and general location of each crime reported to the department, as well as the disposition of the complaint, if this information is known at the time the log is created. The department posts specific incidents in the Daily Crime Log within two business days of receiving a report of an incident and reserves the right to exclude reports from the log in certain circumstances.

Timely Warning Notices (Campus Safety Alerts)

The University Police Department, in conjunction with other departments on campus, issues Campus Safety Alerts in a timely manner to notify the University campus about certain crimes in and around our campus. Members of the community that know of a crime or other serious incident should report that incident as soon as possible to the University Police Department so that a Campus Safety Alert can be issued, when warranted.

If community members report crimes or serious incidents to other University administrators, those administrators will notify the University Police. Representatives of these offices will promptly notify and collaborate with University Police to issue Campus Safety Alerts if one is appropriate.

Emergency Telephone Network

Lander University has installed an emergency telephone network across campus to enable the Lander community to call for help or to notify the University Police Department in the event of an emergency. The system is comprised of stations. The system consists of white call boxes. Pressing a button will activate the emergency system and automatically dial the University Police Department. The location of the call will immediately be displayed in the University Police Department Office, enabling officers to respond (even if the caller is unable to speak). In addition, a blue strobe light will flash at the emergency station to alert others of the hazard.

Lander University Emergency System

Lander University has a number of communication systems (tools) that can be used to notify students, faculty, staff, and visitors in the event of a significant emergency or dangerous situation that involves an immediate threat to the health or safety of the campus community. Once first responders confirm a significant emergency or dangerous action, Lander will initiate these systems, referred to as Lander Alerts, without delay. The Lander Alert system includes the following communication options: text message, email, and an outdoor siren system. Considering the safety of the campus community, Lander officials will determine the content of the notification system and initiate the Lander Alert system unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Community members, upon receiving a notice of an alert, should seek additional information via the Lander University Emergency website at Lander Alert. Members of the campus community are encouraged to take actions to protect themselves and to alert others. In a manner designed to educate both employees and students, the University publicizes and tests emergency response and evacuation procedures on an annual basis.

Lander Alert

The e2Campus includes text messages that will be sent to personal cell phones for those in the Lander community who register their cell phone number into the Lander Alert system. Also, e-mail messages can be sent through the same system. (Two cell phone numbers and two e-mail addresses can be registered per individual on the Lander Alert System.) The e2Campus system is tested twice a year, once during both the fall and spring semesters.

Campus Siren & PA System

The Lander Public Address System has been installed at the highest point on the campus to be able to broadcast sirens or voice alerts to be heard throughout the campus. The Campus Siren and PA system are set up to announce a test message automatically the first Monday of the month. Further, the system is also tested manually twice a year, once during both the fall and spring semesters.

Activation of Emergency Alert System

Once the supervisor or senior officer has determined a threat continues to exist, a message describing the threat and what actions need to be taken by the citizens are issued through the Lander Emergency Alert System (Siren/Voice Alert, Text Message, Emails, etc.). This Alert is issued as soon as is feasible by the on-duty supervisor, senior on duty officer, or Chief.

The Lander Emergency System has twelve (12) pre-recorded messages that can be sent automatically or manually.

1. Test
2. All Clear
3. Armed and Dangerous Person
4. Severe Weather
5. Severe Thunderstorm
6. Tornado
7. Tornado Sighted
8. Tornado Warning
9. Tornado Warning-Cancelled
10. Chemical Release
11. Hazardous Material
12. Hazardous Material - Cancelled

UNIVERSITY POLICIES

Protecting Minors On-Campus Policy

The purpose of this policy is to ensure the protection and safety of minors on the Lander University campus. The policy applies broadly to interactions between all minors and institution faculty, staff, students, and volunteers in authorized programs, as defined herein, on property owned or leased by Lander University or at university-sponsored programs at other locations. Furthermore, this policy also establishes requirements for non-Lander University entities that operate such programs for minors on the Lander University campus or on behalf of the University.

Authorized adults or any other mandatory reporter under South Carolina law with reasonable cause to believe that suspected minor abuse has occurred, shall immediately report the suspected abuse to the Lander University Police Department, as well as the appropriate supervisor/program administrator. Depending on the circumstances (e.g., suspected abuse by a parent or guardian), a report may also have to be filed with the Department of Social Services (DSS). If warranted, Lander University will ensure that DSS is notified of the suspected abuse immediately and in no case later than 24 hours after the reporter first had reasonable cause to suspect the abuse. Reporting requirements are applicable to all University-sponsored or University-affiliated programs/activities involving minors and to all non-University entities using Lander University facilities during which agents, employees or volunteers of Lander University or non-University entities are responsible for the care, custody, or control of participating minors in place of their parents or guardians.

It is expected that all Lander University employees will appropriately report suspected minor abuse, regardless of the enrollment status of the minor. Employees who fail to report minor abuse, or employees and/or students who engage in abusive, reckless, and/or negligent behaviors with minors will be subject to disciplinary action in accordance with the

Employee Handbook, Student Code of Conduct, Title IX policy, and/or South Carolina Code of Laws. In the event of an emergency, one should immediately call the Lander University Police Department at (864) 388-8222.

The full policy may be accessed at protection-of-minors-checklist-2022.pdf

Missing Student Notification Policy

Institutions with on-campus student housing facilities will be required to include an option for each student to identify a contact person or persons whom the institution shall notify within 24 hours of determination that the student is missing. Student will be advised that their contact information will be registered confidentially, that this information will be accessible only to authorized campus officials, and that it may not be disclosed, except to law enforcement personnel in furtherance of a missing person investigation. Local law enforcement will be notified that the student is missing even if they have not registered a contact person.

If the student is under 18 years of age and not emancipated, the institution must notify a custodial parent or guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student; and advise student that, the institution will notify the local law enforcement agency within 24 hours of the determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student is missing.

If a member of the University community believes that a student is missing, whether the student resides on campus, all possible efforts are made to locate the student to determine his or her state of health and well-being through the collaboration of the University Police and the Office of Student Affairs. If the student resides off-campus, the University Police will formally enlist the aid of the Greenwood Police Dept. and the Greenwood County Sheriff Dept. Concurrently, University officials will endeavor to determine the student's whereabouts through contact with friends, associates and/or employers of the student. Whether or not the student has been attending classes, labs, recitals, and scheduled organizational or academic meetings, or appearing for schedule work shifts will be established.

If located, verification of the student's state of health and intention of returning to the campus will be made. If appropriate, a referral will be made to Counseling Services and/or Student Health Services. If not located, notification of the family, immediately upon receiving the initial report, is made to determine if they know the whereabouts of the student. If the student is an off-campus resident, appropriate family member or associates are encouraged to make an official missing person report to the law enforcement agency with jurisdiction. The University Police will cooperate, aid, and assist the primary investigative agency in all ways prescribed by law. If the missing student is an on-campus resident, the University Police will open an investigation as the primary investigation unit.

All pertinent law enforcement agencies (neighboring municipal, county, or state) located along suspected travel corridors or place of original domicile will be notified and requested to render assistance, through direct telephone contact or visit, and/or radio transmission with comprehensive BOLO messages. Upon closure of the investigation, all parties previously contacted will be advised of the state of the case.

Alcohol and Other Drugs Policy

Alcoholic beverages are not allowed in any Lander University residence halls or public campus areas without specific permission from the University administration. "Public" is defined as areas that are readily accessible to students, faculty, staff, and guests on campus. Consumption and possession are prohibited in all University residence hall facilities

and grounds. To remain in the vicinity where alcohol and/or drugs are present even without consuming or possessing is prohibited. This includes individual rooms, kitchens, decks, stairs, parking lots, athletic fields/courts, and adjacent parking lots. The unauthorized possession, use, manufacture, sale, or distribution of any counterfeit, illegal, dangerous, "designer" or controlled drug or other substance is prohibited.

Lander University prohibits the unlawful use, possession, sale or distribution of alcohol and illegal drugs on the campus and property of Lander University, or during any function specifically sponsored by the University. Reporting to work or class under the influence of drugs or alcohol is strictly prohibited. Individuals violating this policy are subject to criminal prosecution as well as University disciplinary action up to and including separation from the University. Persons convicted in criminal court of illegal use, possession, sale or distribution of alcohol or drugs are subject to prison sentences up to life in prison, as well as substantial fines.

For students, administrative disciplinary action(s) for subsequent violation of this policy may be found on the STUDENT-CONDUCT-FAQs-UPDATED-2020.pdf of the Student Conduct website. Information specific to employees may be referenced at https://www.lander.edu/about/_files/documents/policies/LP-5_11-Substance-Abuse-and-Testing.pdf. Additionally, the employee progressive discipline policy may be referenced at https://www.lander.edu/about/_files/documents/policies/LP-5_32-Employee-Progressive-Discipline.pdf.

Lander University permits the sale of alcoholic beverages only at limited, pre-approved events. The serving of alcoholic beverages during any selected special events must be pre-approved by the appropriate University officials and adhere to federal, state, and local laws regarding the sale, distribution, possession, and consumption of alcohol. Possession and consumption of beer, wine and distilled spirits is prohibited except for approval on a per event basis. Applications for approval of these events are made through the office of the vice president for Student Affairs and must be made at least two weeks in advance to secure the appropriate approval. Only students 21 years of age or more will be permitted to possess or consume beer, wine, or distilled spirits at approved events.

Lander University provides substance abuse counseling and referral services for any student or employee who wishes to use them. Such services are provided at no charge and in strict confidence. In addition to individual counseling and referral services, Lander University provides educational programs which address the health risks and criminal sanctions associated with the use of drugs and alcohol. This policy is subject to change to comply with local, state, or federal laws pertaining to the possession and consumption of beer, wine, or distilled spirits.

Weapons/Firearms Policy

Firearms and dangerous weapons of any type are not permitted in the residence halls or other University facilities, except when carried by law enforcement officers within their jurisdictions. Possession of a firearm on campus is a felony within South Carolina. Intentional use, possession or sale of firearms or other dangerous weapons by students are strictly forbidden and violate University policy and state law. Violations can result in arrest and confiscation/destruction of the weapon/ammunition/prohibited item. Illegal or unauthorized possession of firearms, explosives, other weapons, or dangerous chemicals whether on or off university premises or use of any such item, even if legally possessed, in a manner that harms, threatens or causes fear to others is a serious offense. Other weapons of any kind (including but not limited to dirk, slingshots, metal knuckles, razors, BB guns, air guns, hatchets, bows/arrows, explosives, fireworks, dangerous/noxious chemical mixtures, incendiary devices, propelled missiles, or other dangerous substances) are prohibited on campus. Any item used in a threatening manner may be considered a weapon and is therefore applicable under this policy. Additionally, any item used to intimidate or inspire fear may be applicable in accordance with this

policy. Students found responsible for violation of this policy, particularly as it relates to dangerous weapons, are likely to face suspension or expulsion. Outcomes will be contingent upon the severity of the incident.

Notice of Non-Discrimination

Lander University is committed to a policy of equal opportunity for all persons and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender, gender identity, gender expression, pregnancy, childbirth or related medical conditions, national origin, age, disability, veteran's status, genetic information or protected activity (e.g., opposition to prohibited discrimination or participation in any complaint process, etc.) in employment, educational programs and activities, admissions and financial aid. This includes a prohibition against sexual harassment and sexual violence as mandated by Title IX of the Education Amendments of 1972. This includes a prohibition against sexual harassment under Title IX. (Student conduct or employee discipline that fall outside the parameters of Title IX may also be applicable.)

This policy of Non-Discrimination is intended to meet Lander University 's responsibilities under Titles VI and VII of the Civil Rights Act 1964, the Pregnancy Discrimination Act of 1978, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, the Vietnam Veterans Readjustment Assistance Act of 1974, the Genetic Information Nondiscrimination Act of 2008, the Violence Against Women Act, the SC Pregnancy Accommodations Act and applicable provisions of the South Carolina Human Affairs Law.

SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, & STALKING

Statement of Compliance

Lander University seeks to foster a safe living, learning, and working environment for all members of the community and visitors to the campus. Sex-based discrimination and harassment, to include sexual assault, dating violence, domestic violence, and stalking, are prohibited. Lander University prohibits discrimination on the basis of sex, including sexual harassment and sexual violence. Lander University communicates its comprehensive plan to address sexual misconduct through educational programs, trainings, publications, and other means of correspondence.

Sexual Harassment and Sexual Violence Policy

The full Sexual Harassment and Sexual Violence Policy may be accessed here: https://www.lander.edu/about/university-policies.html

Definition and Prohibition of Sexual Harassment

The University prohibits, and will not tolerate, sexual harassment. The US Department of Education's Office for Civil Rights (OCR), the Equal Employment Opportunity Commission (EEOC), and the State of South Carolina regard sexual harassment, a specific form of discriminatory harassment, as an unlawful discriminatory practice. Acts of sexual harassment may be committed by any person upon any other person, regardless of the sex, sexual orientation, and/or gender identity of those involved.

For the purposes of Title IX, sexual harassment includes the following three types of misconduct based on sex:

- Any instance of quid pro quo harassment by a Lander University employee conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sex. *Note: Quid pro quo*

offenses are not evaluated for severity, pervasiveness, offensiveness, or denial of equal educational access because the misconduct is sufficiently severe to deprive a person of equal access.

- Any unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal educational access to a Lander University education program or activity.
- Any instance of sexual assault (as defined in 20 USC 1092(f)(6)(A)(v)), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (as defined in 34 USC 1229(a)(8,10 or 30)).

For the purposes of Title VII, unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating a hostile environment.

Definition and Prohibition of Sexual Violence

Sexual violence consists of sexual acts perpetrated against a person's will or where a person is incapable of giving consent. The University prohibits, and will not tolerate, sexual violence. Sexual violence, including VAWA offenses, are as follows:

Sexual Assault and/or Battery

Any attempted or actual act of nonconsensual sexual intercourse, cunnilingus, fellatio, anal intercourse, or any intrusion, however slight, of any part of a person’s body or of any other object into the oral, genital, or anal openings of another person’s body. This includes forcible or nonforcible sex offenses under the uniform crime reporting system of the Federal Bureau of Investigation:

- 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 complainant;
- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification without the consent of the complainant including instances where the complainant is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacitation;
- Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; and
- Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent. (In South Carolina the legal age of statutory consent is 16. However, individuals as young as 14 years old are able to consent to have sex with a partner who is 18 years old or younger.)

Dating/Relationship Violence

Violence, on the basis of sex, committed by a person who is in or has been in a social relationship of a romantic or intimate nature with the person who is the recipient of the violent act(s). The existence of such a relationship shall be determined based on the recipient’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.

Domestic Violence

Includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the complainant under the family or domestic violence laws of South Carolina. Includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a complainant, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who: is a current or former spouse or intimate partner of the complainant, or person similarly situated to a spouse of the complainant; is cohabitating, or has cohabitated, with the complainant as a spouse or intimate partner; shares a child in common with the complainant; or commits acts against a youth or adult recipient who is protected from those acts under the family or domestic violence laws of South Carolina.

Stalking

Engaging in a course of conduct, on the basis of sex, directed at a specific person that would cause a reasonable person to fear for the person's safety, or the safety of others or to suffer substantial emotional distress. For the purposes of this definition, "course of conduct" means two or more acts, including, but not limited to, acts in which the transgressor 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 person who is the object of the stalking. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Economic Abuse

In the context of domestic violence [and] dating violence, economic abuse means behavior that is coercive, deceptive, or unreasonably controls or restrains a person's ability to acquire, use, or maintain economic resources to which they are entitled, including using coercion, fraud, or manipulation to: restrict a person's access to money, assets, credit, or financial information; unfairly use a person's personal economic resources, including money, assets, and credit, for one's own advantage; or exert undue influence over a person's financial and economic behavior or decisions, including forcing default on joint or other financial obligations, exploiting powers of attorney, guardianship, or conservatorship, or failing or neglecting to act in the best interests of a person to whom one has a fiduciary duty.

Technological Abuse

An act or pattern of behavior that occurs within domestic violence, sexual assault, dating violence or stalking and is intended to harm, threaten, intimidate, control, stalk, harass, impersonate, exploit, extort, or monitor, except as otherwise permitted by law, another person, that occurs using any form of technology, including but not limited to: internet enabled devices, online spaces and platforms, computers, mobile devices, cameras and imaging programs, apps, location tracking devices, or communication technologies, or any other emerging technologies.

Sexual Coercion

The act of using pressure through threats, force, or alcohol or drugs in an attempt to have sexual contact with a person against their will.

Nonconsensual Contact

Any other nonconsensual conduct of a sexual nature including, but not limited to, touching, fondling, kissing, groping, or indecent exposure.

Sexual Exploitation

Taking non-consensual or abusive sexual advantage of another person for one's own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this policy. Examples of sexual exploitation include, but are not limited to: sex-based cyber-harassment; peeping or other voyeurism; forcing others to view sexual activity; non-consensual photographing, videoing, or audio taping of sexual activity; sharing photographing, videoing, or audio taping of sexual activity without consent; causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person's ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity; engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually transmitted disease (STD) or infection (STI), without informing the other person of the infection; misappropriation of another person's identity on apps, websites, or other venues designed for dating or sexual connections; forcing a person to take an action against that person's will by threatening to show, post, or share information, video, audio, or an image that depicts the person's nudity or sexual activity; knowingly soliciting a minor for sexual activity; engaging in sex trafficking; or creation, possession, or dissemination of child pornography.

Consent

Consent is knowing, voluntary, and clear permission by word or action to engage in sexual activity. Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity. If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time. Consent to some sexual contact (e.g., kissing, fondling) cannot be presumed to be consent for other sexual activity (e.g., intercourse). A current or previous intimate relationship is not sufficient to constitute consent. Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on Lander University to determine whether its policy has been violated. The existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Various factors may limit or negate a person's ability to consent to a sexual act. These include, but are not limited to, incapacitation, intellectual or other disability, or fear due to threats or force. In order to find a lack of consent under one of these circumstances, there must be both a finding that the complainant was unable to consent and a finding that the respondent knew or had reason to know the complainant was unable to consent. "Should have known" is an objective, reasonable person standard that assumes that a reasonable person is both sober and exercising sound judgment. Incapacitation occurs when a person cannot make rational, reasonable decisions because they lack the capacity to give knowing/informed consent (i.e., to understand the "who, what, when, where, why, or how" of sexual interaction).

Retaliation

Lander University is prepared to take appropriate steps to protect individuals who fear that they may be subjected to retaliation. Therefore, Lander University or any member of the Lander University community is prohibited from taking or attempting to take materially adverse action by intimidating, threatening, coercing, harassing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by law or policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy and procedure. Protected activities under this policy include reporting an incident that may be covered by this policy, participating in a grievance process, supporting a complainant or respondent, assisting in providing information relevant to an investigation, and/or acting in good faith to oppose conduct that constitutes a violation of this policy.

Campus Awareness Campaign

The University offers educational programs for students, faculty, and staff to promote the prevention and awareness of sexual violence and related misconduct. Programs are designed to inform students and employees about campus security procedures and practices and to encourage students and employees to be responsible for their own security and the security of others. The Lander University Police Department and/or other responsible University departments provide primary prevention and awareness training for all incoming students and employees in addition to continued annual programming. Topics of annual training include:

- Statements that the University prohibits sex discrimination, sexual harassment, sexual violence, dating violence, and stalking;
- The definition of domestic violence, dating violence, sexual assault, and stalking in this jurisdiction;
- The definition of consent in reference to sexual activity;
- Positive, safe approaches to bystander intervention;
- Information on risk reduction to recognize warning signs of abusive behavior;
- Information on how to report incidents of stalking, sexual violence, or relationship violence and seek support; and
- Information about trauma, including neurobiological change.

Programming

The University provides an array of on-going educational programming, specifically focused on bystander intervention, safety awareness, substance use education, domestic violence, dating violence, sexual assault, harassment, and stalking. Representatives of the Title IX/VAWA Programming Committee include staff from the following areas: the Office of the Dean of Students, Human Resources, Athletics, Student Activities (to include Student Organizations and Greek Life), Campus Recreation, Wellness Center, University Police, Housing and Residence Life, and personnel from off-campus agencies such as Beyond Abuse, Meg's House, Victim Services (Greenwood County Sheriff's Department), and Cornerstone. The purpose of this committee is to oversee program opportunities related to Title IX/VAWA mandated topics. Efforts are to: determine needs and/or support that other committee members can provide, such as resources, event staffing, etc.; promote cross campus collaboration; and track topics, attendance, and number of qualifying programs offered. When advertising programs, with the exception of residence hall specific activities, program sponsors are advised to extend invitations to students, faculty and staff to ensure the initiatives are promoted campus wide. The below chart summarizes various programs provided that were designed to educate/inform students and employees about resources, safety, and the prevention of crimes.

2025/2026 TITLE IX AND VAWA RELATED PROGRAMS AND OTHER OUTREACH INITIATIVES				
DATE	**TITLE OF PROGRAM/OUTREACH**	**SPONSORS/PROMOTORS**	**OUTREACH TOPIC**	**OUTREACH TOTALS**
8/2025	Orientation Panel	Title IX Team	Title IX	
8/2025	Residence Life Training	Title IX	Residence Assistance	50
9/2025	Stalking and Harassment	Title IX	Bystander Intervention	150
9/2025	Title IX Training	Title IX	Athletes and Greeks	900
9/2025	Red Zone Awareness	Title IX	Bystander Intervention	150
9/10/25-9/11/25	Blood Drive	Peer Educator		54
9/25/25	Suicide Awareness/Prevention	Peer Educator	Suicide Awareness/Prevention	50
10/2025	Sexual Violence Posters	Housing	Safety and Prevention	280
10/2025	Sexual Violence Prevention Modules	Title IX	Bystander Intervention	5,000
10/2025	Step Up and Speak Out	Title IX	Bystander Intervention	150
10/14/25	Toiletry Drive	Peer Educator	Sexual Harassment and Bystander Intervention	6
10/22/25	Pink Day	Peer Educator	Breast Cancer	60
10/29/25	Thrills Without Spills	Peer Educator	Consent, Substance Use, Safe Partying	150
11/2025	Cookie Crawl	Community Event	Prevention and Safety	400
11/20/25	Love Smart-Live Safe	Peer Educator	World AIDS/HIV Day	85
2/4/26	Blood Drive	Peer Educator		20
2/12/26	Love, Respect, and Consent	Campus Event	Consent and Healthy Relationships	80
3/26/26	Nutrition Pop Up	Peer Educator	Nutrition	45
3/30/26	Sip, Snip, and Destress	Peer Educator	Self Care, Destress Activity	20
4/2026	Stress and Coping Skills	Peer Educator	Self Care, Coping Skills	3

2025/2026 TITLE IX AND VAWA RELATED PROGRAMS AND OTHER OUTREACH INITIATIVES				
DATE	**TITLE OF PROGRAM/OUTREACH**	**SPONSORS/PROMOTORS**	**OUTREACH TOPIC**	**OUTREACH TOTALS**
NOTE: Programs, trainings, etc. are tracked by academic year. Additional 2024 initiatives may be referenced in the 2023 Annual Security Report.				

Training and Other Outreach

- Notices and information about Title IX were disseminated to the University community, including statements provided in faculty syllabi that were distributed to students. Information also included contact information for the Title IX Coordinators, as well as instructions about how to file a complaint.
- Effective Fall 2021, the Lander University Police Department and CARE Team began facilitating an initiative referred to as Safety Saturdays. Each Saturday, students and employees receive safety tips on a variety of theme-related topics. Topics ranged from general safety to sexual assault, intimate partner violence, bullying, mental health, and substance use awareness.
- Educational materials were provided to the University community including various topic-based initiatives, available programs, and resources regarding opportunities for support and assistance.
- Educational materials and resources were shared with incoming students as a part of their Orientation experience. Further, the Deputy Title IX Coordinator for Students provides annual training to Orientation Leaders to ensure they are aware of how to report and the various supportive measures that are available.
- The Deputy Title IX Coordinator for Athletics facilitates in-person Title IX/Sexual Harassment and Sexual Violence training for coaches and other pertinent athletics staff on an annual basis.
- The Title IX Team facilitated Resident Assistant Title IX/VAWA training prior to the start of the Fall 2023 semester. Resident Assistants are trained annually about their role as a CSA and mandated reporting responsibilities regarding notice of sexual harassment and sexual violence.
- Title IX/VAWA training, including an overview of Title IX and Clery, was conducted for all new employees (both temporary and permanent status) during the onboarding process. This training was facilitated and tracked via an online platform.
- All new, incoming students are required to complete an online Title IX/VAWA training upon their initial semester of enrollment. This training is facilitated and tracked via Blackboard.
- All university employees were required to participate in sexual harassment/sexual violence training January-August 2024.

Reporting Procedures

When a student or employee reports to the institution that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the institution will provide the student or employee a written explanation of the student's or employee's rights and options.

Lander University Police Procedures

The prevention, investigation, and prosecution of sexual assault, dating violence, domestic violence, and stalking is high priority for the Lander University Police Department. Victims are strongly encouraged to report; however, the University will provide counseling, assistance, resources, and other support regardless of the victim's decision to proceed with formal charges. Lander University will comply with a student's request for assistance in notifying law enforcement authorities about an assault. Reporting incidents to University Police may help to prevent other assaults. Immediately following an attack, memorize as much detail as possible about the attacker. An off-campus assault should be reported

to the local law enforcement authorities by dialing 911. If you are subjected to sexual assault, dating violence, domestic violence, or stalking on campus, report it to the University Police at (864) 388-8222 or extension 8911 (emergencies) immediately. This does not obligate you to file charges or testify in court. If you prefer not to call University Police but you want to make it known that the assault occurred, you may contact the Title IX Coordinator or seek confidential support in the Wellness Center.

When you notify the University Police that you have been subjected to sexual assault, dating violence, domestic violence, and/or stalking, the following will occur:

- A uniformed officer will come to your location to help you obtain emergency medical treatment, assure your safety, and obtain a description of the suspect. He or she will ask for the location and the time of the assault, a description of the assailant and a description of your injuries.
- The officer and/or investigator will be assigned to the case. All members of the University Police Department have been trained in the investigation of sexual offenses and the crime's impact on the victim. These officers will approach each case in a sensitive manner.
- University Police will request a medical examination to ensure that you have suffered no physical injury and so that a medical report can be completed for use in a court proceeding if charges are pressed. You will be examined by a trained sexual assault specialist.
- You will be interviewed. (You may specify the gender of the officer.) If you have asked a friend or counselor for support, he or she can be with you at this time.
- With your consent, a report of the incident will be sent to the Office of the Dean of Students. If the suspect is a Lander student, disciplinary action may be initiated.

Notifying the police does not commit you to pressing charges against the assailant; this choice can be made later.

Victim Assistance Pledge

The Lander University Police Department makes the following pledge to anyone that feels they are a victim of sexual assault on campus.

- We will meet with you privately, at a place of your choice, to take a complete report.
- Our officers will not judge you, and you will not be blamed.
- We will treat you with courtesy, sensitivity, dignity, and professionalism.
- We will assist you in privately contacting counseling, advising you of personal safety, and ensuring you are familiar with other available resources.
- We will fully investigate your case and help you achieve the best possible outcome.
- We will continue to be available to you to answer your questions, explain the process, and be a listening ear.
- We will consider your case seriously.

Tips for Victims of Sexual Assault

Do not bathe, douche, change clothes or rinse your mouth. These actions may destroy evidence. You may call and request medical transportation without divulging that you have been sexually assaulted. Once reported, the operator will ask questions to help determine if you need emergency medical care for physical injuries and will arrange transportation to a local hospital emergency center. A sexual assault nurse examiner with special training in working with sexual assault victims will perform an evidence collection exam. This exam must be performed within 72 hours of

the assault. The nurse will discuss pregnancy prevention, and the prevention of sexually transmitted infections. She will also provide information about follow-up testing for pregnancy and sexually transmitted infections, including HIV. Even if you choose not to become involved with police, you should seek medical assistance at Health Service, Self-Memorial Hospital, Montgomery Family Health Center, or Express Medical Care.

Law Enforcement Support for Victims of Sexual Misconduct

For victims of a sex offense or other intimate partner violence, the University Police Department or local law enforcement departments can provide guidance in obtaining services needed once the immediate medical requirements have been addressed. Such guidance includes, but is not limited to:

- Rights of victims of such offense to notify proper law enforcement, including on-campus and local police
- Rights of victim of such offense to obtain an order of protection, no contact order, restraining order, or similar lawful order issued by a criminal or civil court, or enforce an order already in existence.
- The University Police will honor any order of protection, no contact order, restraining order, or similar lawful order issued by any criminal or civil court.

Victim Notification

Lander University Police Department will, upon written request, disclose to the alleged victim of any crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense with respect to such crime or offense. If the alleged victim of such crime or offense is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim.

Counseling and Support

Resources will provide anyone impacted by sexual misconduct with a safe and confidential environment in which to discuss concerns and be made aware of possible procedures or outcomes for recourse. University counselors are available to help free of charge and can be seen on an emergency basis. A victim may seek assistance from these University officials without initiating a formal process beyond the victim's control, or a process that violates her/his privacy. In addition, impacted individuals may speak to members of the clergy or victim service providers off campus, who will also keep information confidential.

Additional resources such as trespass notices, no contact directives, room-move accommodations, class schedule adjustments and other supportive measures can also be provided. The institution will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community. Additionally, the institution will provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures. The institution will make such accommodations or provide such protective measures if the victim requests them and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Any supportive measures offered will be confidentially maintained to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations, or protective measures.

Administrative Complaint Procedure

Notice/Complaint Process for Sex-Based Harassment, Sex-Based Discrimination, and Retaliation

Lander University strongly encourages all employees and students to report incidents of alleged sex-based harassment, sex-based discrimination, and retaliation. The University encourages reports to be made as soon as possible to enable the University to more effectively investigate the allegations. A formal complaint is a document filed/signed by a complainant, or in some instances the Title IX coordinator, alleging sexual harassment or discrimination based on sex or in retaliation for engaging in a protected activity against a respondent and requesting that Lander University investigate the allegation. The University will respond to and investigate allegations, and it will take steps to prevent retaliation against any person making a complaint or participating in the investigation process. Further, the University will provide fair treatment for any person against whom an allegation is made. Described below are options for reporting sex-based harassment, sex-based discrimination, and retaliation. A criminal complaint can be made simultaneously with a university complaint to the Title IX Coordinator, as applicable.

A complaint may be filed in person, by mail, or by electronic mail, by using the contact information described in this section. As used in this paragraph, the phrase "document filed/signed by a complainant" means a document or electronic submission (e.g., by electronic mail or through an online portal provided for this purpose by Lander University) that contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the complaint. If an individual is submitting a complaint on behalf of another party, the impacted individual will be contacted to determine if they wish to file a formal complaint.

All allegations will be acted upon promptly by Lander University once it has received notice or a formal complaint. Complaints can take sixty-to-ninety (60-90) business days to resolve. Although exceptional and extenuating circumstances can cause additional time to a resolution, Lander University will avoid all undue delays within its control. At any time that the general timeframes for resolution outlined in Lander University procedures will be delayed, Lander University will provide notice to the parties of the delay, the cause of the delay, and an estimate of the anticipated additional time that will be needed because of the delay.

- Verbal and/or Written Notice: File a complaint with or give verbal notice to the Title IX coordinator or deputy Title IX coordinators. Such a report may be made at any time (including during non-business hours) by using the telephone number or email address or by mail to the office address posted at www.lander.edu/titleix.
- Online Reporting Form: A report of sexual harassment may be filed online, using the reporting form posted at www.lander.edu/titleix.
- Reporting to a Supervisor: A party may opt to report an allegation of sex-based harassment, sex-based discrimination, or retaliation directly to their immediate supervisor. Upon notice, the supervisor must immediately report this information to the Title IX coordinator or deputy Title IX coordinators.
- Anonymous Notice: An anonymous notice will be investigated by Lander University to the extent possible, both to assess the underlying allegation(s) and to determine if supportive measures or remedies can be provided. However, an anonymous notice typically limits Lander University's ability to investigate, respond, and provide remedies, depending on what information is shared.
- Criminal Complaint: The Lander University Police Department (LUPD) or, if the incident occurred elsewhere, other appropriate law enforcement agency will receive and investigate reports of alleged discrimination, harassment, and sexual violence that may constitute a crime. Criminal acts include sexual assault, sexual battery, and other forms of sexual violence. Lander University encourages a complainant to meet with police officers as

soon as possible so officers may gather information in a timely manner. The Title IX Coordinator will assist any student or employee with notifying local police if they so desire.

Individuals experiencing harassment or discrimination always have the right to file a formal grievance with government authorities:

Office for Civil Rights (OCR)
District of Columbia Office
400 Maryland Avenue, SW
Washington, DC 20202-1100
Customer Service Hotline #: (800) 421-3481
Fax: (202) 453-6012
TDD#: (877) 521-2172
Email: OCR@ed.gov
Web: http://www.ed.gov/ocr

U.S. Department of Justice Civil Rights Division
950 Pennsylvania Avenue, N.W.
Educational Opportunities Section, PHB
Washington, D.C. 20530
E-mail: education@usdoj.gov Fax: (202) 514-8337
Telephone: (202) 514-4092 or 1-877-292-3804 (toll-free)

For complaints involving employees:

Equal Employment Opportunity Commission (EEOC) Greenville, SC Local Office
Location: 301 N. Main Street, Suite 1402, Greenville, SC
29601-9916
Telephone: 1-800-669-4000
Fax: (864)-241-4416
TTY: 1-800-669-6820

Responsible Employees, Mandated Reporting, and Confidential Resources

All employees of Lander University (including resident assistants), except for those who are designated as confidential resources, are responsible employees who must promptly share with the Title IX coordinator, deputy Title IX coordinators, or other appropriate officials all known details of a sex-based harassment, sex-based discrimination, or retaliation report made to them during the course of their employment. Employees must also promptly share all details of behaviors under policy that they observed or had knowledge of, even if not reported to them by a complainant or third-party. Complainants should carefully consider whether they share personally identifiable details as those details must be reported. Supportive measures may be offered as the result of such disclosures without formal Lander University action.

Responsible employees are expected to report suspected discrimination or harassment to appropriate officials immediately, with some limited exceptions. To make informed choices, it is important for complainants to be aware of

confidentiality and mandatory reporting requirements when consulting campus resources. On campus, some resources may maintain confidentiality and are not required to report suspected discrimination or harassment; such resources may offer options and information without any obligation to inform an outside agency or Lander University official unless a complainant has requested that the information be shared.

If a complainant expects a formal action in response to their allegation, reporting to any responsible employee can connect them with resources to report an allegation of a crime and/or policy violation. Responsible employees will immediately provide reports to the Title IX coordinator or deputy coordinators and the police, if desired by the complainant), who will take action when an incident is reported to them.

If a complainant wishes the details of an incident to remain confidential, the complainant may speak with on-campus licensed professional counselors and on-campus health service providers working within the Wellness Center (864) 388-8885). Campus counselors and/or Employee Assistance Program staff are available to help free of charge and may be consulted on an emergency basis during normal business hours. Lander University employees who are confidential resources will submit timely anonymous statistical information for Clery Act purposes unless they believe it would be harmful to their client or patient.

If a complainant wishes the details of an incident to remain confidential, the complainant may speak with off-campus licensed professional counselors and other medical providers; local rape crisis counselors; domestic violence resources; local or state assistance agencies; clergy or chaplains; and/or the complainant's retained attorney(s). All of the listed individuals should maintain confidentiality when acting under the scope of their licensure, professional ethics, and/or professional credentials, except in cases of immediate threat or danger or abuse of a minor or when required to disclose by law or court order.

Institutional Procedures

Procedures for domestic violence, dating violence, sexual assault, and stalking are required by the Clery Act (as amended by the Violence Against Women Reauthorization Act). Regulations require grievance procedures that provide for the prompt and equitable resolution of sex-based discrimination and harassment complaints. When a formal complaint is filed, a Civil Rights investigator will conduct an investigation. All parties will be afforded rights in accordance with the established grievance process. (Parties will received written notice of grievance procedures prior to the start of any such process.) Sometimes it is necessary to take steps before or during a formal investigation or an investigation of alleged sexual assault to protect the rights and interests of the parties involved. Such measures may be designed to reduce or eliminate contact between the involved parties so that they may feel safe in their educational environment. Supportive measures may also be offered to involved parties. Examples include, but are not limited to, no contact directives, academic and residential accommodations, and/or temporary changes in working conditions (such as supervision or office location changes).

In campus hearings, legal terms like "guilt," "innocence" and "burdens of proof" are not applicable. The University never assumes an individual is in violation of university policy. Campus hearings are conducted to consider the totality of evidence available, from all relevant sources. Proceeding for campus disciplinary action in cases of an alleged sexual assault, dating violence, domestic violence, or stalking will include a prompt, fair, and impartial process from the initial investigation to the final result. Live hearings will be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking.

The evidentiary standard used is a preponderance of the evidence. Both complaining and responding parties are entitled to the same opportunities to have others present during meetings and disciplinary proceedings. Additionally, both parties must be simultaneously informed of:

- The outcome of any institutional disciplinary proceeding (compliance with this paragraph does not constitute a violation of the Family Educational Rights and Privacy Act (20 U.S.C. 1232g), and, for the purpose of this paragraph, the outcome of a disciplinary proceeding means only the University's final determination with respect to the alleged sex offense and any sanction that is imposed;
- Any procedures the University has for either party to appeal the result of the disciplinary proceeding; and
- Any change to the result after an appeal.

Persons found to be in violation of the Sexual Harassment and Sexual Violence Policy will be subject to prompt and appropriate corrective action, up to and including dismissal or termination from the University, or in the case of visitors, exclusion from university property and/or programs.

- In cases involving violations by students, sanctions will be determined in accordance with the Student Code of Conduct. Possible sanctions include but are not limited to reprimand, disciplinary probation, eviction from university housing, suspension, dismissal, and notations on transcripts.
- In cases involving violations by faculty or staff, sanctions may include but are not limited to oral or written reprimand, reassignment, demotion, suspension, or termination of employment, and/or removal from campus.
- In cases involving violations by visitors or other third parties the University will impose sanctions appropriate to the circumstances and its enforcement abilities.

Protecting the Confidentiality of Impacted Individuals

Every effort is made by Lander University to preserve the privacy of reports. Lander University will not unnecessarily share the identity of any individual who has made a complaint of sex-based harassment, sex-based discrimination, or retaliation. Further, Lander University will strive to uphold the privacy and confidentiality of complainants, respondents, and witnesses throughout the resolution process. Information will only be shared as permitted by the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232g; or FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of 34 CFR Part 106.

Reluctant Complainant

If a complainant believes that they have experienced sex-based harassment, sex-based discrimination, or retaliation but does not wish their name to be shared, an investigation to take place, or a formal complaint to be pursued, they may make such a request to the Title IX coordinator, who will evaluate that request in light of the duty to ensure the safety of the campus and to comply with state or federal law. The Title IX coordinator has ultimate discretion over whether Lander University proceeds when the complainant does not wish to do so, and the Title IX coordinator may sign a formal complaint to initiate a grievance process upon completion of an appropriate violence risk assessment. The Title IX coordinator's decision should be based on the results of the violence risk assessment that show a compelling risk to health and/or safety that requires Lander University to pursue formal action to protect the community. A compelling risk to health and/or safety may result from evidence of patterns of misconduct, predatory conduct, threats, abuse of minors, use of weapons, and/or violence. Lander University may be compelled to act on an allegation of misconduct by an employee regardless of a complainant's wishes. The Title IX coordinator must also consider the effect that non-participation by the complainant may have on the availability of evidence and Lander University's ability to pursue a

formal grievance process fairly and effectively. When the Title IX coordinator executes the written complaint, the coordinator does not become the complainant; the complainant is the individual who is alleged to be the victim of conduct that could constitute a violation of policy.

Amnesty

Lander University encourages the reporting of misconduct and crimes by complainants and witnesses. Complainants or witnesses are sometimes hesitant to report to Lander University officials or participate in grievance processes because they fear that they themselves may be in violation of certain policies (e.g., regarding underage drinking or the use of illicit drugs at the time of the incident). Respondents may hesitate to be forthcoming during the process for the same reasons. It is in the best interests of the Lander University community that complainants choose to report any allegations of misconduct and crimes to Lander University officials, that witnesses come forward to share what they know, and that all parties be forthcoming during the process.

- Students: Students may be hesitant to assist others for various reasons (e.g., an underage student who has been drinking or using marijuana might hesitate to assist an individual who has experienced sexual misconduct to speak with Lander University officials). To encourage reporting and participation in the process, Lander University may, at its discretion, offer parties and/or witnesses amnesty for any minor policy violations of the Student Code of Conduct (e.g., underage consumption of alcohol or the use of illicit drugs) related to an incident.
- Employees: Employees may be hesitant to report any allegations of harassment or discrimination for various reasons. To encourage reporting and participation in the process, Lander University may, at its discretion, offer employee complainants amnesty for any (typically minor) policy violations related to an incident. Amnesty may also be granted to respondents and witnesses on a case-by-case basis.

Providing False Information

Lander University will act on any formal or informal notice/complaint of violation of policy that is received by the Title IX coordinator or deputy coordinators by applying the appropriate procedures. Deliberately false and/or malicious accusations are a serious offense and will be subject to appropriate disciplinary action. This does not include allegations that are made in good faith, but that are ultimately shown to be erroneous or do not result in a policy violation determination. Additionally, witnesses and parties knowingly providing false evidence, tampering with, or destroying evidence, or deliberately misleading an official investigating can be subject to discipline in accordance with policy.

SEX OFFENDER REGISTRY

Pursuant to South Carolina Code Ann. Paragraph 23-3-400 et seq.:

The intent of this article is to promote the state's fundamental right to provide for the public health, welfare, and safety of its citizens. Notwithstanding this legitimate state purpose, these provisions are not intended to violate the guaranteed constitutional rights of those who have violated our nation's laws.

The sex offender registry will provide law enforcement with the tools needed in investigating criminal offenses. Statistics show that sex offenders often pose a high risk of re-offending. Additionally, law enforcement's efforts to protect communities, conduct investigations, and apprehend offenders who commit sex offenses are impaired by the lack of information about these convicted offenders who live within the law enforcement agency's jurisdiction.

Information on all registered adult sex offenders (age 17 and over) in South Carolina is provided on South Carolina Sex Offender Registry. Information also is provided on this site for registered sex offenders (age 16-12) committing the offenses listed below:

- Criminal sexual conduct in the first degree (paragraph 16-3-652);
- Criminal sexual conduct in the second degree (paragraph 16-3-653);
- Criminal sexual conduct with minors, first degree (paragraph 16-3-655 (1));
- Criminal sexual conduct with minors, second degree (paragraph 16-3-655 (2) and (3));
- Engaging a child for sexual performance (paragraph 16-3-810);
- Producing, directing, or promoting sexual performance by a child (paragraph 16-3-820); or
- Kidnapping (paragraph 16-3-910)

Requests for information on any other registered offenders under age 17 must be evaluated to determine whether the requestor qualifies for information on additional offenses for offenders under age 17 as victims of or witnesses to the offense, public or private schools, child day care centers, family day care centers, businesses or organizations that primarily serve children, women, or vulnerable adults, or whether the offender, if age 11 or under, has a prior conviction or adjudication of delinquent. Completing this evaluation requires the requestor to complete and furnish a written request on a specified form to SLED or a sheriff's office. A copy of this form may be obtained on-line and mailed or faxed to: Sex Offender Registry, c/o SLED, PO Box 21398, Columbia, SC 29221. The fax number is (803) 896-7022.

The South Carolina Sex Offender Registry may be accessed at: https://scor.sled.sc.gov/ConditionsOfUse.Aspx.

The National Sex Offender Registry may be accessed at www.nsopw.gov/?home=

REPORTING CATEGORIES AND SOUTH CAROLINA CODE OF LAWS REFERENCE GUIDE

Crime statistics reported under the Jeanne Clery Act include the following:

- Criminal Homicide
- Murder and Non-Negligent Manslaughter
- Negligent Manslaughter
- Sex Offenses (Forcible Rape, Sodomy, Sexual Assault with an Object, Fondling)
- Non-Forcible Sex Offenses (Incest and Statutory Rape)
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Domestic Violence
- Dating Violence
- Stalking
- Arrests for Liquor Law Violations
- Drug Violations
- Illegal Weapons Possession

In addition to the above-mentioned crime categories, the Jeanne Clery Act further requires the University to report statistics regarding the occurrence of Hate Crimes on campus. The law requires the release of hate crime statistics by category of prejudice. If the commission of any of the above-referenced crimes, or any of the additional crime categories listed below, is motivated because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability of the victim, it will be categorized as a hate crime and reported as such in the Annual Crime Statistics.

**Additional Crime Categories - Hate crimes may also include Larceny/Theft; Simple Assault; Intimidation; Vandalism/Destruction of Property; All other crimes involving bodily injury.*

Applicable Crime Definitions

Murder/Non-Negligent Manslaughter

The willful (nonnegligent) killing of one human being by another. *Note: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths and justifiable homicides are excluded.* The law for homicide can be found at www.scstatehouse.gov/code/t16c003.php.

Negligent Manslaughter

The killing of another person through gross negligence. The law for manslaughter can be found at www.scstatehouse.gov/code/t16c003.php.

Sex Offenses (Forcible)

Any sexual act directed against another person, forcibly and/or against that person's will or not forcibly or against the person's will where the victim is incapable of giving consent. There are four types of forcible sex offenses: rape, sodomy, sexual assault with an object and fondling. The law for Criminal Sexual Conduct can be found at www.scstatehouse.gov/code/t16c003.php.

Sex Offenses (Nonforcible)

This is unlawful, nonforcible sexual intercourse. There are two types of nonforcible sex offenses: incest and statutory rape. The law for Criminal Sexual Conduct can be found at www.scstatehouse.gov/code/t16c003.php.

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. The law for robbery can be found at www.scstatehouse.gov/code/t16c011.php.

Aggravated Assault

An unlawful attack by one person on another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed. The law for assault can be found at www.scstatehouse.gov/code/t16c003.php.

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 larceny or a felony; breaking and entering with intent to commit a larceny, housebreaking,

safecracking, and all attempts to commit any of the aforementioned. *Note*: *Thefts from areas of open access are classified as larceny, not burglary.* The law for burglary can be found at www.scstatehouse.gov/code/t16c011.php.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classified as motor vehicle theft are all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joy riding.) The law for petit larceny and grand larceny can be found at www.scstatehouse.gov/code/t16c013.php.

Arson

The willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft or personal property of another kind. The law for arson can be found at www.scstatehouse.gov/code/t16c011.php.

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 where the existence of such relationship shall be determined by the victim based on consideration of a) the length of the relationship, b) the type of the relationship and c) the frequency of interaction between the persons involved in the relationship. This includes sexual or physical abuse or the threat of such abuse.

Domestic Violence

Includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the complainant under the family or domestic violence laws of South Carolina. Includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a complainant, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who: is a current or former spouse or intimate partner of the complainant, or person similarly situated to a spouse of the complainant; is cohabitating, or has cohabitated, with the complainant as a spouse or intimate partner; shares a child in common with the complainant; or commits acts against a youth or adult recipient who is protected from those acts under the family or domestic violence laws of South Carolina. The law for domestic violence can be found at www.scstatehouse.gov/code/t16c025.php.

Stalking

A course of conduct directed at a specific person that would cause a reasonable person to a) fear for the person's safety or the safety of others or b) suffer substantial emotional distress. The law for stalking can be found at www.scstatehouse.gov/code/t16c003.php.

Weapons Law Violations

The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and/or all attempts to commit any of the aforementioned. The law for weapon law violations can be found at www.scstatehouse.gov/code/t16c023.php.

Drug Abuse Violations

Violations of state and local laws relating to the unlawful possession, sale use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine);

marijuana; synthetic narcotics (demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine). The law for controlled substances can be found at www.scstatehouse.gov/code/t44c053.php.

Liquor Law Violations

The violation of laws or ordinance prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging, operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and/or all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.) The law for liquor law violations can be found at www.scstatehouse.gov/code/t61c006.php.

Hate Crimes

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 performed negative opinion or attitude toward a group of people based on their race, gender, religion, sexual orientation, ethnicity, disability, national origin, and gender (South Carolina Code of Laws 16-3-2210).

Note: The above listed crime definitions are from the Uniform Crime Reporting Handbook (UCR) except for the sex offenses, which are defined by FBI's National Incident-Based Reporting System (NIBRS).

Contributing Factors: Force, Coercion, Incapacitation, and Helplessness

"*Aggravated force*" means that the actor uses physical force or physical violence of a high and aggravated nature to overcome the victim or includes the threat of the use of a deadly weapon. S.C. Code Ann. § 16-3-651(c).

"*Aggravated coercion*" means that the actor threatens to use force or violence of a high and aggravated nature to overcome the victim or another person, if the victim reasonably believes that the actor has the present ability to carry out the threat or threatens to retaliate in the future by the infliction of physical harm, kidnapping, or extortion, under circumstances of aggravation, against the victim or any other person. S.C. Code Ann. § 16-3-651(b).

"*Mentally defective*" means that a person suffers from a mental disease or defect which renders the person temporarily or permanently incapable of appraising the nature of his or her conduct. S.C. Code Ann. § 16-3-651(e).

"*Mentally incapacitated*" means that a person is rendered temporarily incapable of appraising or controlling his or her conduct whether this condition is produced by illness, defect, the influence of a substance or from some other cause. S.C. Code Ann. § 16-3-651(f).

"*Physically helpless*" means that a person is unconscious, asleep, or for any other reason physically unable to communicate unwillingness to an act. S.C. Code Ann. § 16-3-651(g).

CRIME STATISTICS

Location Definitions

On-Campus: (1) Any building or property that is owned or controlled by an institution within the same reasonably contiguous geographic area and is used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in (1), that is owned by the institution, but controlled by another person, is frequently used by students and supports institutional purposes (examples include food or retail vendor). **Residential facilities as*

described above with the addition of parking lots, open areas, and non-residential facilities on the University's academic campus including Bearcat Village, Jeff May Sports Complex, and McGee Court.

Non-Campus Building or Property: (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution. **Lander property not immediately adjacent to the main campus that is frequented by students (i.e., the Lander Equestrian Center, the American Legion Building, and Cambridge Hall)*

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. Reported crime statistics do not include crimes that occur in privately owned homes or businesses on or adjacent to Lander's campus. **Public streets passing through the campus; public property and streets immediately adjacent to and accessible from the campus as reported to the Greenwood Police Department.*

Residential Facilities: Dormitory and apartment residences at the University, to include Bearcat Village.

The crime statistics reflect those offenses mandated by the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" that have been compiled by the Lander University Police Department. These include all reports made to Lander Police, as well as officials of the University who have significant responsibility for student and campus activities.

Campus Incident Statistics

In addition to providing the statistical information below, as required under the Student Right-To-Know and Campus Security Act of 1990, it should be noted that Lander University participates in the South Caroline Law Enforcement Division's Uniform Crime Report as well as the F.B.I. Uniform Crime Report. The crime statistics in the following tables are compiled based upon LUPD reports and those gathered from Campus Security Authorities (those with significant responsibility for students and student activity), as well as those incidents from local law enforcement agencies.

Statistics for Referred Violations - The Clery Act also includes statistics for weapons, drug, and liquor law violations as described above that are referred for disciplinary action. Clery defines "referred for disciplinary action" as the referral of any person to any official who initiates a disciplinary action of which a record is kept, and which may result in the imposition of a sanction. All referrals are managed by the Office of Student Conduct.

Unfounded Crimes - Lander University may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where commissioned Lander Police officers or other sworn law enforcement personnel have fully investigated the reported crime and based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore ''unfounded.''

LANDER UNIVERSITY: THREE YEAR CLERY CRIME STATISTICS						
Offense	**Year**	**On Campus Property**	**Residential Facilities**	**Non-Campus Property**	**Public Property**	**TOTAL**
Murder / Non-Negligent Manslaughter	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**

LANDER UNIVERSITY: THREE YEAR CLERY CRIME STATISTICS						
Offense	**Year**	**On Campus Property**	**Residential Facilities**	**Non-Campus Property**	**Public Property**	**TOTAL**
Negligent Manslaughter	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Sex Offenses, Forcible	2023	0	2	0	0	**2**
	2024	0	3	0	0	**3**
	2025	0	2	0	0	**2**
Sex Offenses, Non-Forcible	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Robbery	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Aggravated Assault	2023	0	0	1	0	**1**
	2024	0	0	0	0	**0**
	2025	0	1	0	0	**1**
Burglary	2023	1	0	0	0	**1**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Motor Vehicle Theft	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Arson	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Hate Crimes	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Domestic Violence	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Dating Violence	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Stalking	2023	0	0	0	0	**0**
	2024	0	0	0	0	**0**
	2025	0	0	0	0	**0**
Liquor Law Arrests	2023	27	43	1	0	**85**
	2024	0	25	0	1	**26**
	2025	1	16	0	4	**21**
Liquor Law Arrests (Referred for Disciplinary Action)	2023	3	48	15	19	**85**
	2024	0	64	2	4	**70**
	2025	0	40	0	0	**40**

LANDER UNIVERSITY: THREE YEAR CLERY CRIME STATISTICS						
Offense	**Year**	**On Campus Property**	**Residential Facilities**	**Non-Campus Property**	**Public Property**	**TOTAL**
Drug Law Arrests	2023	10	8	0	12	**30**
	2024	0	4	0	3	**7**
	2025	0	5	1	0	**6**
Drug Law Arrests (Referred for Disciplinary Action)	2023	18	0	8	6	**32**
	2024	18	0	8	6	**32**
	2025	0	32	0	0	32
Illegal Weapons Possession Arrests	2023	3	1	0	5	**9**
	2024	0	1	0	0	**1**
	2025	0	2	0	0	**2**
Illegal Weapons Possession (Referred for Disciplinary Action)	2023	0	2	0	1	**3**
	2024	0	2	0	1	**3**
	2025	**0**	**3**	0	0	**3**
Total Unfounded 2023						**10**
Total Unfounded 2024						**3**
Total Unfounded 2025						**3**

FIRE SAFETY REPORT

The Campus Fire Safety Right-to-Know Act requires universities with on-campus housing to compile fire data, report the data to the federal government, and publish an annual fire safety report. The following report is provided to the University community, prospective students, and prospective employees. A copy of this report is kept on file at the Facilities Operations building room FO 108 as well as the University Police building. This report is prepared in cooperation with the Office of the Dean of Students.

Responsible University Official: Max Sargent (Safety and Regulatory Compliance Officer)
Office: Facility Operations
Phone: (864) 388-8009
Email: msargent@lander.edu
Location of Documentation: University Police

**Policy and procedures last updated: August 27, 2021*

Fire Safety Statistics and Background Information

For this reporting period there was one (0) reported fire in on campus student housing. This resulted in no injuries, deaths, or property damage.

Fire Protection

Lander University receives fire protection from the City of Greenwood Fire Department. The City of Greenwood Fire Department is an ISO Class 1 Department providing fire suppression, hazardous materials response, technical rescue, and EMS First Responder services to all areas within the city limits of Greenwood, SC.

Fire and Life Safety Code Enforcement

Lander University is under the jurisdiction of the South Carolina Office of State Fire Marshal. The University Safety and Regulatory Compliance Officer is responsible for providing routine inspections of all campus buildings, conducting fire drills, maintenance of fire protection equipment, and providing employee training. Routine fire and life safety inspections of campus buildings are in conjunction with inspectors from the State Fire Marshal's Office and the City of Greenwood to ensure a safe learning and living environment for our students.

Life Safety System Maintenance and Inspection

Lander University utilizes qualified contractors to perform the required annual inspection, testing, and maintenance of all fire sprinkler, fire alarm, fire extinguisher, and hood suppression systems, and fire doors on campus.

Summary of On Campus Housing Fire Safety Systems

- Bearcat Village Apartments: Bearcat Village Apartments are equipped with an intelligent addressable fire alarm system, as well as hood suppression systems over the stoves in these apartments.
- Brookside: Brookside is equipped with an intelligent addressable fire alarm system.
- Centennial Hall: Centennial Hall is equipped with a full-coverage fire sprinkler and standpipe system, as well as an intelligent addressable fire alarm system. The building is also serviced by an emergency generator.
- Chipley Hall: Chipley Hall is equipped with a full coverage fire sprinkler system as well as an intelligent addressable fire alarm system. The building is also equipped with emergency egress lighting.
- Lide Apartments: Lide Apartments are equipped with a fire sprinkler system as well an as intelligent addressable fire alarm system. In addition, there is a hood suppression system in these apartments.

McGee Court apartments: McGhee Court is equipped with an intelligent addressable fire alarm system as well as hood suppression systems over the stoves in each apartment.

- New Residence Hall: The NRH is equipped with a fire sprinkler system as well as an intelligent addressable fire alarm system. The building also has carbon monoxide detection. A kitchen suppression system is in the resident manager's suite. The building is also serviced by an emergency generator.
- Thomason: Thomason is equipped with a fire alarm system.
- University Place: University Place is equipped with an intelligent addressable fire alarm system as well as hood suppression systems over the stoves in each apartment.
- Williamston: Williamston is equipped with an intelligent addressable fire alarm system.

NOTE: Portable fire extinguishers are in all residence halls. Apartments with kitchens have a fire extinguisher located inside of each room.

Fire Protection in Housing Facilities

On Campus Residential Facilities	Fire Alarm Monitoring by LUPD	Automatic Sprinkler System	Standpipe System	Fire Pump	Fire Alarm initiating	Battery Operated Single Station Smoke	CO Detection	Portable Fire Extinguishers	Kitchen Suppression	Number of fire drills each year
Bearcat Village	X				X			X	X	2
Brookside	X				X			X		2
Centennial Hall	X	X	X	X	X		X	X		2
Chipley Hall	X	X			X		X	X		2
Lide Apartments	X	X			X			X	X	2
McGee Court	X				x			X	X	2
New Residence Hall	X	X			X		X	X		2
Thomason	X				X	X		X		2
University Place	X				X		X	X	X	2
Williamston	X				X		X	X		2

Fire Safety Policies for Campus Housing

Cooking and Food Preparation

The ability to cook and prepare food in most residence halls is limited. Food preparation in residence halls without kitchens is limited to what can be prepared with a microwave or a toaster oven.

In apartments with a kitchen at Lide, University Place, and Bearcat Village residents may use normal cooking appliances such as George Foreman Grills™, blenders, Panini presses, slow cookers, and toasters. Students living in all residence halls are also allowed to have coffee makers, Keurig ™ and other similar appliances. All appliances must be plugged directly into a receptacle.

The use of extension cords in residence halls is strictly prohibited. The use of hot plates, induction cookers, toaster ovens or other similar cooking appliances with exposed heating elements are prohibited. Violation of these policies will result in a fine placed against the student's account by the Department of Housing and Residence Life.

Charcoal or propane grills are prohibited in all University housing areas.

Controlled Cooking Plan for Bearcat Village, Lide Apartments, McGhee Court, and University Place

The controlled cooking plan is being enacted to prevent a fire in the kitchen area and is required by the International Fire Code.

1. Surface frying on the range in the kitchen is prohibited.
2. Range areas may be used for warming; however, no cooking activity which produces grease-laden vapors is allowed.
3. Violation of this plan will result in an automatic fine of $250 plus payment of any damages (smoke, water, fire, etc.) that may occur due to violation of this policy.

Electrical Appliances

Residence halls have limits on the capabilities of their electrical systems. Overloading these systems presents fire and safety hazards. Furthermore, electrical heating elements are dangerous when used in residence hall rooms. The following guidelines govern the use of electrical appliances, outlets, and extension cords in residence hall rooms:

1. Any electrical appliance with an exposed heating element is prohibited.
2. Household extension cords are NOT PERMITTED.
3. Surge protector/outlet strips with built in breakers are to be used when the number of outlets needed is greater than the number of outlets in the student's room.
4. Privately owned air-conditioners are not permitted.
5. Resident owned refrigerators are allowed in residence hall rooms if they do not exceed 1.2 amps.
6. Other appliances such as radios, lamps (no halogen lamps), computers, TVs, electric razors, hair dryers, hair curlers, fans and clocks are permitted provided the total electrical requirements do not exceed the capability of the system.
7. All electrical equipment and cords must be kept in safe operating condition.
8. Irons may be used only with ironing boards.
9. Microwaves are limited to 1.0 cubic feet maximum capacity, 700-watt maximum power.

Electrical Equipment

No student shall alter or repair electrical equipment or fixtures that belong to the University. Defects in University electrical equipment should be reported to the Resident Assistant.

Firearms / Explosives / Flammable Fluids

The possession or use of firearms, explosives, fireworks, propelled missiles, flammable fluids, dangerous chemical mixtures, or the heating of cleaning products in a manner not consistent with the products intended purpose, is prohibited. Students possessing or using any of these items face suspension, fines, or expulsion from the University.

Fire Safety / Alarms / Drills / Smoke Detectors

The triggering of false fire alarms or tampering with smoke detectors, fire extinguishers, hoses, EXIT signs, posted fire safety information, and the alarm system are all prohibited. Those individuals suspected of such offenses are subject to criminal prosecution, eviction from university housing, and/or separation from the University.

The Housing department should be notified immediately if there is a problem with any type of fire safety equipment.

Fire drills are conducted at the beginning of each semester in the residence halls. Lander University Police Department, Physical Plant and Housing personnel will supervise the evacuation of the residence halls and report any noncompliance by residents.

Anytime the fire alarm is sounded, students are to leave buildings immediately and congregate outside their buildings until advised to return to buildings by university officials. A complete listing of evacuation assembly areas is provided to resident students in their Housing Guide. Failure to leave buildings may result in a fine of $50.00 and/or disciplinary actions. ELEVATORS ARE NOT TO BE USED IN CASE OF EITHER A FIRE DRILL OR AN ACTUAL FIRE. Due to fire regulations, beds are NOT PERMITTED in loft areas of Brookside Residence halls.

Residents violating this policy will be subject to disciplinary action.

Fire Safety Education

Employees of the University as well as all Resident Assistants are provided fire safety training. The Resident Assistants provide information on safety equipment and evacuation procedures during hall meetings with students living in campus housing. In addition, the University provides all employees and students information on the University webpage regarding emergency procedures for a multitude of potential situations.

Plans for Life Safety Upgrades

Lander University completed the installation of a modern fire alarm system at the Bearcat Village Apartments in the summer of 2011. The University completed an upgrade of the fire alarm and sprinkler system at Chipley Hall in 2012.The University opened a new 208 bed residence hall which opened for the Fall 2015 Academic Term that included a fire sprinkler system, an intelligent, addressable fire alarm system, and am emergency generator. The University installed a modern fire alarm system at Brookside Residence Hall buildings 1, 2, and 3 in the summer of 2016. A modern fire alarm system was installed at Brookside Residence Hall buildings 4, 5, 6, and 7 in the summer of 2017. In the summer of 2019, the University installed a modern fire alarm system at University Place and McGee Court Apartments. In 2022 the University installed a modern fire alarm and sprinkler system at the Legion Building Nursing Lab. In 2022 the University installed a fire alarm system and sprinkler system in Fieldhouse 2 of the Jeff May Complex. The university replaced the fire alarm system in the Cultural Center with the latest fire alarm technology in 2025. The university is planning to upgrade the fire alarm systems in the Cultural Center and Grier Student Center in 2027.

320 Stanley Avenue, Greenwood, SC 29649