Lakeland University's 2026 Annual Security and Fire Safety Report (for 2025)

This annual report contains the University policies and procedures related to campus security, crime reporting, and fire safety for the Lakeland University-Main Campus and information for all related regional centers, including abroad. This report is a culmination of crime and fire statistics from the 2025 calendar year as required by the Higher Education Opportunity Act (2008)

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Campus Maps

Sheboygan Main Campus

W3718 South Drive Plymouth, WI 53073

Residence Halls
(3) Kurtz House
(4) Morland House
(5) Hill House
(6) Grossheusch Hall
(7) Muehlmeier Hall
(9) Gould Hall
(24) Brotz Hall
(25) A.M. Krueger Hall

Central Wisconsin Center (Wisconsin Rapids)
500 N. 32nd Street, Wisconsin Rapids, WI 54494

Fox Cities Center
1825 N. Bluemound Road, Door 15, Appleton, WI 54912

Waukesha County Technical College
Building B (B-005), 800 Main St., Pewaukee, WI 53072

Green Bay Campus
2601 Development Drive, Green Bay, WI 54311

Madison Campus
2310 Crossroads Drive, Madison, WI 53718

Lakeland University Japan Campus
1-10-5 Yokoami, Sumida-ku, Tokyo, 130-0015 Japan
(Non-Residential)

Welcome

I want to welcome all new and returning students, faculty, and staff. Feel free to speak with any Campus Safety Officers or me about any questions or concerns. Always remember your voice and opinion in our community matter. Again, on behalf of the Lakeland University Department for Campus Safety, I welcome you to our community. The Lakeland University Department for Campus Safety's mission is to provide professional and courteous service to the Lakeland University students, faculty, staff, and guests by providing a safe and secure environment to learn, live, and grow.

Lakeland University is a safe and friendly community; however, everyone must take precautions to protect themselves from becoming a victim of crime. Crime can occur anywhere; our community is no exception. We hope you will take advantage of the services and programs we provide to help keep the Lakeland University Community safe. The Department for Campus Safety consists of a Director, Assistant Director, four full-time, one part-time, and one part-time casual professional. Campus Safety Officers are on duty 24/7, 365 days a year. We are here to assist you in being successful and connecting you to resources on and off campus if needed. We are located on the lower level of Brotz Hall, W3745 North Drive, Rm #19.

If you have questions about this report, please contact me at 920-565-1000 ext. 2503 or email HrabanJM@Lakeland.edu.

Sincerely,
Director for Campus Safety
Clery Compliance Coordinator
Jason M. Hraban

The Annual Campus Security & Fire Safety Report – Introduction

Lakeland University publishes this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (as amended in October 1998). The Clery Act requires institutions to prepare, publish, and distribute annual security reports containing specific information about campus security policies and crime statistics. In addition, the Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an Annual Fire Safety Report. This report contains information about campus fire safety practices and standards of Lakeland University. The Lakeland University Department for Campus Safety is responsible for preparing and distributing this report in accordance with the Clery Act. The Department for Campus Safety works with many other departments and agencies to compile the information required for this report. Other campus offices, such as the Office of Residential Life, Athletics, Health Services, and Counseling Services, all provide critical information concerning campus security policies and campus crime statistics included in this report. Our local law enforcement department also provides information concerning crime statistics for disclosure in the report. We encourage all members of the Lakeland University community to use this report as a guide for safe practices on and off campus. It outlines campus policies and provides essential safety and crime prevention tips.

Preparation of the Annual Disclosure of Crime Statistics

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, more commonly known as the Clery Act, 10 U.S.C. §1092(f) et. seq., and its implementing regulations require colleges and universities to do the following:

- Publish an annual report every year by October 1 that contains three years of campus crime and fire safety 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.
- Provide "timely warning" notices of those crimes that have occurred and pose an ongoing threat to students and employees.
- Issues an emergency notification upon confirming a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on campus.
- Disclose in public crime log crimes that occur on campus or within the jurisdiction of campus security that are reported to campus security.
- Maintain a record of any fire(s) that occurred in an on-campus student housing facility in a public fire log.

Note: Statistics must be gathered from campus safety, jurisdictional law enforcement, and other university officials who have significant responsibility for student and campus activities.

Lakeland University Campus Safety Office 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 website at LU Campus Safety. This report is prepared in cooperation with the jurisdictional law enforcement agencies surrounding our campuses, centers, alternative sites, Title IX Office, Campus Life, Human Resources, Health Services, Residential Life, and Student Conduct.

Each entity provides updated information on its educational efforts, policy implementation, and programs to comply with the Clery Act requirements.

Campus crime, arrest, and referral statistics include those reported to the LU Campus Safety Department, designated campus officials including but not limited to directors, deans, department heads, athletic coaches, academic and organization advisors, the Title IX office, Student Conduct, and local law enforcement agencies. Counseling Services inform clients of the procedures to report crimes to the LU Campus Safety office on a voluntary or confidential basis, should they feel it is in the client's best interest. A procedure does exist to capture crime statistics disclosed confidentially if needed and remain anonymous.

The statistical information gathered in this report does not violate the Family Educational Rights and Privacy Act (FERPA) or any other law.

Each year, an e-mail notification is made to all enrolled students, faculty, and staff that provide the website to access this report. Copies of the report may also be obtained by contacting Campus Safety at 920 565-1000 x2502 or from a campus phone at ext. 2502 and in person at W3745 North Drive, Brotz Hall, Rm 19.

All prospective students and employees may view a copy by visiting the LU Campus Safety web page at LU Campus Safety or by contacting the LU Campus Safety Department at 920 565-1126 or in person at W3745 North Drive, Brotz Hall, Rm 19.

Daily Crime Log

Lakeland University maintains a daily crime log for incidents reported to the Department for Campus Safety that occur within the University's Clery geography. The log includes the nature of the crime, date the crime was reported, date and time of occurrence when known, general location, and disposition of the complaint, if known. The most recent 60 days of the crime log are available for public inspection during normal business hours at the Department for Campus Safety. Any portion of the log older than 60 days will be made available within two business days of a request. Information may be temporarily withheld when there is clear and convincing evidence that disclosure would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in destruction of evidence. Information will be disclosed once the reason for withholding no longer applies.

The LU Department for Campus Safety maintains a Daily Crime Log, which is available from 8am to 5pm Monday through Friday, excluding holidays, to the public for review. The LUCSD Office is at W3745 North Drive, at the lower level of Brotz Hall north entrance Rm19. All policy statements contained in this report pertain to the Main Campus and the identified separate campuses and center locations unless otherwise stated.

Preparation of the Annual Security Report and Disclosure of Crime Statistics for offsite campuses & centers

Not all Kellett Centers have security officers working on site. Students and employees are encouraged to report all crimes to the local police department in the jurisdiction of where the center is located. The local police department is responsible for conducting any criminal investigations reported from the Kellett center locations. If possible, please notify University personnel at the Center if you are the victim of a crime. This notification will allow Lakeland personnel the opportunity to review whether a crime alert should be posted and will assist Lakeland in maintaining accurate crime statistics for each site.

The same campus disciplinary system for the main campus applies to the Kellett Centers too. Any non-criminal investigation will be completed by the appropriate personnel. This action may include revocation of certain privileges, suspension, or expulsion from the University.

There are no officially recognized student organizations or residential facilities affiliated with any of the Kellett centers. Crimes occurring at these locations are listed in the crime statistic section under the name of the campus or center in the Annual Security report (Green Bay Campus, Madison Campus, Japan Campus, Waukesha County Technical College, Fox Cities Center, and Central Wisconsin Center.)

Reporting Procedures

To help provide a secure and safe environment, all members of the Lakeland community, including campus visitors, are expected, requested, and encouraged to report any criminal activity or emergencies they witness. Reporting may be accomplished by contacting the Department for Campus Safety directly at 920-565-1126.

If there is an actual emergency requiring police, fire, or medical response, please call 911 or from a campus phone.

The Department for Campus Safety is available 24 hours a day, 7 days a week, and will respond to your location if calls are related to the Main Campus. Response times may be affected by various factors, such as the number and location of available personnel and/or their involvement at the time a report is received. Response to an incident may also involve other personnel i.e. member from the Counseling Center in the case of a sexual assault, and/or an outside law enforcement agency or other agencies if an incident requires manpower or specialized abilities beyond the capabilities of LU Department for Campus Safety.

In addition, should you not want to report a crime to the Department for Campus Safety or the Sheboygan County Sheriff's Department, you may report a crime to the following:

Department	**Location**	**Phone Number**
Senior Vice President for Student Affairs & Enrollment Management/Title IX Coordinator Jonathan Feld	WAK 203	262-401-2424 Feldj@lakeland.edu
Director for Student Activities Mekenzy Hoisington	Lauer Center, 122C	920-565-1043 ext. 1058 Hoisingtonmk@lakeland.edu
First Year Experience & Student Success Michael Bachar	Lauer Center, 122D	920-565-1000 ext. 2118 BacharMA@lakeland.edu
Director for Student Leadership Mekenzy Hoisington	Lauer Center, 122C	920-565-1043 ext. 1058 Hoisingtonmk@lakeland.edu

Emergency Crime Reporting and Voluntary & Confidential Reporting

Lakeland University encourages accurate and prompt reporting of all crimes to the Lakeland University Department for Campus Safety Office and the appropriate law enforcement agencies, including when the victim elects to or is unable to make such a report. If crimes are never reported, little can be done to help other members of the Lakeland community from also being victims. We encourage all Lakeland University community members to report crimes promptly and to participate

in and support crime prevention efforts. The Lakeland University community will be much safer when all community members participate in safety and security initiatives.

Campus and Community Reporting

The University has several ways for campus community members and visitors to report crimes, serious incidents, and other emergencies to appropriate University officials. Regardless of how and where you decide to report these incidents, it is critical for the safety of the entire LU community that you immediately report all incidents. This, so that the LU Department for Campus Safety can investigate the situation and determine if follow-up actions are required, including issuing a Timely Warning or Emergency Notification and, if required, including the information in the annual crime statistics disclosure.

- To report by campus phone, dial 8-920-565-1126 to reach the LU Department for Campus Safety. If using a cell phone, please dial 920-565-1126.
- If it's an immediate emergency, dial 911 from any campus phone.
- To report in person, visit the LU Department for Campus Safety at W3745 North Drive, Brotz Hall north entrance LL Rm 19.
- To report a crime online, go to the LU Department for Campus Safety webpage, Non-confidential-reporting.

Anonymous Reporting

If you are interested in reporting a crime online, you can utilize the LU Campus Safety Department, Anonymous Reporting, which can be accessed through the department's webpage Confidential-reporting. If you are interested in reporting a crime by phone, you can utilize the LU Campus Safety Anonymous tip line by dialing 1-1-1-1 from a campus phone or 920-565-1111 from a cell phone. It is our policy not to attempt to trace the origin of the person who submits this form or call unless such is deemed necessary for campus and community safety. Cases reported anonymously are disclosed in the annual crime statistics.

Campus Security Authorities (CSAs)

A Campus Security Authority (CSA) is an individual or organization designated under the Clery Act to whom students and employees should report criminal offenses for purposes of Clery Act reporting. CSAs may include campus security personnel, individuals responsible for campus security, officials with significant responsibility for student and campus activities, and individuals or organizations designated by the University for purposes of receiving crime reports.

The regulations that govern the Clery Act (34 CFR 668.46) define a CSA as:

- A campus police department or a campus security department of an institution.
- Anyone responsible for campus security but who does not constitute a campus police department or a campus security department (e.g., one responsible for monitoring entrance into institutional property).
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An institution official with significant responsibility for student and campus activities, including student housing, student complaint resolution, and University administrative conduct process.

- Pastoral and professional counselors are not considered campus security authority when acting in their roles as pastoral or professional counselors.

If someone reports a crime to a Lakeland University employee, they may be obliged to share this information if they have been identified as a Campus Security Authority or Responsible Employee.

CSAs are responsible for promptly reporting Clery-reportable crimes to the appropriate University official for purposes of Clery Act compliance. A CSA's reporting obligation does not require the CSA to investigate the crime or disclose personally identifying information about the victim. While the University has identified several CSAs, we officially designate the following department(s) as a place where campus community members should report crimes:

Department	**Location**	**Phone Number**
Department for Campus Safety	Brotz Hall, LL19	920-565-1126
Director for Campus Safety Jason M. Hraban	Brotz Hall, LL19	920-565-1000 ext. 2503 HrabanJM@Lakeland.edu
Director for Residence Life Troy Seehafer	Lauer Center, Office 122H	920-565-1043 ext. 2465 SeehaferTE@lakeland.edu
Director for Athletics Dan Artamenko	Wehr Center	920-565-1000 x2327 ArtamenkoDJ@lakeland.edu
Title IX Coordinator Jonathan Feld	WAK 203	262-401-2424 FeldJ@lakeland.edu
Associate Director for Athletics Colin Bruton	Wehr Center, Athletic Office	920-565-1024 x2179 BrutonCP@lakeland.edu
Associate Director for Athletics Ryan Schopf	Wehr Center, Athletic Office	920-565-1024 x2205 SchopfRW@lakeland.edu
Director for Student Activities Mekenzy Hoisington	Lauer Center, 122C	920-565-1043 ext. 1058 Hoisingtonmk@lakeland.edu
Assistant Dean of Students Michael Bachar	Lauer Center, 122D	920-565-1000 ext. 2118 BacharMA@lakeland.edu
Director for Student Leadership Mekenzy Hoisington	Lauer Center, 122C	920-565-1043 ext. 1058 Hoisingtonmk@lakeland.edu

Lakeland University faculty, staff, and students who have questions regarding CSAs should contact the Director for Campus Safety at 920 565-1000 x2503 or email: Hrabanjm@Lakeland.edu

Voluntary Confidential Reporting

If you are the victim of or witness to a crime, you may still choose to make a report and request that it remain confidential. The purpose of such a report is to comply with your wish to keep your identity confidential while also providing information to help ensure the future safety of yourself and others on campus. An individual's request regarding the confidentiality of reports of sexual assault or harassment will be considered in determining an appropriate response; however, such requests will be considered in the dual contexts of the University's legal obligation to ensure a working and learning environment free from sexual assault and harassment and the due process rights of the accused to be informed of the allegations and their source.

Some level of disclosure may be necessary to ensure a complete and fair investigation, although the University will comply with requests for confidentiality to the full extent possible. Using the information provided in the confidential report, the University can keep an accurate record of the number of incidents involving students, employees, and visitors; determine whether there is a pattern of crime regarding a particular location, method, or assailant; and alert the university community of potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the university.

Confidential Reporting for Students and Employees

If a student or employee would like the details of an incident to be kept confidential, the student or employee may speak with the on-campus counselors, campus chaplain, a victim crisis advocate, off-campus local rape crisis counselors, domestic violence resources, or members of the clergy/chaplains who will maintain confidentiality except in extreme cases of the immediacy of threat or danger, abuse of a minor, or as otherwise required by law.

Students or employees may access a Victim Advocate and/or campus counselors in the LU Student Health services department. Contact information for confidential resources may be found below:

On-Campus Confidential Reporting Options:

Department	Location	Phone Number
Director of Health & Counseling Center Alex Liosatos	Health & Counseling Department Brotz Hall Rm: 25	920-565-1034 ext. 2388 LiosatosA@lakeland.edu
Campus Chaplain Julie Mavity Maddalena	Lauer Center, 122F	920-565-1021 ext. 2114 Mavmadja@lakeland.edu

Off-Campus Confidential Reporting Options:

Department	Location	Phone Number
Aurora Sheboygan Memorial Center Medical, SANE Nurse	2629 N 7th St. Sheboygan, WI 53083	920-451-5553
Safe Harbor Off-Campus	929 Niagara Ave, Sheboygan, WI 53081	920-452-7640
Employee Assistance Program 24/7		800-236-3231 www.aurora.org/eap
Milwaukee LGBT Community Center	1110 N Market Street, 2nd Floor Milwaukee, WI 53202	414-271-2656 http://www.mkelgbt.org/connect/
Sojourner Family Peace Center 24-hour domestic violence hotline and legal emergency assistance		414-933-2722 https://familypeacecenter.org/

RAINN	https://www.rainn.org/national-resources-sexual-assault-survivors-and-their-loved-ones	800-656-4673

Pastoral and Professional Counselors

Campus "Pastoral Counselors" and "Professional Counselors," when acting as such, are not considered to be a campus security authority, and are not required to report crimes for inclusion into the annual disclosure of crime statistics. As a matter of policy, the University encourages Professional Counselors, when they deem it appropriate, to inform the persons they are counseling of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual crime statistics.

A Pastoral Counselor is defined as an employee of the institution who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

A Professional Counselor is defined as an employee of an institution whose official responsibilities include providing psychological counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

Procedures Encouraging Prompt Reporting of all Campuses and Centers

All faculty, staff, students, and visitors are encouraged to report all crimes and safety and security-related incidents to the Lakeland University Safety and Security Department or the jurisdictional law enforcement department in a timely manner by dialing "9-1-1". Promptly reporting crimes will ensure inclusion in the annual crime statistics and will aid in providing timely warning notices to the community when appropriate.

To report a crime or suspicious activity, please contact the Department for Campus Safety at 920-565-1126. If it is an emergency that requires police, fire, or EMS personnel to respond, please dial 911 from any campus phone.

Lakeland University Campuses and Centers:

Central Wisconsin Center (Wisconsin Rapids)

500 N. 32nd Street, Wisconsin Rapids, Wisconsin 54494

If you need to report a crime or emergency at the Wisconsin Rapids Center, you can contact the Wisconsin Rapids Police Department by dialing 911 in an emergency or dial 715 423-4444 in a non- emergency. There are no Safety Officers present at the Wisconsin Rapids Center. Please report crimes and emergencies to the Wisconsin Rapids Police Department. For emergencies, call 911. For non-emergency assistance, call 715-423-4444

Fox Cities Center

1825 N. Bluemound Road, Appleton, WI 54912

If you need to report a crime or emergency at the Fox Cities Center, you can contact the Neenah Police Department by dialing 911 in an emergency or dial 920 832-5500 in a non-emergency. There are no Safety and Security Officers present at the Fox Cities Center. Please report all crimes to the Appleton Police Department.

Waukesha Area Technical College

Building B (B-005), 800 Main St., Pewaukee, WI 53072

If you need to report a crime or emergency at the Waukesha County Technical College, you can contact the Waukesha Police Department by dialing 911 in an emergency or dial 262-524-3500 in a non- emergency. There are no Lakeland University Campus Safety Officers stationed at the Waukesha County Technical College Center. Please report all crimes to the Waukesha Police Department.

Green Bay Campus

2601 Development Drive, Green Bay, WI 54311

If you need to report a crime or emergency at the Green Bay Center, you can contact the Green Bay Police Department by dialing 911 in an emergency or dial 920 448-3200 in a non-emergency. There are no Safety Officers present at the Green Bay Center. Please report crimes occurring at the Green Bay Center to the Green Bay Police Department. For emergencies, call 911.

Madison Campus

2310 Crossroads Drive, Madison, WI 53718

If you need to report a crime or emergency at the Madison Center, you can contact the Madison Police Department by dialing 911 in an emergency or dial 608 266-4887 in a non- emergency. There are no Safety Officers present at the Madison Center. Please report all crimes to the Madison Police Department.

Lakeland University Japan Campus

1-10-5 Yokoami, Sumida-ku, Tokyo, 130-0015 Japan

If you need to report a crime or emergency at the Japan Campus, you can contact the Tokyo Police Department by dialing 110 in an emergency or dial +81 3 3346 0110 in a non-emergency situation. There are no Safety Officers present at the Japan Campus. Please report all crimes to the Shinjuku Police Station.

Sheboygan Main Campus

W3718 South Drive Plymouth, WI 53073

If you need to report a crime or emergency at the Main Campus, you can contact the Sheboygan County Sheriff's Department by dialing 911 in an emergency or 920 459-3111 in a non-emergency. You can also contact the Lakeland University Campus Safety office at 920 565-1126.

If you are unsure whether what you have witnessed or experienced is a crime, please contact the Campus Safety Department, and we will assist you with your situation. As stated earlier, it is

imperative that all crimes get reported in an accurate and timely manner to the Safety and Security Department or the local police agency.

Services and Reporting Options for Victims

Students and employees who experience sexual assault, domestic violence, dating violence, and/or stalking have many options and services available to them on and off-campus, including mental health counseling, victim advocacy, off-campus legal assistance, and access to the criminal and campus disciplinary systems. Services are available to victims regardless of their choice to report the incident to law enforcement, and most are available at no charge.

Procedures for Reporting

Lakeland University encourages victims of sexual assault, domestic violence, dating violence, and stalking to report the incident immediately to the Lakeland University Campus Safety at (920) 565-1126 or contacting law enforcement by dialing 911. In addition, individuals may also report sexual assault, domestic violence, dating violence, and stalking to the Dean for Students, Director for Campus Safety, Title IX Coordinator, Director for Residence Life, and or Advisors. The Senior Vice President for Student Affairs and Enrollment Management is responsible for coordinating the institution's compliance with Title IX.

A victim has the right and is encouraged to notify the appropriate law enforcement agency to report sexual assault, domestic violence, dating violence, and stalking. Victims also have the right to be assisted by campus safety in notifying law enforcement if the victim chooses and declines to notify both campus safety and law enforcement officials. If the crime occurred on Lakeland University property, the Sheboygan County Sheriff's Department has jurisdiction on the campus. If the crime occurred off campus, the victim could notify the appropriate local law enforcement agency with jurisdiction at the location of the crime. Campus Safety will help the victim identify the correct law enforcement agency and report it to that agency. Victims have the right to NOT notify law enforcement or report the crime if they choose.

If you choose to report to Campus Safety, Law enforcement will be notified at the victim's request. Lakeland University will investigate a hostile environment and, to the extent, possibly pursue disciplinary action against the accused.

The Title IX Coordinator is obligated to investigate all reports of sexual misconduct and will do so after a report has been made and undergone initial assessment.

We know that many student victims do not feel comfortable filing a criminal complaint with law enforcement, campus administrators, professors, or advisors. The campus provides training and information to these staff members. Healing can look different for everyone. Additional services, including confidential options, are available to victims, both on and off campus.

Criminal Reporting

1. For criminal reporting: Sexual Assault, Domestic Violence, Dating Violence, and Stalking can be reported to the Department for Campus Safety as well as Law Enforcement:

Department	Location	Phone Number
Department for Campus Safety	W3745 North Dr. Brotz Hall Rm: LL19	920-565-1126

Sheboygan County Sheriff's Office	525 N 6th St, Sheboygan, WI 53081	920-459-3111

2. For student campus assistance and investigations of student code of conduct violations: incidents can be reported to the Dean for Students, Director for Residence Life/Chief Conduct Coordinator:

Department	Location	Phone Number
Director for Residence Life Troy Seehafer	Lauer Center, 122H	920-565-1043 ext. 2513 SeehaferTE@lakeland.edu
Assistant Dean of Students Michael Bachar	Lauer Center, 122D	920-565-1000 ext. 2118 BacharMA@lakeland.edu

3. For employee campus assistance, including options/services, available accommodations, rights, and information regarding the right to notify or to decline to notify law enforcement: please contact Human Resources: Office of Human Resources, W3718 South Drive, WA Krueger Lower-Level

4. For investigations of Title IX violations, sexual misconduct is considered a form of sexual harassment and violation of the universities Sexual Misconduct Policy/Title IX policy and can be reported to the **Vice President for Student Affairs & Enrollment Management/Title IX Coordinator** by email or phone: Feldj@Lakeland.edu or 262-401-2424.

If you do choose to report, please note the following:

The preservation of evidence may strengthen investigations, which may result in a better chance of holding the accused responsible or obtaining a restraining order. (Evidence may include the clothing you were wearing at the time, a record of threatening text messages and e-mails, and bodily fluids).

- Although it is best not to shower, even if you have showered and changed clothes, you can still file a police report and/or get a medical exam.
- Campus officials must provide information about your options and help you contact law enforcement if you request it.
- Filing an official police report will generally involve an interview with a law enforcement officer or an investigating officer.

Department Authority

The Department for Campus Safety is on the Lower Level of Brotz Hall, W3745 North Drive, north entrance LL room19. The department provides safety and security services to the Lakeland Community by foot and vehicle patrol 24 hours a day, seven days a week. A Director, Assistant Director, four full-time, one part-time, and one part-time casual professional armed officer in the Department for Campus Safety.

Lakeland University Department for Campus Safety is a non-sworn campus security department. Campus Safety Officers do not possess general law enforcement or arrest authority. Officers provide security, safety, emergency response, incident documentation, patrol, crime prevention, and enforcement of university policies.

When circumstances require law-enforcement authority, Campus Safety contacts and cooperates with the appropriate state or local law-enforcement agency. Campus Safety Officers may assist law

enforcement as requested and may refer violations of university policy to the appropriate University conduct or administrative process.

Campus Safety Officers have jurisdiction to operate on all LU owned or controlled properties, including the Main Campus, Waukesha County Technical College, Green Bay Campus, Central Wisconsin Campus, Fox Cities Campus, and Madison Campus.

They are trusted with the responsibility of ensuring federal, state, and local laws, as well as university policies and procedures, are followed and enforced. Suppose a LU student, faculty staff, or university guest commits any violations of university rules and regulations. In that case, LU Campus Safety officers may respond and generate an incident report and refer the individual to Student Conduct, Human Resources, and our jurisdictional law enforcement department.

All victims and witnesses of crimes are encouraged to report crimes to the Department for Campus Safety, law enforcement agency, or CSA (Campus Security Authority). A prompt response can ensure the future safety of the victim and the Lakeland University community.

Working Relationship with Law Enforcement Agencies

The LU Department for Campus Safety maintains a close working relationship with the Sheboygan County Sheriff's Office. The LU Department for Campus Safety occasionally works with other law enforcement agencies. LU Department for Campus Safety does respond regularly to the scene of incidents that occur in and around the campus geographical area. The LU Department for Campus Safety works closely with agencies when incidents arise that require joint investigative efforts, resources, crime-related reports and exchange of information, as deemed necessary.

As of 8/1/2026, Lakeland University maintains a written agreement with the Sheboygan County Sheriff's Office concerning law enforcement response and cooperation. The current agreement should be consulted for specific responsibilities and procedures

Timely Warning Crime Alerts

Purpose:

This policy outlines procedures Lakeland University will use to issue Timely Warning Notices in compliance with the Clery Act. Lakeland University is comprised of Sheboygan Main Campus, Madison Campus, Green Bay Campus, Japan Campus, Waukesha County Technical College, Fox Cities Center, and Central Wisconsin Center.

Procedures:

A Timely Warning Notice will be issued in the event any Lakeland University Campuses or center(s) receive notice of an alleged Clery Act reportable crime (identified below) occurring on campus, on public property within or immediately adjacent to one of the campuses of Lakeland University, or in or on non-campus buildings or property controlled by Lakeland University, where the University determines, in its judgment that the allegations present a serious or continuing threat to the Lakeland community. For purposes of this policy, "timely" means as soon as reasonably possible, after an incident has been reported to the Campus Safety Department, one of the Campus Security Authorities (CSAs) identified by each Campus, or jurisdictional law enforcement agency.

The Lakeland University Director for Campus Safety or his/her designee, the Executive Administrator(s) i.e. Vice President for Campus Life or his/her, or Dean for Students or his/her, impacted by the reported crime, are responsible for determining whether to issue a Timely Warning Notice.

Whether to issue a Timely Warning Notice is determined on a case-by-case basis for Clery Act reportable crimes such as: Murder, Sex Offenses (considered on a case-by-case basis depending on

the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the Director for Campus Safety, or designee. In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a "timely" warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice. Robbery, Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger LU community), Burglary, Motor Vehicle Theft, Domestic Violence, Dating Violence, Stalking and Hate Crimes, as defined by the Clery Act. Timely Warning Notices also may be issued for other crimes as determined necessary by the Director for Campus Safety, Senior Administrator(s) or Dean for Students. Lakeland University will issue a Timely Warning Notice even if insufficient information is available if it is likely that there is an ongoing threat to the Lakeland community.

The above individuals determine if an alert should be sent and are the senders of the notices. In determining whether to issue a Timely Warning Notice, the responsible individuals described above will consider any factors reflecting on whether the reported crime represents a serious or continuing threat to the Lakeland community, including, but not limited to, (a) the nature of the incident; (b) when and where the incident occurred; (c) when it was reported; (d) the continuing danger to the Lakeland community; and (e) the amount of information known by the Lakeland University Department for Campus Safety.

Lakeland University uses the Timely Warning Notice Decision Matrix & Timely Warning Notice Determination Form in the decision-making process to document the decision to alert or not to alert the community. Once completed, the form and all information related to the decision-making process should be forwarded to the Director for Campus Safety and will be maintained by the Lakeland University Department for Campus Safety for a seven-year period.

Timely Warning Notices (Crime Alerts) will be distributed in various ways. A communications system for mass notifications is used to notify students and employees by way of mass e-mail. Information can also be provided on the Lakeland University website at http://today.lakeland.edu, alerts posted on bulletin boards throughout Lakeland Campus. The circumstances will determine the method of notification. Generally, notification will occur through the mass e-mail system to all Lakeland students and employees.

The Timely Warning Notice will typically include, to the extent known, the date, time and nature of the offense, a brief overview of its circumstances, a physical description of the offender(s), law enforcement's immediate actions, a request and method for witnesses to contact local law enforcement or Campus Safety and where applicable and appropriate, cautionary advice that would promote safety. Timely Warning Notices will be issued in a manner that will aid in the prevention of similar crimes, and that does not include the name(s) of the victim or other identifying information about the victim. In developing the content of the Timely Warning Notice, Lakeland University Campus Safety will take all reasonable efforts not to compromise on-going law enforcement efforts. The Lakeland University Department for Campus Safety will document and retain the justification for determining whether to issue a Timely Warning Notice for a seven-year period.

Anyone with information about a serious crime or incident is encouraged to report the information to the Lakeland University Department for Campus Safety by phone at 920-565-1126, and in person at W3745 North Drive LL Rm#19. If a report is made to other Lakeland University officials, those officials will immediately notify Lakeland University Campus Safety.

Timely Warning Responsibility Chart

Type Of System	Primary Message Creator	Backup Message Creator	Authority For Approving & Sending Messages	Primary Message Sender	Backup Message Sender
Mass Email Blast	Director for Campus Safety, Director of External Relations	Director for Campus Safety, Director of External Relations	Director for Campus Safety, Director of External Relations	Director of External Relations	Coordinator of Digital Media
Lakeland Today	Director of External Relations, Director for Campus Safety Senior Vice President for Student Affairs and Enrollment Management	Director for Campus Safety, Director of External Relations	Director for Campus Safety, Director of External Relations Vice President for Campus Life	Coordinator of Digital Media	Coordinator of Interactive Communication
Billboards	Director for Campus Safety, Dean for Students	Director for Campus Safety, Dean for Students Director for Residence Life	Director for Campus Safety, Dean for Students	Campus Safety Office, Director for Residence Life	Campus Safety Office, Director for Residence Life
Local Media	Director of External Relations	Director of External Relations	President, Director of External Relations	Director of External Relations	Coordinator of Digital Media

NOTE: This chart reflects what office/who is responsible for what part of the Timely Warning Notice distribution.

Access to Campus Buildings and Residence Halls

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and guests. The University encourages an open environment with limitations to ensure adequate protection of all members of the University community. Except for residence halls, most campus facilities are normally open when classes are in session or by special arrangements. A few University facilities are available to the general community. Building hours are monitored, and buildings are secured at the end of the regular academic day or business hours. Individuals who wish to access LU buildings or property after the regular academic day or business hours must make prior arrangements with the appropriate personnel.

During non-operational hours, University buildings are locked. Only faculty, staff, and students with proper authorization and identification are permitted into buildings.

All residence halls are equipped with an automated card access control system on the exterior doors that are used by students to enter their assigned residence hall. Guests and other visitors may visit residence halls if they have been authorized by their host who resides in that residence hall. The exterior security doors to all student residence halls are to remain locked 24 hours a day.

Security and the Maintenance of Campus Facilities

The Department of Facilities Management maintains university buildings and grounds with a concern for safety. Facilities Management staff inspect campus facilities regularly, promptly make repairs affecting safety and security, and respond to reports of potential safety hazards, such as lights that are out and broken windows and door locks. The LU Department for Campus Safety (LUCSD) assists Facilities Management by reporting potential safety and security hazards.

Lakeland University ensures security is the appropriate consideration as we address and schedule routine maintenance and make upgrades to facilities.

Campus Safety Officers conduct routine patrols of campus to assess and monitor security related matters for campus buildings and property, routine maintenance and make upgrades to facilities. Landscaping and outdoor lighting on campus is designed for security and to provide pedestrians peace of mind. Similarly, sidewalks and other pathways are designed to provide well-traveled lighted routes from parking areas to buildings and from one building to another.

Under the directions of the LU Campus Safety office, officers continually conduct security inspections to ensure campus lighting is adequate, and the landscape is properly organized. Campus Safety Officers conduct routine checks of lighting on campus during regular assigned night duties. If lights are out or very dim, Campus Safety Officers will initiate a service request for Maintenance personnel to respond and repair the problem.

Unsafe facility conditions or those that raise concern for personal safety and property protection, including inoperable locking hardware, exterior lighting, steps, handrails, unsecured equipment, and hazardous conditions, should be reported by calling Facilities Management at 920 565-1031 x2267, or from a campus phone x2267 during normal business hours.

If unsafe facility conditions exist outside of normal business hours, please contact the LU Campus Safety office at 920-565-1126.

Security procedures used in the Maintenance of residential facilities involve coordination between the Office of Residence Life and Maintenance. Students must report any maintenance concerns to their Resident Assistant (RA) or Residence Hall Director (HD) who will put work orders into the reporting system. In emergencies, Maintenance Department members can enter rooms to make necessary repairs. Off campus maintenance personnel are not allowed access to residential halls without permission from the Director of Facilities, Director of Residence Life, or Director for Campus Safety.

Missing Student Notification Policy and Procedures

In compliance with the "Higher Education Opportunity Act, P.L. 110-315, sec. 488, 122 Stat. 3301 (2008)" Missing Student Notification Policy and Procedures, it is the policy of Campus Safety to actively investigate any report of a missing resident who is enrolled at the University and residing in on-campus housing. Each resident will be notified of the Missing Student Notification Policy and Procedures via the Student Code of Conduct.

For purposes of this policy, a student may be a "missing person" if the person's absence is contrary to their usual pattern of behavior and unusual circumstances may have caused the absence.

Such circumstances could include, but not be limited to, a report or suspicion that the missing person may be the victim of foul play, has expressed suicidal thoughts, where there are concerns for drug or alcohol use, is in a life-threatening situation or has been with persons who may endanger the student's welfare.

Each resident, on or before checking into their assigned room, has the option to identify the name and contact number of the individual(s) who are a primary contact to be notified in case of an emergency or if the resident is reported missing. In the event the resident is under the age of 18 or is not emancipated, the University is required to have the primary emergency contact be a custodial parent or guardian in addition to any other missing person emergency contact person identified by the student.

If a member of the University community has reason to believe that a student is missing, Campus Safety should immediately be notified.

Note: This notification can be made anonymously.

Upon receiving notification, Campus Safety will make reasonable efforts to locate the student to determine their state of health and well-being. These efforts may include checking the resident's room, class schedule, friends, ONE card access, locating the resident's vehicle, and calling their reported cell phone number. As part of the investigation, the University reserves the right to contact the individual(s) whom the student has identified as their emergency contacts person(s) to help determine the whereabouts of the resident.

If upon investigation by Campus Safety, the University will notify the appropriate law-enforcement agency when it determines that a residential student is missing. The University will not wait 24 hours before making a missing-person report when circumstances warrant earlier notification.

A University representative will contact the resident's designated emergency contact, (if the missing student is under the age of 18 and is not emancipated the student's custodial parent or guardian on record will also be notified), and the Director for Campus Safety or designee will contact the jurisdictional Police Department and request a missing person report initiating a police investigation.

Even if a student has not registered a contact person, the local law enforcement agency will be notified that the student is missing.

The investigation will continue in collaboration with law enforcement officers as appropriate.

Lakeland University Contact information for a Missing Student:

Department	Location	Phone Number
Department for Campus Safety	Brotz Hall Rm: LL 19	920-565-1126
On Duty RA	Main Campus	920-207-2279
On Duty Hall Director	Main Campus	920 838-2008
Director for Campus Safety Jason M. Hraban	Brotz Hall Rm: LL 19	920-565-1000 ext. 2503 HrabanJM@Lakeland.edu
Founders Club Residents	930 N 6th St, Sheboygan, WI	920-838-5732
Director for Residence Life Troy Seehafer	Lauer Center, 122H	920-565-1043 ext. 2465 seehaferte@lakeland.edu
Senior Vice President for Student Affairs and Enrollment Management Jonathan Feld	WAK 203	262-401-2424 Feldj@lakeland.edu
Assistant Dean of Students Michael Bachar	Lauer Center, 122D	920-565-1000 ext. 2118 BacharMA@lakeland.edu

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student. A list of registered sex offenders in Wisconsin is available at http://offender.doc.state.wi.us/public/

You can look up each Lakeland University campuses and centers by zip code by visiting:

https://appsdoc.wi.gov/public/offenders/geographic?reset=1

For information regarding the sex offender status of any individual employed or enrolled at the

Lakeland University, please telephone or email the Lakeland University Department for Campus Safety and request this information from the Director for Campus Safety, 920-565-1000 ext. 2503 or email questions to Safety&Security@lakeland.edu

Security Awareness and Crime Prevention Education Programs for Students and Employees

During the new student orientation, new students are informed of services offered by the Lakeland University Department for Campus Safety. Students are told about crime on campus and in the surrounding areas. Crime prevention programs and sexual assault prevention programs are offered on a continual basis.

Periodically during the academic year, the LU Campus Safety Office, in cooperation with other University organizations and departments, present crime prevention and security awareness sessions on sexual assault (rape and acquaintance rape), drug abuse, theft, and vandalism, as well as educational sessions on personal safety, relationship violence, and residence hall security, as well as sessions alcohol abuse, date rape drugs, theft prevention, etc.

In addition to these presentations, information is disseminated to students, staff, and faculty through crime prevention awareness materials, posters and displays. Articles and advertisements in University communications and student publications are also used to share awareness information about security.

The LU Campus Safety Office works closely with the University, which has the needs of first year students as a primary focus. The Residence Life Director annually educates and notifies the campus community of content and updates to the Lakeland University Student Code of Conduct.

A common theme of awareness and crime prevention programs is to encourage students, staff, and faculty to be aware of their responsibility for their own security and the security of others. The institution regularly holds crime prevention and security awareness programs during the academic year.

When time is of the essence, information is released to the University community through Crime Alerts posted prominently throughout campus on billboards, through computer memos sent over the University's Email system, and posted on the University's webpage http://today.lakeland.edu/

The Student Development Office, Health Services, and the Athletic Department provide program initiatives to reduce the consumption of alcohol and other drugs by Lakeland students. All Residential Assistants (RA) at the start of the school year receive training in alcohol and drug prevention. Also, at the beginning of the year, these issues associated with alcohol and drug use, dating violence, sexual assaults, and other transitional issues are discussed.

These are some of the following Alcohol, Drug, Sexual Assault and Wellness Programs presented by the Health and Wellness Department during the 2025 academic year:

- Summer orientation with parents and students
- RA training (drugs/alcohol, depression/anxiety, emergency procedures)
- International orientation (discuss services and relationship issues)
- Non-traditional orientation
- Discuss services with athletic staff
- Visit Core I classes and learning skills classes to discuss services and stress management
- Calendar Clinic (help students organize their schedules and time management tips)
- Advisor Roundtable discussion regarding homesickness
- Programs in residence halls to discuss services available and stress management
- Wii Tournament/Wellness program (self-care and drinking in moderation)
- Depression Screening Day
- R&R Tuesdays (Rest and Relaxation—meditation/relaxation group)
- Visualization/stress management with athletic teams
- Sexual Assault program with Safe Harbor
- Resolution Solution (help students set goal for the New Year)

- Relaxation Vacation (area professionals offer free services to students—chiropractor, massage therapist, aromatherapies, dietician, acupuncturist, psychologist, fitness students)
- News Flush (monthly bathroom flyer to educate students about services on campus and discuss topics such as homesickness, SAD, anxiety, depression, ways to stay healthy, spring break tips, etc.)
- Light therapy demos for SAD
- Anxiety Screening
- Alcohol Screening
- Eating Disorders Screening
- Healthy relationships
- Safe Sex (skit)

Safety Programs

Safe Ride / Walk Program

Campus Safety Officers are available 24 hours a day to provide a safe ride or safe walk to and from any location on the Lakeland campus. Please be patient when calling as officers may be busy handling other calls.

Campus Newsletters

The Campus Safety department produces a monthly newsletter called "A Safer Tomorrow". Safety tips and preventive and proactive tips are shared to reduce the possibility of being a victim of a crime.

Spring Break Safety

Campus Safety holds an educational table every spring break during a workshop to educate students traveling for spring about the dangers of drugs, how to protect themselves from being drugged, and victims of other crimes such as sexual assaults.

Crimes Involving Students or Student Organizations at Non-Main Campus Locations:

Lakeland University operates no off-campus (non-campus) housing, nor does it recognize any off-campus (non-campus) student organizations that would require the university to monitor off-campus (non-campus) criminal activity. However, the institution does have a policy in place that addresses off campus reporting. It can be found at LU Campus Safety.

Alcohol and Drug Policies

Lakeland University is concerned about how alcohol use and abuse can affect the individual student, the rights and well-being of non-users, and the University's primary mission. The primary objectives of the Lakeland University Alcohol Policy are as follows:

1. To promote among the students at the University community responsible behaviors and attitudes as they relate to the use of alcohol;
2. To inform students about the possible effects of the use of alcohol upon themselves and the community;
3. To offer help to individual students experiencing special difficulties associated with the use of alcohol;

4. To promote an understanding of reasonable behaviors and attitudes related to complying with state law, local ordinances, and University regulations as they apply to the use of alcohol on the Lakeland campus;
5. To offer alcohol-free living environments and activities for those who desire them;

The University strives to establish and maintain an alcohol and drug-free working environment. Consequently, unlawful manufacturing, distribution, possession, or use of illicit drugs or alcohol is prohibited in, on, or about the University property, or as part of a university sponsored activity by the student or employees.

The University expects all faculty, staff, and students to report to work and/or class free of the influence of alcohol or controlled substances and to obey related laws established and enforced by legal authorities (local, state, or federal). A member of the University community who violates the provisions of this policy or who is impaired by alcohol or agents that are controlled substances may be required to complete an appropriate rehabilitation program, at their own expense, as a condition to remain a part of the University.

Violations of this policy may also result in disciplinary action, up to and including suspension or termination of employment/enrollment from the University and referral for prosecution. Employees and students who need help dealing with alcohol or drug related problems are encouraged to seek professional assistance. Human Resources will help in locating agencies that can provide assessments or interventions for the individual seeking help. An employee or student's conscientious effort to discontinue the use or abuse of alcohol or the use of controlled substances or student's conscientious effort to discontinue the use or abuse of alcohol or the use of controlled substances will be encouraged and handled confidentially.

The University recognizes the abuse of alcohol, or the use of controlled substances impairs the proper performance of duties and responsibilities. Steps taken to deter the abuse of alcohol or use of controlled substances include a continuing program of education emphasizing the facts about drugs and alcohol, referral on a non-punitive basis to support services (medical or personal counseling), and a campus climate where personal influence deters drug use and alcohol abuse.

This policy expresses Lakeland University's commitment to the maintenance of a drug and alcohol-free workplace. All students and employees, as members of the Lakeland University community, must abide by the terms of this policy and report their own conviction under criminal drug statute for violations incurring either in the workplace or during the performance of university-related duties within five (5) days after conviction, as required by the Drug-Free Workplace Act of 1988.

Within 30 days of receiving notice of a conviction, the University will take appropriate action, such as employee termination, student dismissal, or required participation in a drug abuse assistance or rehabilitation program.

Alcoholic Beverages Policy

Lakeland University prohibits unlawful possession, use, and sale of alcoholic beverages on campus. The Department for Campus Safety is responsible for the enforcement of state underage drinking laws. The use of alcoholic beverages by members of the Lakeland University community is always subject to the alcoholic beverage laws of the State of Wisconsin. The consumption of alcoholic beverages is allowed in The Pub and the residence halls where the occupants and guests are of legal drinking age. Alcohol is allowed in Grosshuesch and Muehlmeier residence halls for students 21 years old or above.

Wisconsin Drinking Age Laws

It is unlawful for any person:

- Under the age of 21 years to have alcoholic beverages in his/her possession.
- To sell, give, serve or permit alcoholic beverages to be served to a person under 21 years of age;
- To misrepresent or misstate his or her age or that of any other person for the purpose of selling, giving, serving, or delivering any alcoholic beverages to a person under 21 years of age.

The following specific policies address involvement with alcohol:

- Individuals prohibited from the use of alcoholic beverages, as defined by State of Wisconsin law, cannot drink while on the campus of Lakeland University or at university-sponsored off-campus events;
- Individuals and members of organizations who are permitted to drink must refrain from sharing, purchasing, serving, or encouraging the consumption of alcoholic beverages by underage individuals whether in privacy of one's residence unit or in other University facilities.

Individuals who furnish alcohol to minors will face legal and/or University disciplinary action;

- Individuals are encouraged to look out for the safety and welfare of their university peers and/or guests who have been drinking. This includes providing transportation to/from off-campus events or to a hospital, or calling the Department for Campus Safety, the Sheriff or medical personnel;
- Social events where alcohol is consumed must have a proportionate number of non-alcoholic beverages and food such as chips, crackers, popcorn, etc.;
- With the issuance of a party permit or scheduling of event, individuals or organization shall be assigned responsibility to implement a system to ensure that underage individuals are not served alcoholic beverages;
- Inappropriate behavior stemming from the consumption of alcohol shall result in conduct action against the individual or organization;

Open Containers

It is prohibited for any person to consume identifiable alcoholic beverages outdoors on any campus street, sidewalk, or undesignated area.

Approved outdoor designated areas for consumption of alcoholic beverages are as follows:

- Any Lakeland University-approved event that involves distributing alcohol by a university employee.
- Residential housing apartment balconies, patios, and courtyards.
- University-approved spaces, venues, etc.

Alcohol Violation Sanctions:

Typically, the following sanctions apply, but the university reserves the right to enact any sanction it deems appropriate for any offense, up to and including immediate suspension or dismissal for the first offense.

Sanctions for First Offense can include:

- A Verbal Warning

- Educational sanction
- Alcohol awareness course at student expense

Sanctions for Second Offense can include:

- Any of the above sanctions
- Disciplinary/Campus Housing probation
- Alcohol assessment with the campus counselor or an off-campus counselor
- Contact parent of listed guardian

Sanctions for Third Offense can include:

- Any of the above sanctions
- Alcohol assessment with an AODA counselor at the student's expense
- Probation extended or Suspension from housing

Sanctions for Fourth Offense include:

- Any of the above sanctions
- Immediate suspension or dismissal from Lakeland

University Residential Halls Drug Policy

The possession and use of controlled substances must always be in accordance with the provisions of federal and Wisconsin law and the rules of Lakeland University. No person may possess substances regulated by state or federal law unless they are dispensed and used according to prescription or otherwise authorized by law. Students who possess, use, or deliver controlled substances not dispensed and used according to prescription are subject to disciplinary action. Disciplinary action against a student under university policies does not preclude the possibility of criminal charges against that individual. Similarly, the filing of criminal charges does not preclude action by the university. For the purpose of these policies, drugs include any controlled substance, including, but not limited to, marijuana, cocaine, amphetamines, ecstasy, LSD compounds, mescaline, psilocybin (psychedelic mushrooms), DMT, narcotics, opiates, and other hallucinogens, except when taken pursuant to a physician's prescription in accordance with the law.

Drug Violation Sanctions:

Typically, the following sanctions apply, but the University reserves the right to enact any sanction it deems appropriate for any offense, up to and including immediate suspension or dismissal for the first offense.

For a comprehensive listing of sanctions, please see Conduct Grid in the 2025 Student Handbook.

Possession, Use and Sale of Illegal Drugs

The possession, sale, and use of controlled substances by members of the Lakeland University community must always be in accordance with the provisions of Wisconsin State Law and the rules of Lakeland University. No person may possess substances regulated by state or federal law unless dispensed and used according to prescription or otherwise authorized by law. The Department for Campus Safety has primary responsibility for the enforcement of State underage drinking laws as well as the enforcement of Federal and State drug laws.

Students who possess, use, or deliver controlled substances not dispensed and used according to prescription are subject to disciplinary action up to and including expulsion from the University. Disciplinary action against a student under university rules does not preclude the possibility of criminal charges against the individual. The filing of criminal charges similarly does not preclude action by the University. The use of illegal drugs and the misuse of prescription and other drugs pose a serious threat to the physical and mental wellbeing of students, faculty, staff, visitors, and guests of the University.

Please refer to the Lakeland University Alcohol and Controlled Substances Policy listed in this document for further information.

Drug Free Schools and Communities Act

In compliance with the Drug Free Schools and Communities Act, Lakeland University publishes information regarding the University's educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use; And a description of available treatment programs for LU students and employees.

Description of Drug and Alcohol Programs available to students both on and off campus.
On Campus: Our licensed counselors are available to provide a basic ATOD assessment and work with students to identify areas of drug or alcohol abuse and how/if they struggle. The counselors will then refer to outside community sources and those who specialize in ATOD abuse treatment when/if necessary and provide information on each of those programs as well as supplemental support and assistance with scheduling etc.

As part of our conduct process, students may work with any member of the Student Success and Engagement team regarding their choices when using ATOD in the form of education through an online education tool that would address the area they struggle with. Students will use https://coursefordrugsandalcohol.com/about-the-course or https://coursefordrugsandalcohol.com/ As well as counseling resources on and off campus if deemed necessary.

On Campus Prevention efforts regarding ATOD: Each year, students will attend a presentation on the code of conduct, including an educational component on ATOD prevention, safety, and resources. In addition, many of the programs and activities provided for students are ATOD free, including housing options.

Re-entry to the University: Should a student lose his/her student status due to continuous violation of the ATOD policies and or their admittance to a rehabilitation center, said student would meet with the Director of the Health and Counseling Center as well as the Dean for Students to ensure a seamless re- entry and be placed in "dry" housing with other support services. Students would need to communicate regularly and effectively to ensure they are getting their needs met and that the University is providing them with the essential tools to be successful.

*It is important to note that students who violate the ATOD policies and are student-athletes may have further restrictions within the rules of the NCAA.

A complete description of these topics, as provided in the University's annual notification to students and employees, is available at The Dean for Students office for students, for employees please see Human Resources.

Alcohol/Drugs on University-Funded Trips

Students are not allowed to transport or consume alcoholic beverages or illegal drugs while participating in any University-sponsored trips or events. This policy applies to travel in university, public, rental, or personal vehicles. Students must adhere to university policy while representing the institution at off-campus events.

Health Risks Associated with Use/Abuse of Alcohol and Drugs

Please refer to the below website to view the health risks associated with the use/abuse of alcohol and drugs: http://www.drugabuse.gov/drugs-abuse

Alcohol/Drug Abuse Area Resources on Campus

Lakeland University Health and Counseling Clinic

1. Two mental health counselors- provide a basic ATOD assessment and referral for outside programming. - Counseling Center 920-565-2387 or 920-565-2388
2. Aurora practitioner that can discuss treatment options and medical issues with ATOD use, abuse, and recovery. - Health Center nurse 920-565-2385

Off-Campus Support Groups

Department	Location	Phone Number
AA - Alcoholics Anonymous	2908 North 21st street Sheboygan, WI 53083	(920) 457-9633 http://www.aa.org/
Sheboygan Comprehensive Treatment Center	2742 S Business Drive Sheboygan, WI 53083	920-264-0390
Genesis Behavioral Services Inc.	503 Wisconsin Ave., Sheboygan, WI 53083	920-457-7802

Off-Campus Community Resources

Mental health services are generally covered by student or family health insurance plans.

Department	Location	Phone Number
Aurora Behavioral Health Services	1221 N 26th St, Sheboygan, WI 53081	920-451-5548
Aurora Sheboygan Clinic (Sheboygan)	2414 Kohler Memorial Dr, Sheboygan, WI 53081	920-457-4461
Nett-Work Family Counseling (Sheboygan)	2801 Calumet Dr, Sheboygan, WI 53083	920-451-6908
Agnesian Healthcare Behavioral Health Services	430 E Division St, Fond du Lac, WI 54935	920-926-4207
Safe Harbor	929 Niagara Ave, Sheboygan, WI 53081	920-452-8611

Emergency Response and Evacuation Procedures

LU maintains an Emergency Response Plan that outlines the responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization, and specific responsibilities of units or positions.

University units are responsible for developing emergency response and continuity of operations plans for their areas and staff. Campus Emergency Management provides resources and guidance for the development of these plans.

In conjunction with other emergency agencies, the University conducts emergency response drills and exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests, which may be announced or unannounced, are designed to assess and evaluate the emergency plans and capabilities of the institution.

Each test is documented and includes a description of the exercise, the date and time of the exercise, and whether it was announced or unannounced.

The campus publicizes a summary of the emergency response and evacuation procedures via email at least once each year in conjunction with a test (exercise and drill) that meets all the requirements of the Higher Education Opportunity Act.

Building Evacuation

- All building evacuations will occur when an alarm sounds and/or upon notification by Campus Safety or Residence Hall Directors.
- During an emergency leave by the nearest marked exit and alert others to do the same in a calm, orderly manner.
- ASSIST THE PERSON WITH DISABILITIES IN EXITING THE BUILDING! Remember that elevators are reserved for people with disabilities. DO NOT USE ELEVATORS IN CASES OF FIRE. DO NOT PANIC.
- Once outside, proceed to the designated assembly area for your department, class, or residence hall.
- Designated areas must be at least 500 feet from the building. Keep streets, fire lanes, hydrant areas and walkways clear for emergency vehicles and personnel

Do not return to an evacuated building unless directed by Campus Safety or Emergency Responders.

Campus Evacuation

- Evacuation of all or part of the campus grounds will be announced by Campus Safety or designated personnel, i.e. Emergency Responders or through the Emergency Alert Notification system.
- All persons (students and staff) are to immediately vacate the affected area and relocate to another part of the campus grounds as directed by Campus Safety /Emergency Responders.

Evacuation Protocol

Prior to an evacuation announcement, Campus Safety will determine if the best course of action is to evacuate or shelter in place, based upon the incident. Once that decision has been confirmed, an announcement will be made to the affected areas through the Emergency Alert Notification system. Once emergency responders arrive at campus (Police, Fire, EMS), Lakeland University Campus Safety shall transfer authority to the responding agency and shall cooperate and provide information and/or assistance as requested.

Evacuation/Refuge Plan for Persons with Disabilities

Emergency personnel are usually available to assist with evacuations, though this may not always be the case. Those with mobility or other concerns that would make independent evacuation difficult are encouraged to make alternative plans and arrangements in advance to increase the likelihood that they will be able to exit the building safely in the event of an emergency.

Individuals with mobility concerns should become familiar with their classroom, office or residence hall area by locating exits, stairwells, elevators, fire-fighting equipment, fire alarms, and established areas of safe refuge.

Advise others (supervisors, administrators, instructors, colleagues, fellow students) about any concerns related to exiting emergencies and how they can assist you in an emergency. This can include assistance with exits, areas of refuge, and altering emergency services of your location.

Persons Using Crutches, Canes or Walkers

If the person is having difficulty exiting quickly, treat him/her as if injured for evacuation purposes. Carrying options include using a two-person, lock-arm position, or having the person sit in a sturdy chair, preferably with arms. For level travel, an office chair with wheels could be utilized.

Extended Evacuation Procedures:

In the event community safety cannot be ensured or returned to normal for an extended period of time, those who are able to leave the premises will be advised to do so once they have been accounted for by their department or Residence Life. Those who must remain on site will be provided emergency shelter in the gymnasium or other location once the premises has been Inspected, secured and acknowledged as safe by law enforcement or fire officials, Emergency Government and the Campus Safety staff. Contingency emergency plans with area hospitals and schools are currently being developed.

Shelter in Place

Some kinds of chemical accidents or attacks may make going outdoors dangerous. Leaving the area might take too long or put you in harm's way. In such a case, it may be safer for you to stay indoors than to go outside.

"Shelter in Place" means to make a shelter out of the place you are in. It is a way for you to make the building as safe as possible to protect yourself until help arrives. You should not try to shelter in a vehicle unless you have no other choice. Vehicles are not airtight enough to give you adequate protection from chemicals.

Residential Evacuation Locations

In the event of an emergency that required evacuation occurring in and on campus residence hall, students/employees/visitors would report to one of the two listed gathering points:

Building	Primary Gathering Point	Flames/Smoke Present
A.M. Krueger	Parking Lot J	Prof Drive Courtyard
Brotz Hall	Suites Courtyard	Parking Lot H
Grosshuesch Hall	Front quad lawn 100ft away from building	Campus Center lawn
Hill Apartments	Parking Lot A (East end)	Day Care Parking Lot
Kurtz Apartments	Parking Lot A (East end)	Day Care Parking Lot
Morland House	Parking Lot A (East end)	Day Care Parking Lot

Muehlmeier Hall	Front quad lawn 100 ft away from building	Campus Center lawn
Gould Hall	Parking Lot A	Day Care Parking Lot
Presidents House	Parking Lot C	Campus Center Courtyard

Emergency/Immediate Notification

Lakeland University has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, the following identified situations are examples which may warrant an emergency (immediate) notification after confirmation: armed/hostile intruder; bomb/explosives (threat); communicable disease outbreak; severe weather; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

In the event of an emergency, Lakeland University will initiate and provide, without delay, immediate notifications to the appropriate segment(s) of the University community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees and visitors.

The Department for Campus Safety staff is responsible for confirming an emergency with campus administrators, local first responders and/or the national weather center.

If the Director for Campus Safety, or designee, in conjunction with other University administrators, first responders and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the LU Community, the Director for Campus Safety, and the Director of External Relations will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the LU Community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

Lakeland University will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: DCSS, SCSO, and/or the Local Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Notification will be made by using some or all of the following methods depending on the type of emergency: University Alert System (which contains email, and cell phone text,); fire alarm (where available), public address systems (where available), social media, digital signage (where available), local media, webpage and/or in person communication. If any of these systems fail or the University deems it appropriate, in person communication may be used to communicate in an emergency.

Type Of System Rave Alert	Primary Message Creator	Backup Message Creator	Authority For Approving & Sending Messages	Primary Message Sender	Backup Message Sender
Mass Email Blast	Director for Campus Safety Director of External Relations	Director for Campus Safety Director of External Relations	Director for Campus Safety Director of External Relations	Director of External Relations	Coordinator of Digital Media
Lakeland Today	Director of External Relations Director for Campus Safety	Director for Campus Safety Director of External Relations	Director for Campus Safety Director of External Relations Senior Vice President for Student Affairs and Enrollment Management	Coordinator of Digital Media	Coordinator of Interactive Communication
Bill Boards	Director for Campus Safety, Dean for Students	Director for Campus Safety Dean for Students	Director for Campus Safety Dean for Students	Campus Safety Office Residence Life	Campus Safety Office Residence Life
Local Media	Director of External Relations	Director of External Relations	President Director of External Relations	Director of External Relations	Coordinator of Digital Media

All Lakeland students, Faculty and staff are automatically opted-in to receive emergency text, emails and voice messaging.

The content of the message will vary depending on the situation. At a minimum, the messages will describe the emergency, provide basic instructions to the LU community, and will direct them to where they can receive additional information.

Follow-up information will be distributed using some or all the identified communication systems (except fire alarms).

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties. The larger community can also access emergency information via the Lakeland University homepage and/or social media.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking

Lakeland University insists on an environment free from implicit and explicit coercive sexual behavior used to control, influence or adversely affect the well-being of any member of our community. Sexual harassment of any individual is inappropriate and unacceptable and will not be

tolerated. Lakeland University will not tolerate any form of sexual misconduct, coercion, intimidation or harassment as set forth in the Sexual Misconduct, Sexual Harassment, and Sexual Assault policies in this handbook.

This policy prohibits any forms of behavior that violates Title IX of the Education Amendments of 1972 and Title VII of the Civil Rights Act of 1964. Such behavior also requires the university to fulfill certain obligations under the Violence against Women Reauthorization Act of 2013 (VAWA) and the Clery Act.

Sexual Assault: Sexual Assault (Sex Offenses):
An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, A sex offense is "any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."

Rape is the penetration, no matter how slight, of the vagina or anus, with anybody part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

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

Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.

VAWA (Violence against Women Act) Offenses

Domestic violence: Is defined as a felony or misdemeanor crime of violence committed

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

Dating Violence: Is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with 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 sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Stalking: Is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

- Fear for the person's safety or the safety of others

- 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 stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

- A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

The university prohibits sexual assault, sexual exploitation, intimate partner violence, dating violence, domestic violence, stalking, sexual or gender-based discrimination, complicity in relation to a prohibited behavior, and retaliation (collectively known in this policy as "prohibited conduct)." LU reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community.

Toward that end, LU issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a University official.

All forms of prohibited conduct will not be tolerated.

Policy Application and the University Community:

This Policy addresses Prohibited Conduct as defined below. Prohibited Conduct under Title IX must occur within Lakeland University's program or activity and within the United States to be covered by this Policy.

Lakeland University's program or activity includes (1) any on-campus premises of Lakeland University; (2) any off-campus premises over which Lakeland University has substantial control; (3) off-campus activities that are part of an Lakeland University program, including field trips and sanctioned events such as performances, and athletic or academic competitions; and (4) activity occurring within computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of Lakeland University's programs and activities over which Lakeland University has substantial control.

State of Wisconsin Crime Statutes and Definitions

The Clery Act and the Violence against Women Act mandate that Lakeland University provide domestic violence, dating violence, sexual assault and stalking definitions applicable in its jurisdiction. Wisconsin statutes recognize that sexual assault, domestic violence, dating violence, and stalking are serious criminal offenses. It is important for all members of the LU community to understand how these offenses are defined in law and to be aware of the penalties. Excerpted below are the definitions and penalties of sexual assault, domestic/dating violence and stalking. Also included are the definitions of consent, sexual contact, and sexual intercourse.

For more information on Wisconsin state law, visit: http://legis.wisconsin.gov/rsb/stats.html or http://docs.legis.wisconsin.gov/statutes/prefaces/toc

Clery Act definitions of sexual assault, domestic violence, dating violence and stalking can be found at: https://www.gpo.gov/fdsys/pkg/CFR-2015-title34-vol3/xml/CFR-2015-title34-vol3-sec668-46.xml.

SEXUAL ASSAULT - Wis. Stat. s. 940.225:

First Degree Sexual Assault

Whoever does any of the following is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned for up to 60 years:

- Has sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.
- Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a dangerous weapon.
- Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.

Second Degree Sexual Assault

Whoever does any of the following is guilty of a Class C felony. A person who commits a Class C felony is subject to a fine of up to $100,000 and/or imprisonment for up to 40 years:

- Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- Has sexual contact or sexual intercourse with another person without consent of that person and causes injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.
- Has sexual contact or sexual intercourse with a person who suffers from mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant knows of such condition.
- Has sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.
- Has sexual contact or sexual intercourse with another person who the defendant knows is unconscious.
- Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without the consent of that person.
- Is an employee of a facility or program under s. 940.295 (2) (b)[an adult family home], (c)[a community based residential facility], (h)[an inpatient health care facility] or (k)[a state treatment facility] and has sexual contact or sexual intercourse with a person who is a patient or resident of the facility or program.
- Has sexual contact or sexual intercourse with an individual who is confined in a correctional institution if the actor is a correctional staff member. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for sexual contact or sexual intercourse under this section.
- Has sexual contact or sexual intercourse with an individual who is on probation, parole, or extended supervision if the actor is a probation, parole, or extended supervision agent who

supervises the individual, either directly or through a subordinate, in his or her capacity as a probation, parole, or extended supervision agent or who has influenced or has attempted to influence another probation, parole, or extended supervision agent's supervision of the individual. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for sexual contact or sexual intercourse under this section.

- Is a licensee, employee, or non-client resident of an entity, as defined in s. 48.685 (1) (b) [referring to child welfare agencies, guardians, care centers, custody, etc.] or 50.065 (1) (c) [agency providing direct care or treatment to clients such as a hospital, home health agency, etc.], and has sexual contact or sexual intercourse with a client of the entity.

Third Degree Sexual Assault

Whoever does any of the following is guilty of a Class G felony. A person who commits a Class G felony is subject to a fine of up to $25,000 and/or imprisonment for up to 10 years.

Has sexual intercourse with a person without consent of that person.
Has sexual contact in the manner described in sub. (5) (b) 2 [Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant] or 3 [For the purpose of sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body whether clothed or unclothed] with a person without the consent of that person.

Fourth Degree Sexual Assault

Whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor, except for sexual contact meeting the definition of Third-Degree Sexual Assault. A person who commits a Class A misdemeanor can be fined up to $10,000 and/or imprisoned for up to 9 months.

NOTES ON SEXUAL ASSAULT
Marriage is not a defense to sexual assault. A person may be prosecuted for sexually assaulting their spouse. (Wis. Stat. 940.225 (6))

SEXUAL CONTACT - Wis. Stat. s. 940.225(5)(b)
"Sexual contact" means any of the following:

Any of the following types of intentional touching, whether direct or through clothing, if that intentional touching is either for the purpose of sexually degrading; or for the purpose of sexually humiliating the complainant or sexually arousing or gratifying the defendant or if the touching contains the elements of actual or attempted battery under 940.19(1):

- Intentional touching by the defendant or, upon his instruction, by another person, by using any body part or object, of the complainant's intimate parts.
- Intentional touching by the complainant, by any body part or object, of the defendant's intimate parts or, if done upon the defendant's instructions, the intimate parts of another person.
- Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body

clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant.

- For sexually degrading or humiliating the complainant or sexually arousing or gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body, whether clothed or unclothed.

SEXUAL INTERCOURSE - Wis. Stat. s. 940.225(5)(c)
"Sexual intercourse" includes the meaning assigned under s. 939.22 (36) (requiring only vulvar penetration and not emission) as well as cunnilingus, fellatio or anal intercourse between persons or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal opening either by the defendant or upon the defendant's instruction. The emission of semen is not required.

INCEST- Wis. Stat. s. 944.06
Whoever marries or has non-marital sexual intercourse with a person he or she knows is a blood relative and such relative is in fact related in a degree within which the marriage of the parties is prohibited by the law of this state is guilty of a Class C felony. A person who commits a Class C felony can be fined up to $100,000 and/or imprisoned for up to 40 years**.**

NOTES ON INCEST

People who are nearer of kin than 2nd cousins may not marry, except that marriage may be contracted between first cousins where the female has attained the age of 55 years or where either party, at the time of the application for a marriage license, submits an affidavit signed by a physician stating that either party is permanently sterile. (Wis. Stat. s. 765.03)

SEXUAL ASSAULT OF A CHILD - Wis. Stat. s. 948.02

First Degree Sexual Assault

- Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years and causes great bodily harm to the person is guilty of a Class A felony. A person who commits a Class A felony can be imprisoned for life.
- Whoever has sexual intercourse with a person who has not attained the age of 12 years is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned for up to 60 years.
- Whoever has sexual contact or sexual intercourse with a person who has not attained the age of 13 years is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned for up to 60 years.

Second Degree Sexual Assault

- Whoever has sexual contact or sexual intercourse with a child who has not attained the age of 16 years is guilty of a Class C felony. A person who commits a Class C felony may be fined up to $100,000 and/or imprisoned for up to 40 years.

SEXUAL INTERCOURSE WITH A CHILD AGED 16 OR OLDER - Wis. Stat. s. 948.09
Whoever has sexual intercourse with a child who is not the defendant's spouse and who has attained the age of 16 or older is guilty of a Class A misdemeanor. A person who commits a Class A misdemeanor may be fined up to $10,000 and/or imprisoned for up to 9 months.

CONSENT - WIS. STAT. 940.225(4)
"Consent" means words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Consent is not an issue in alleged violations of 940.225 sub. (2) (c), (cm), (d), (g), (h), and (i) [relating to subsections

of Second-Degree Sexual Assault]. The following persons are presumed incapable of consent, but the presumption may be rebutted by competent evidence:

1. A person suffering from a mental illness or defect which impairs capacity to appraise personal conduct.
2. A person who is unconscious or physically unable to communicate unwillingness to an act.

DOMESTIC ABUSE INCIDENTS; Arrest and Prosecution - Wis. Stat. s. 968.075
"Domestic abuse" means any of the following engaged in by an adult person against his or her spouse or former spouse, against an adult with whom the person resides or formerly resided or against an adult with whom the person has a child in common:

3. Intentional infliction of physical pain, physical injury, or illness.
4. Intentional impairment of physical condition.
5. A violation of s. 940.225 (1) [first degree sexual assault], (2) [second degree sexual assault] or (3) [third degree sexual assault].
6. A physical act that may cause the other person to fear imminent in the conduct described in 1, 2 or 3.

DOMESTIC ABUSE; Domestic Abuse Restraining Orders and Injunctions - Wis. Stat. s. 813.12(1)
"Domestic abuse" means any of the following engaged in by an adult family member or an adult household member against another adult family member or adult household member, by an adult caregiver against an adult who is under the caregiver's care, by an adult against his or her adult former spouse, by an adult with whom the individual has or had a dating relationship, or by an adult against an adult with whom the person has a child in common:

7. Intentional infliction of physical pain, physical injury, or illness.
8. Intentional impairment of physical condition.
9. A violation of s. 940.225 (1), (2) or (3). [Sexual assault]
10. A violation of s. 940.32. [Stalking]
11. A violation of s. 943.01, involving property that belongs to the individual. [Damage to property]
12. A threat to engage in the conduct under subd. 1., 2., 3., 4., or 5. (See 1-5 above)

- "Family member" means a spouse, a parent, a child or a person related by blood or adoption to another person.
- "Household member" means a person currently or formerly residing in a place of abode with another person.
- "Caregiver" means an individual who is a provider of in-home or community care to an individual through regular and direct contact.
- "Dating relationship" means a romantic or intimate social relationship between 2 adult individuals, but "dating relationship" does not include a causal relationship or an ordinary fraternization between 2 individuals in a business or social context. A court shall determine if a dating relationship existed by considering the length of the relationship, the type of the relationship, and the frequency of the interaction between the adult individuals involved in the relationship.

Stalking: The state of Wisconsin defines stalking as follows:
STALKING - Wis. Stat. s. 940.32
(1) In this section:

a) "Course of conduct" means a series of 2 or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:

A) Maintaining visual or physical proximity to the victim.
B) Approaching or confronting the victim.
C) Appearing at the victim's workplace or contacting the victim's employer or coworkers.
D) Appearing at the victim's home or contacting the victim's neighbors.
E) Enter property owned, leased, or occupied by the victim.
F) Contacting the victim by telephone or causing the victim's telephone or any other person's telephone to ring repeatedly or continuously, regardless of whether a conversation ensues.

(6m) Photographing, videotaping, audiotaping, or, through any other electronic means, monitoring or recording the activities of the victim. This subdivision applies regardless of where the act occurs.

13. Sending material by any means to the victim or, for the purpose of obtaining information about, disseminating information about, or communicating with the victim, to a member of the victim's family or household or an employer, coworker, or friend of the victim.
14. Placing an object on or delivering an object to property owned, leased, or occupied by the victim.
15. Delivering an object to a member of the victim's family or household or an employer, coworker, or friend of the victim or placing an object on, or delivering an object to, property owned, leased, or occupied by such a person with the intent that the object be delivered to the victim.

J) Causing a person to engage in any of the acts described in subds. 1. to 9.

(2) Whoever meets all the following criteria is guilty of a Class I felony:

16. The actor intentionally engages in a course of conduct directed at a specific person that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household.
17. The actor knows or should know that at least one of the acts that constitute the course of conduct will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
18. The actor's acts cause the specific person to suffer serious emotional distress or induce fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

(2e) Whoever meets all the following criteria is guilty of a Class I felony:

19. After having been convicted of sexual assault under s. 940.225 [sexual assault], 948.02 [sexual assault of a child], 948.025 [repeated acts of sexual assault to the same child], or 948.085 [sexual assault of a child placed in substitute care] or a domestic abuse offense, the actor engages in any of the acts listed in sub. (1) (a) 1. to 10. [see above] if the act is directed at the victim of the sexual assault or the domestic abuse offense.
20. The actor knows or should know that the act will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
21. The actor's act causes the specific person to suffer serious emotional distress or induces fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

(2m) Whoever violates sub. (2) is guilty of a Class H felony if any of the following applies:

22. The actor has a previous conviction for a violent crime as defined in s. 939.632(1)(e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v), or (1x) [harassment].
23. The actor has a previous conviction for a crime, the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.
24. The actor intentionally gains access or causes another person to access a record in an electronic format that contains personally identifiable information about the victim to facilitate the violation.
25. The person violates s. 968.31 (1) [interception and disclosure of wire, electronic or oral communications] or 968.34 (1) [use of pen register or trap and trace device] in order to facilitate the violation.
26. The victim is under 18 years old at the time of the violation.

(3) Whoever violates sub. (2) is guilty of a Class F felony if any of the following applies:

27. The act results in bodily harm to the victim or a member of the victim's family or household.
28. The actor has a previous conviction for a violent crime defined in s. 939.632(1)(e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v) or (1x) [harassment], the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within 7 years after the prior conviction.
29. The actor uses a dangerous weapon in carrying out any of the acts listed in sub. (1) (a) 1. to 9 [see above].

(3m) A prosecutor need not show that a victim received or will receive treatment from a mental health professional to prove that the victim suffered serious emotional distress under sub. (2) (c) or (2e) (c).

(4) This section does not apply to conduct that is or acts that are protected by the person's right to freedom of speech or to peaceably assemble with others under the state and U.S. constitutions, including, but not limited to, any of the following:

30. Giving publicity to and obtaining or communicating information regarding any subject, whether by advertising, speaking or patrolling any public street or any place where any person or persons may lawfully be.
1. Assembling peaceably.
2. Peaceful picketing or patrolling.

- For the purposes of this statute, "member of a family" means a spouse, parent, child, sibling, or any other person who is related by blood or adoption to another.
- For the purposes of this statute, "member of a household" means a person who regularly resides in the household of another or who within the previous 6 months regularly resided in the household of another.
- Whoever commits a Class F felony is subject to a fine of up to $25,000 and/or imprisonment of up to 12 years and 6 months.
- Whoever commits a Class H felony is subject to a fine of up to $10,000 and/or imprisonment of up to 6 years.
- Whoever commits a Class I felony is subject to a fine of up to $10,000 and/or imprisonment up to 3 years and 6 months.

Lakeland University Sexual Harassment & Consent Policy Definitions

Non-Consensual Sexual Intercourse (or Rape): Non-Consensual Intercourse includes vaginal penetration however slight, by a penis, object, tongue or finger, anal penetration by a penis, object, tongue or finger, and oral copulation, mouth to genital contact or genital to mouth contact without a non-intoxicated, verbal, mutually understood "Yes".

Non-Consensual Sexual Contact: Non-Consensual Sexual Contact is any touching however slight, with any object or body part, of the breasts, buttocks, groin, or genitals, or touching either directly or through clothing, or making a person touch another or himself/herself on the breasts, buttocks, groin or genitals, either directly or through clothing without consent. Non-Consensual Sexual Contact includes disrobing or exposure of breasts, buttocks, groin or genitals to any individual". Sexual violence (including sexual assault and intimate partner violence), coercion, stalking or harassment against individuals, whether perpetrated by a stranger or acquaintance, whether occurring on or off campus, and whether directed against a member of the campus community or someone outside of the campus community, will not be tolerated and can lead to university judicial action and/or civil action.

Lakeland University recognizes the need to promote educational programs and has completed programs through new student orientation and special workshops held on campus. Lakeland University recognizes that sexual assaults occur under a variety of circumstances:

- On- and off-campus
- Between people of any gender or sexual identity
- Between students, faculty, staff, alumni, and visitors to campus
- Where consent existed and was retracted When impaired by drugs and/or alcohol
- Regardless of any previous interaction or relationship

No matter what the circumstances, sexual assault violates the standards of acceptable behavior at Lakeland University. If you are a victim of sexual assault or misconduct, please refer to the on-campus resources and reporting options or off campus resources and reporting options in this handbook.

Consent

Lakeland University requires that consent to sexual activity be informed, freely, and actively given through the demonstration of clear words or actions that a person has indicated permission to engage in mutually agreed-upon sexual activity. Consent cannot be obtained by force, including physical violence, threats, intimidation, or coercion. Consent also cannot be inferred from silence or lack of resistance alone.

Consent cannot be obtained by taking advantage of the incapacitation of another where the person initializing sexual activity should have reasonably known the other lacks the ability to make rational and informed judgements whether to engage in sexual activity. A person who has consumed alcohol or drugs may be incapacitated yet appear lucid and conscious so sexual activity following the ingestion of drugs or alcohol should be exercised with caution. Consenting to one type of sexual behavior does not constitute consent for other types of sexual behavior. Additionally, previous consent to sexual activity does not constitute consent to future sexual activity. Consent can be withdrawn at any time through clear words or actions that an individual wants the sexual activity to cease. Once consent is withdrawn, sexual activity is to cease immediately.

Having sex with someone you know to be, or whom you should know to be, beyond their normal cognitive function is a violation of the Lakeland University Sexual Assault policy. Sexual contact with anyone who is inebriated, mentally or physically impaired, or incapacitated is a violation of this

policy. People who have a mental illness or deficiency, are unconscious for any reason, or are physically unable to communicate are assumed to be incapable of giving consent. Under Wisconsin state statute, the age of consent is 18 years of age. Consensual sexual content with a person aged 16 or 17 years of age is a criminal offense.

If any of the following are present, consent cannot be given:

- Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent.
- Threats are words or actions that would compel a reasonable person to engage in sexual activity.
- Intimidation is an implied threat that may cause another to have reasonable fear for their safety.
- Coercion is an unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another.
- Incapacitation is a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand "who, what, where, when, or how" of their sexual interaction). Sexual activity with someone who you should know to be or based on the circumstances should reasonably have known to be; mentally or physically incapacitated constitutes a violation of this university policy. University policy covers a person whose incapacity results from mental disability, sleep, involuntary physical restraints, or form taking drugs or other substances.
- Silence or inaction does not constitute consent. Returning to an individual's room, being physically aroused, removing clothing, stroking, assenting to dancing or cuddling, obtaining contraception, etc. do not constitute consent.

Sexual Exploitation

Occurs when a student, faculty or staff, takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute other sexual misconduct offenses. Examples include, but are not limited to:

31. Invasion of sexual privacy (such as watching a person undressing, using the bathroom or engaged in sexual acts without the consent of the person observed) b. Prostitution
32. Non-consensual recording, displaying or distributing video, images and audio of a person engaged in sexually explicit conduct without their consent. Knowingly transmitting an STI or HIV to another student, and without informing the other person of the infection
33. Exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals
34. Sexually based stalking and/or bullying may also be forms of sexual exploitation

Intimate Partner Violence (Dating Violence, Domestic Violence)

Intimate Partner Violence includes any act of violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child in common, by a person cohabitating with or has cohabited with the complainant as a spouse or intimate partner.

Engaging in physical, sexual, or emotional harm between partners or former partners involving one or more of the following:

35. Battery that causes bodily injury

36. Purposely or knowingly causing reasonable apprehension of bodily injury
37. Emotional abuse creating apprehension of bodily injury or property damage
38. Repeated telephonic, electronic, or other forms of communication – anonymously or directly – made with the intent to intimidate, terrify, harass or threaten

Sexual or Gender-Based Harassment

Sexual harassment includes "unwelcome conduct of a sexual nature and can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, such as sexual assault or acts of sexual violence." (US Dept. of Ed. Office for Civil Rights)

Gender-Based Harassment includes harassment based on an individual's gender, gender identity, gender expression or sexual orientation that (a) is sufficiently severe, persistent, or pervasive to limit a student's or employee's ability to benefit from an educational program; (b) explicitly or implicitly affects and individual's academic or work performance, or creates an intimidating, hostile, or offensive academic or work environment, or (c) submission to or rejection of such advances, requests or conduct either explicitly or implicitly is made a term or condition of employment or education.

Hostile Environment

The US Department of Education and Justice defines "hostile environment" as an occurrence where a student is sexually harassed, and the harassing conduct is sufficiently serious to deny or limit the student's ability to participate in or benefit from the program. In determining whether this denial or limitation has occurred, Lakeland will examine all relevant circumstances from an objective and subjective perspective, including:

The type of harassment (verbal or physical);
The frequency and severity of the conduct;
The age, gender, and relationship of the individuals involved;
The setting and context of the alleged harassment; Whether similar incidents occurred at the university; And other relevant factors.

Sexual harassment can be blatant, or it can be subtle. Blatant forms of sexual harassment include sexual propositions, inappropriate touching, unsolicited embracing or kissing, assault or rape. Subtle forms of sexual harassment include inappropriate or obscene jokes, intimate language, (i.e. dear, sweetheart, darling) and leering.

All forms of sexual harassment cause the victim to feel uncomfortable or threatened by the behavior and may cause the victim to fear retaliation such as the loss of a job or poor grades. Sexual harassment often involves a power differential, and in such cases the appearance of mutual consent does not necessarily constitute a defense against the charge of sexual harassment. Conduct toward a peer, which creates a coercive situation, may also be grounds for a sexual harassment complaint, even if a power differential does not exist.

It is expected that all interpersonal relationships of students will be characterized by honesty, equality, open communication, and nonviolent resolution of conflict. Any form of sexual contact without the free and full consent of both parties is completely contrary to these values and to other values that respect the integrity of the human person.

Retaliation

It is a violation of university policy to retaliate against any person reporting or filing a complaint of harassment, discrimination, or sexual misconduct. Such conduct is inconsistent with university policy and may also be prohibited by law.

"Retaliation" is defined as any adverse action taken against a person making a complaint of prohibited conduct or against any person involved or participating in the investigation of any such allegation. Retaliation is prohibited with or without a university "No Contact" directive in place.

The University will treat retaliation with the same strict discipline as discrimination or harassment. As such, any acts determined to be retaliatory will be subject to appropriate disciplinary action, including suspension, dismissal, probation, deferred suspension, removal from campus, and/or any combination of the previously mentioned. Report alleged acts of retaliation to the Title IX Coordinator, Deputy Title IX Coordinator(s), and/or LUDCS.

Complicity

Complicity is any act taken to aid, abet, facilitate, promote or encourage a prohibited act by another person. Students who have been sexually assaulted, have witnessed a sexual assault or have information about a sexual assault are urged to report the information to the either the Lakeland University Safety and Security Office, the Division of Student Affairs and/or to the Sheboygan County Sheriff's Department.

Sexual Misconduct Statement

Sexual misconduct is a broad term encompassing behaviors focused on sex and or gender discrimination that may or may not be sexual in nature. Sexual misconduct offenses prohibited by this policy include, but are not limited to:

Sexual harassment;
Non-consensual sexual contact, or attempts to commit same;
Non-consensual sexual intercourse, or attempts to commit same;
Sexual exploitation;
Intimate relationship violence, or; Stalking.

Students are subject to criminal statutes and various federal, state, and local laws which regulate civil conduct, including sexual misconduct. The university is also bound by and supports all applicable laws. Consistent with the law, Lakeland University intends to provide a safe and welcoming campus environment. Lakeland University offers educational programming to promote the awareness of rape, acquaintance rape and other sexual misconduct, forcible and non- forcible. There are instances where conduct or content of a sexual nature is a legitimate part of the curriculum, whereas the same conduct might be sexual harassment in another context. Sexual misconduct reports will be taken seriously, and incidents will be responded to appropriately and promptly. To report issues of sexual misconduct, please contact the Department for Campus Safety at 920-565-1126 or the Director for Campus Safety at 920-565-1000 Ext. 2503.

Reporting and Confidentiality

The university will make all reasonable attempts to protect the identity of persons who report having been victims of sexual assault, intimate partner violence, stalking, retaliation, sexual or gender-based harassment sexual exploitation.

However, reporting individuals should be aware of the university's confidentiality and mandating reporting obligations to make informed choices. Some "confidential reporting positions" such as the campus Chaplain or campus Counselor offer confidentiality without the obligation to inform anyone

unless the complainant wants them to. Other university faculty and staff (including RA's) are considered "mandatory reporters" and must inform the Department for Campus Safety or Title IX Coordinator who, in turn, may contact law enforcement for reporting purposes.

Note that the reporting party still maintains the choice of filing a criminal complaint with law enforcement or campus officials. If the reporting party decides not to pursue the case through the university's judicial system, the university may decide to pursue the case if they feel campus safety is a concern. Information regarding the case will only be given to individuals with a need to know.

Victims may request that directory information on file with the University be withheld and protected by making the following request to the Title IX Coordinator and or the Registrar's office:

OPT out of Disclosure of Directory information:

Students may opt to withhold directory information. If selected, all requests for information will be refused, including verification of enrollment or degree earned to any third-party requestor. Students choosing to withhold directory information should contact the registrar's office at (920) 565-1041 to request this information restriction.

Regardless of whether a victim has opted-out of allowing the University to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures.

By only sharing personally identifiable information with individuals on a need-to-know basis, the institution will maintain as confidential, any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The University does not publish the name of crime victims or other identifiable information regarding victims in the Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued based on a report of domestic violence, dating violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

Reporting Sexual Assault, Domestic Violence, Dating Violence & Stalking

If you feel you are or have been the victim of sexual assault, domestic violence, dating violence, or stalking please do the following;

- Report the incident to a confidential reporter if you wish to have the incident remain confidential (see "confidential employees" above);
- Report the incident to a mandatory reporter (see "mandatory reporters" above);
- If applicable do not disturb any evidence; this includes bedding, clothing, e-mails, texts or anything that may assist in an investigation.
- If sexually assaulted, do not shower, wash yourself or go to the bathroom.

If sexually assaulted, it is advised to get medical attention at Aurora hospital (SANE Exam)

A report is written documentation of sexual assault, domestic violence, dating violence, or stalking. It contains the name(s) of those involved, the date, time, and location of the alleged event, and a short-written summary of what is reported. Upon receiving a report of prohibited conduct, the University will provide information regarding reporting options, supportive measures, and applicable

University procedures. Whether a report proceeds through a formal University, investigation will depend on the circumstances and the applicable University policy.

Title IX Investigators will consult with the reporting party about his/her wishes regarding how the investigation should proceed; the university may investigate even if the complainant decides not to participate. There is no statute of limitations for university complaints, but potential complainants are reminded that the university's ability to effectively investigate complaints can be impaired or negated as time passes.

All reports of VAWA crimes are kept in the office of the Title IX Coordinator and/or the Department for Campus Safety, for use in reports required by the Clery Act.

Reported incidents will show up in campus crime statistics without identifying the person filing the report.

Reporting Your Assault to Lakeland University

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should report the incident promptly to:

By

Department	Location	Phone Number
Department for Campus Safety	Brotz Hall LL19	920-565-1126
Senior Vice President of Student Affairs and Enrollment Management & Title IX Coordinator Jonathan Feld	WAK 203	262-401-2424 Feldj@lakeland.edu
Director for Student Activities Mekenzy Hoisington	Lauer Center, 122C	920-565-1043 ext. 1058 Hoisingtonmk@lakeland.edu
Assistant Dean of Students Michael Bachar	Lauer Center, 122D	920-565-1000 ext. 2118 BacharMA@lakeland.edu
Director for Student Leadership Mekenzy Hoisington	Lauer Center, 122C	920-565-1043 ext. 1058 Hoisingtonmk@lakeland.edu
Director for Residence Life Troy Seehafer	Laun Center, 122H	920-565-1043 ext. 2465 Seehaferte@lakeland.edu
Director for Athletics Dan Artamenko	Wehr Center	920-565-1000 x2327 Artamenkodj@lakeland.edu
Associate Director for Athletics Colin Bruton	Wehr Center Athletic Office	920-565-1024 x2179 BrutonCP@lakeland.edu

calling, writing or coming into the office to report in person to Campus Safety (if the victim so desires.) Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the reporting party choses to pursue criminal charges.

Mandatory Reporters

If the accused is a Lakeland University student, the following individuals will ensure a report is filed when they are made aware of an alleged incident involving any of the VAWA crimes.

Lakeland University Department for Campus Safety Officers;

Dean for Students;
Student Success and Engagement Coaches;
Department for Residence Life staff;
Department of Athletics staff and coaches including Graduate Assistants (GA's);
Any university employee including faculty and staff (mandatory reporter) who can address the incident.

The above listed people are required to file a report if talked about sexual assault, Dating/Domestic Violence and or stalking.

Although the university encourages all members of its community to report violations of this policy to law enforcement including the department of campus safety, it is the victim's choice whether to make such a report. If so desired, students should report the assaults to the Department for Campus Safety at 920-565-1126.

The Department for Campus Safety can help a student report an assault to the sheriff's office. The Sheboygan County Sheriff's Office may also be reached directly by calling 920 459-3111, in person at 525 N 6th St, Sheboygan, WI 53081. Additional information about the Sheboygan County Sheriff's Office may be found online at:
https://www.sheboygancounty.com/departments/departments-r-z/sheriff-s-department

Informing the Department for Campus Safety does not oblige a student to pursue action through the police or the campus judicial process. Furthermore, victims have the right to decline to notify law enforcement. The information remains confidential until a victim chooses to pursue conduct or police action. Campus resources for supporting victims and survivors include the Health Center and the campus chaplain. If the victim is below 21 and the alcohol consumption by that minor was involved, the university will not pursue conduct against the victim in relation to alcohol consumption.

Confidential Employees

Lakeland University provides trained counselors, a Chaplin, and crisis advocates on campus who can legally keep sexual assault, domestic/dating violence, and stalking discussions confidential. This gives the reporting party complete control over her/his decisions to report. They will supply students with information regarding medical care and options.

Department	Location	Phone Number
Director of Health & Counseling Center Alex Liosatos	W3745 North Dr Brotz Hall Rm: 25	920-565-1034 ext. 2388
Campus Chaplin Julie A. Mavity Maddalena	N8327 West Drive Lauer Center, Office 122F	920-565-1021 ext. 2114

(Counselors are not required by law to file an official report if told about sexual misconduct/assault unless the individual is under the age of 18).

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs

After a sexual assault, dating violence, or domestic violence has occurred get to a safe place. Call someone. Don't be alone. Seek immediate medical treatment for injuries and preserve evidence. Aurora Sheboygan Memorial Medical Center in Sheboygan has specially trained staff specializing in

assisting victims of sexual assault. The victim of an assault can receive treatment to injuries and preserve evidence at no cost to the victim, which means a claim does not need to be filed with your medical insurer.

Aurora Sheboygan Memorial Medical Center, in cooperation with Safe Harbor, offers safe and caring services to survivors of rape, incest, sexual abuse and sexual assault. Aurora Sheboygan Memorial Medical Center staff will help victims and survivors soon after an assault or even weeks later. The Sexual Assault Response Team can be contacted at 920-452-7640. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing, or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred or is occurring. This may be helpful in obtaining a protection order. Evidence may be more difficult to preserve as time passes. Individuals are encouraged to seek medical care and discuss evidence-preservation options with a medical provider as soon as possible. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, healthcare providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to university adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Campus Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred or that may be helpful in obtaining a protection order.

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, protective orders, transportation and working accommodations, if reasonably available.

The University will make such accommodations, if the victim requests them and if they are available, regardless of whether the victim chooses to report the crime to the Lakeland University Department for Campus Safety or the Sheboygan County Sheriff's department.

If not completed yet, after immediate care and support are offered, the report of allegations must be sent to the Lakeland University Title IX Coordinator:

Department	**Location**	**Phone Number**
Title IX Coordinator Jonathan Feld	WAK 203	262-401-2424 feldj@lakeland.edu

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, below are the procedures that the University will follow:

Incident Being Reported	Procedure Lakeland University Will Follow
Stalking	39. LU will assess immediate safety needs of complainant 40. LU will assist complainant with contacting local police if complainant requests and provides the complainant with contact information for the Sheboygan County Sheriff's department 41. LU will provide written instructions on how to apply for Temporary Restraining Order 42. LU will provide written information to complainant on how to preserve evidence 43. LU will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 44. LU will provide the victim with a written explanation of the victim's rights and options 45. LU will provide a "No trespass" directive to accused party if deemed appropriate
Dating Violence	46. LU will assess immediate safety needs of complainant 47. LU will assist complainant with contacting the Sheboygan County Sheriff's department if complainant requests and provides the complainant with contact information for SCSD 48. LU will provide written instructions on how to apply for Temporary Restraining Order 49. LU will provide written information to complainant on how to preserve evidence 50. LU will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 51. LU will provide the victim with a written explanation of the victim's rights and options 52. LU will provide a campus "No trespass" directive to accused party if deemed appropriate

Domestic Violence	53. LU will assess immediate safety needs of complainant 54. LU will assist complainant with contacting the Sheboygan County Sheriff's department if complainant requests and provides the complainant with contact information for SCSD 55. LU will provide written instructions on how to apply for Temporary Restraining Order 56. LU will provide written information to complainant on how to preserve evidence 57. LU will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate 58. LU will provide the victim with a written explanation of the victim's rights and options 59. LU will provide a campus "No trespass" directive to accused party if deemed appropriate

Sexual Assault	60. Depending on when reported (immediate vs delayed report), Lakeland will provide complainant with access to medical care 61. LU will assess immediate safety needs of complainant 62. LU will assist complainant with contacting the Sheboygan County Sheriff's department if complainant requests and provides the complainant with contact information for our jurisdictional law enforcement agency 63. LU will provide complainant with referrals to on and off campus mental health providers 64. LU will assess the need to implement interim or long-term protective measures, if appropriate. 65. LU will provide the victim with a written explanation of the victim's rights and options 66. LU will provide a campus "No trespass" directive to accused party if deemed appropriate LU will provide written instructions on how to apply for Temporary Restraining Order After an initial assessment, if it is determined an investigation will be initiated, LU will provide a copy of the policy applicable to Sexual Assault to the complainant and respondent and inform the parties of the allegations, timeframes for inquiry, investigation and resolution LU will inform the complainant and respondent of the finalization of the investigation report with time for review. Following a review period, the case will go through resolution procedures and state the outcome, whether the accused was found administratively responsible or not responsible, and if responsible, what sanctions are in place. LU will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex- based discrimination or for assisting in the investigation

47. Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal or campus complaint or whether the offense is alleged to have occurred on or off campus, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

- The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault, or stalking has occurred;
- Information about how the institution will protect the confidentiality of victims and other necessary parties;
- A statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;
- A statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures;
- An explanation of the procedures for institutional disciplinary action.

Rights of Victims and the Institution's Responsibilities for Orders of Protection, "No Contact" Orders, and Temporary Restraining Orders:

Type Of Order	Rights of Victims	Institution's Responsibilities
Orders of protection	N/A	N/A
No contact orders	N/A	Lakeland University Director for Campus Safety
Restraining orders	Sheboygan County Clerk of Courts office	N/A
Orders by the institution	N/A	Lakeland University Campus Safety Officers can issue a "Verbal No Contact order" Reinforced by The Director for Campus Safety with a written order

The victim must apply directly for these services by filing an official police report. Protection from abuse orders may be available through the Sheboygan County Circuit Court. For restraining orders of domestic violence and harassment please use the link for the forms: **https://wicourts.gov/forms1/circuit/formcategory.jsp?Category=4**

For information on restraining orders for victims of Sexual Assault, Domestic Violence, and Harassment: **http://www.wcasa.org/file_open.php?id=184**

Process for Completing Temporary Restraining Orders

STEP ONE: **Complete Petition for Temporary Restraining Order (TRO) and File**	**STEP TWO:** **Attend Injunction Hearing**
Filing a TRO is an ex-party proceeding. This means only one party is filing the petition. Thus, the respondent does not need notice of the filing of the TRO petition. **Once complete, take the TRO to the courthouse to file**. Bring identification as is required to file the petition. **After you give the petition to the clerk, you will be asked to wait while the clerk finds a judicial officer to review the petition/make a decision.** The judge or circuit court commissioner will review the TRO petition. That person may ask you questions. However, you might not see the person at all. **The court will grant/deny the TRO.** If the judge or circuit court commissioner does not meet with you, the court will have the clerk return the signed or denied TRO to you. **If the TRO is granted, the clerk must provide the sheriff with a copy of the TRO and injunction for service.** The sheriff shall assist the petitioner with the service**. §§813.115, 813.12(6)(a), 813.122(9)(a), 813.123(8)(a), 813.125(5g).** **If the TRO is denied and petitioner requested and there will be an injunction hearing, the petitioner must provide respondent notice of the injunction hearing. This means there is no TRO prior to the hearing.** **The TRO process is completed when:** 1. Complete the petition. 2. File the petition with the court. 3. Wait while the court reviews the petition and grants or denies; if granted, court sets a date/time for the injunction hearing. Make sure respondent has notice of the injunction hearing if a hearing date is scheduled	**The injunction hearing must happen within 14 days of issuance of the TRO, unless there is a one-time 14-day extension.** If the extension is granted, prior to the new date of the injunction hearing, be sure that proof of service has been provided to the court. ***There is no injunction hearing unless the petitioner provides notice of the hearing to the respondent.*** If the respondent cannot be located, the petitioner can attend the injunction hearing to ask for an extension of the TRO to allow service by publication for either a domestic abuse or the harassment restraining order. A service by publication is not possible for individuals at risk or child abuse orders. **Injunction hearings vary. Basic process:** 1. The court asks who is present. 2. Petitioner testifies. 3. Respondents can conduct a cross examination of the petitioner. (Ask questions of petitioner) 4. Witnesses for petitioner testify; respondent can cross-examine. 5. Petitioners can cross-examine respondents. 6. Witnesses for respondent testify; petitioner can cross-examine. 7. Testimony is sometimes limited to only what was stated in the petition. 8. Cross examinations are to be limited to *ONLY* what was said by the party. 9. Common objections to questions on cross examination are: "Not relevant" or "Hearsay." Allow the court to rule on an objection prior to testifying. **The Injunction hearing is completed when:** 1. Hearing is scheduled and service occurs. 2. The court conducts a hearing by asking questions or has parties/witnesses testify. 3. Parties bring/give "proof" about incidents. Parties may need to know how to present evidence. 4. If a GAL has been appointed, the court hears GAL recommendation. 5. The court decides to deny or grant the order.

Lakeland University may issue an institutional no contact order if deemed appropriate or at the request of the victim or accused. If the University receives a report that such an institutional no contact order has been violated, the University will initiate disciplinary proceedings appropriate to

the status of the accused (student, employee, etc.) and will impose sanctions if the accused is found responsible for violating the no contact order.

Type of Order:	Who Can File For One:	Court:	Based On:
DOMESTIC ABUSE SECTION 813.12(1) Temporary Restraining Order – Is for 14 days After scheduled injunction/hearing the TRO can be granted up to 4 years TRO can be renewed after the 4 years	Adult Family Member Adult Household Member Adult Former Spouse Adult with whom have child in common Adult with whom have or have had a dating relationship Adult under a caregiver's Supervision Adult guardian of an incompetent individual	Sheboygan County Clerk of Courts Office County where petitioner resides County where respondent resides County where cause of action arose (where incident occurred) County where petitioner is temporarily residing	1. Intentional infliction of physical pain, physical injury or illness; *or* 2. Intentional impairment of physical condition; *or* 3. Violation of 1st, 2nd or 3rd degree sexual assault under or 4. Stalking; *or* 5. Intentional damage to physical property* belonging to the individual (petitioner) under; *or* 6. Threat to engage in conduct under 1, 2, 3, 4, 5. 813.12(1)(am)
STALKING 940.32 Temporary Restraining Order – Is for 14 days After scheduled injunction/hearing the TRO can be granted up to 4 years, TRO can be renewed after the 4 years	Any person who is a victim of stalking. No relationship with a stalker is required.	Sheboygan County Clerk of Courts Office	Course of conduct" means a series of 2 or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following: 940.32(1)(a)
Sexual assault 940.225 Temporary Restraining Order – Is for 14 days After scheduled injunction/hearing the TRO can be granted up to 4 years, TRO can be renewed after the 4 years	Any person who was a victim of a sexually oriented offense. No relationship with the offender is required. Case does not have to be criminally prosecuted. 813.129(4)	Sheboygan County Clerk of Courts Office	Violation of 1st, 2nd or 3rd degree sexual assault under 940.225(1), (2) or (3);

Accommodations and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Lakeland University will provide written notification to students and employees about accommodations available to them, including academic, living, transportation, protective orders and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, university offices will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working, protective measures or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, etc.

To request changes to academic, living, and transportation students should contact the following:

Department	**Location**	**Phone Number**
Title IX Coordinator Jonathan Feld	WAK 203	262-401-2424 feldj@lakeland.edu

If the victim is a student and wishes to receive assistance in requesting these accommodations, she or he should contact the Director for Campus Safety located in Brotz Hall LL19, W3745 North Drive

If the victim is an employee and wishes to receive assistance requesting accommodation, they should contact the Human Resources Offices at WAK W3718 South Drive.

Off and On Campus Resources and Reporting Options

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, Lakeland University will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

ON CAMPUS	TYPES OF SERVICE	SERVICE PROVIDER	CONTACT INFORMATION
Director of Health & Counseling Center Alex Liosatos	Counseling, psychoeducational groups, workshops, etc.	Lakeland University	920-565-1034 ext. 2388 W3745 North Dr. Brotz Hall Rm: 25 LiosatosA@lakeland.edu
Health Contracted Nurse practitioner	Medical, Written prescriptions	Prevea	920-565-1034 ext. 2385 W3745 North Dr., Brotz Hall Rm: 26
Mental Health Alex Liosatos	Mental Health Screenings	Lakeland University	920-565-1034 ext. 2388 W3745 North Dr., Brotz Hall Rm: 25 LiosatosA@lakeland.edu
Victim Advocacy Contracted Advocate from Safe Harbor	Crisis Advocacy	Safe Harbor	(920) 452-8611 929 Niagara Ave, Sheboygan, WI 53081
Legal Assistance	N/A	N/A	N/A
Visa and Immigration Assistance Rebecca Boyko	Student visa, Student SEVIS	Lakeland University	920-565-1000 ext. 2452 W3718 South Dr., WA Krueger 119 boykoRL@lakeland.edu
Director of Financial Aid Ellen Eickhoff	Federal Financial Aid assistance	Lakeland University	920-565-1000 ext. 2375 W3718 South Dr., WA Krueger 100 Eickhoffek@lakeland.edu

OFF CAMPUS	TYPES OF SERVICE	SERVICE PROVIDER	CONTACT INFORMATION
Counseling Sheboygan County Mental Health Crisis Line	Counseling, Mental Health	Crisis Center Family Services	1202 North 31st Street, Sheboygan, WI 53081 24-hours 920-459-3151
Health Aurora Sheboygan Memorial Medical Center	Medical, SANE Nurse	Aurora Hospital	2629 N 7th St, Sheboygan, WI 53083 920-451-5553
Mental Health Sheboygan County Mental Health Crisis Line	Domestic Violence, Suicide and Suicide Prevention, etc.	Crisis Center Family Services	1202 North 31st Street, Sheboygan, WI 53081 24-hours 920-459-3151
Victim Advocacy Contracted Advocate from Safe Harbor	Crisis Advocacy	Safe Harbor	(920) 452-8611 929 Niagara Ave, Sheboygan, WI 53081
Legal Assistance Wisconsin Judicare	Legal help	State of Wisconsin	800-472-1638
Financial Aid Federal Student Aid	Financial Aid assistance	Department of Education	https://studentaid.ed.gov/sa/prepare- for-college/help

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

http://www.rainn.org – Rape, Abuse and Incest National Network
http://www.ovw.usdoj.gov/sexassault.htm - Department of Justice
http://www2.ed.gov/about/offices/list/ocr/index.html Department of Education, Office of Civil Rights

Adjudication of Violations

Lakeland University's disciplinary process includes a prompt, fair, and impartial investigation and resolution process. In all instances, the process will be conducted consistently with the institution's policy and transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within 60 days of the report. However, each proceeding allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay.

University officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault, and stalking complaints are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

1. The reporting party and the responding party will have timely notice for meetings at which the accuser or accused, or both, may be present;
2. The reporting party, the responding party, and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings;
3. The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
4. Both the Reporting party and Responding party in the University Title IX investigation process may have the assistance of an advisor or support person of their choosing throughout the process. This individual may be a friend, faculty/staff member, family member, or an attorney. The University has designated staff members who may serve in this capacity. The contact information will be provided to the Reporting party and Responding party. The role of the process advisor/support person is limited. The reporting party and responding party are expected to ask and respond to questions on their own behalf. The process advisor/support person may consult with the advisee quietly or in writing, or outside the meeting during breaks, but may not speak under any circumstances on behalf of the advisee to the investigator. Attorneys may be present and may consult with the advisee quietly or in writing, or outside the meeting during breaks, but may not speak under no circumstances on behalf of the advisee to the investigator;
5. The reporting party and the responding party will be notified simultaneously, in writing, of the any initial, interim and final decision of any disciplinary proceeding;
6. Once a Decision Notification Letter is issued under this Policy, the Complainant and the Respondent shall each have the right to submit an appeal to the Title IX coordinator within five (5) business days of receiving the written Decision Notification Letter from the Title IX Coordinator. The Decision Notification Letter will be provided in person and/or emailed to both parties via a university-issued email account only. Once the Decision Notification Letter is provided in person and/or sent via email, it will be deemed presumptively delivered.

   Any party who files an appeal must do so in writing and submit it to the Title IX

   Coordinator who will determine if the appeal is timely. If the appeal is timely, the Title IX Coordinator will forward the appeal to the appeal board, which consists of six (3 to make a Quorum) appointed Deputy Title IX Coordinators. A copy of the appeal will be promptly provided to the non-appealing party too.

   The appeal process is not a hearing or a review of the entire matter; rather, it is a review of the record and process only. Appeal decisions are to be deferential to the original investigative

findings and determination, demanding only when there is clear reason to do so. Further, modification of the sanction(s) shall only occur if there is a compelling justification to do so.

The Title IX Coordinator may take one of three possible actions on appeal:

a) Dismiss the appeal as having no merit, upholding the initial findings and sanction(s).
b) Remand to the original investigator for further investigation or fact-finding.
c) Modify the outcome and/or sanction(s).

Criteria for an Appeal:

a) Procedural or substantive errors occurred that significantly impacted the outcome of the hearing (e.g., substantiated bias, material deviation from established procedures.)
b) To consider new evidence, unavailable during the original investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included.
c) The sanction(s)-imposed fall outside the range of sanctions designated for this offense and the cumulative conduct history of the responding party.

The Appeal board will typically render a written decision on the appeal to the Title IX Coordinator within five (5) business days from receipt of the appeal. The Title IX Coordinator will forward the written decision of the Appeal board to the parties.

The Appeals Board's decision is final, and there are no further appellate options.

Whether or not criminal charges are filed, the university or a person may file a complaint under the following policies, depending upon the status of the responding party (student or employee).

Complaint Process Overview

These procedures apply to students, staff, and faculty for complaints of sexual misconduct against other students, employees, or third parties.

The University will respond to allegations of sexual misconduct, including taking interim measures such as “no contact” orders between the parties, interim suspension, room reassignment, academic accommodations and/or counseling. The University prohibits retaliation against reporting parties and anyone participating in an investigation. If an allegation of sexual misconduct involves an athlete, someone outside the athletic department oversees the grievance process. Mediation cannot be used for sexual harassment or non-consensual sexual contact/intercourse cases.

Reporting Options

Lakeland University’s primary concern is the safety of its students, faculty and staff, and to encourage reporting of Prohibited Conduct. All University employees have a duty to report actual or suspected Prohibited Conduct to appropriate officials, though there are some limited exceptions for those with “legal privilege.” Reporting parties may want to consider carefully whether they share personally identifiable details with employees who have a duty to report, as those details must be shared by the employee with the Title IX Coordinator and/or Deputy Title IX Coordinator(s), and/or Lakeland University Department for Campus Safety (LUCSD). To be clear, employees with a duty to report must share all the details of the reports they receive.

Preliminary Investigation

Following receipt of a complaint/report, the Title IX Coordinator will assess if the concern falls within the campus Title IX and Sexual Misconduct policy, and if so, promptly assign an investigator to work with and interview the reporting party and coordinate the University’s response. The University reserves the right to designate a different investigator if there is a conflict or when deemed appropriate by the Title IX Coordinator. If the complaint does not allege a Policy violation,

or if other resolution options are appropriate, or if a reporting party does not wish to pursue further action, then the report will not proceed to a University Title IX and Sexual Misconduct investigation, barring extenuating circumstances.

Investigation

If the Title IX Coordinator determines a full investigation should proceed, then the University will conduct a prompt, fair, and impartial investigation. All attempts will be made to complete a Lakeland Title IX investigation within 60 calendar days after the responding party is notified of the investigation. The Title IX Coordinator may extend this time frame for good cause with written notice to the reporting party and responding party. Good cause for extensions includes, but is not limited to, the following:

1) The complexity of the case requires additional time; 2) there are multiple parties involved; 3) the witnesses or parties are unavailable or uncooperative; 4) University closure or academic breaks; 5) if the University investigation would compromise a law enforcement investigation.

a. The University may briefly delay its investigation to allow evidence collection by law enforcement.
b. The process set forth in this policy is separate and distinct from any criminal investigation or proceeding and is a result of the University's obligation under Title IX to ensure it is providing a safe environment. The University reserves the right to conduct its own Title IX investigation when it has reason to believe that the responding party may be an imminent threat to the safety of the reporting party and/or the Lakeland community.

Investigation and Resolution

When it is determined that a formal investigation is necessary, the Title IX Coordinator will open a case file, and the investigation will proceed as follows:

a. Determine the identity of the Reporting party (if not already known), contact information, any witnesses, and the Responding party, if he/she can be identified.

b. Specify policies allegedly violated.

c. Send a Notice of Investigation and Potential Violation to the Responding party (Reporting party will receive a copy).

d. The written notification may be sent to the Reporting party and Responding party's respective residences or may be sent to them via email to their Lakeland University email account. Reporting parties and Responding parties are expected to check their email on a frequent and consistent basis and act in a timely manner as outlined in the official use of email to communicate with students' policy, or Employee Handbook (See Employee Handbook).

e. The investigator will review statements obtained from all parties, conduct interviews with both reporting parties and responding parties, conduct witness interviews, identify, locate, and review other relevant information.

f. The Reporting party and Responding party will have the same opportunity to identify witnesses for the investigator(s) interview. The investigator has the right to forgo interviewing a witness if they determine that the person does not have information relevant to the investigation. The investigator will not meet with character witnesses as part of the investigation process if they have no relevant information about the incident.

g. Throughout the investigation, both the Reporting party and Responding party must provide information to the investigator if they remember, or learn of, additional information.

h. The Reporting party and Responding party have the right to have an advisor of their choosing present for an investigation interview with the designated investigator. See Section Process Advisor/Support Person.

i. Preponderance of Evidence Standard. The standard of proof for determining a violation of this Policy is that of a preponderance of the evidence—meaning that it is more likely than not that a violation of the Policy occurred.

j. At the conclusion of the investigation, the investigator will forward the full Investigative Report to the Title IX Coordinator for review.

   The Report will contain the information obtained in the investigation, an analysis of the information, findings, and determination of sanction(s).

k. The Title IX Coordinator will inform the Reporting party and the Responding party of the investigator's finding by issuing a Decision Notification Letter. The Decision Notification Letter will include findings of fact and a determination of sanction(s), if applicable.

l. If a Responding party is found responsible for violating this Policy, and whether the Responding party accepts the findings, the report will be sent to the appropriate University official(s) for action on the sanctions. Once the appropriate University official implements the sanction/action, the same shall be communicated to the Title IX Coordinator. See Section Sanctions.

m. The University will, where appropriate, take reasonable steps to remedy the harm to the affected individual(s) of the sexual harassment, including counseling to those who have been subjected to or who have engaged in sexual harassment.

NOTE: In the event the Title IX Coordinator states there is a conflict of interest in sanctioning the responding party; the coordinator will authorize a third party to review the determination of sanction. Once there is an approval, the Title IX Coordinator will inform the Reporting party and the Responding party of the investigator's finding by issuing a Decision Notification Letter. The Decision Notification Letter will include findings of fact and a determination of sanction(s), if applicable.

Sanctions

Lakeland University reserves the right to impose differing sanctions, depending on the severity and/or pervasiveness of the violation. In determining sanctions, the University will consider the concerns and rights of both the Reporting party and the Responding party.

The following sanctions may be imposed upon any member of the community found to have violated this Policy. In determining the appropriate sanction(s), the University must examine and consider a number of factors, including, but not limited to: 1) level of risk or harm to the community; 2) the nature and seriousness of the offense; 3) use of drugs or alcohol; 4) motivation underlying the Respondent's behavior; 5) the Respondent's disciplinary history, including prior habitual violations or similar type; 6) cooperation with the investigation.

Note: sanctions will not generally be implemented until after the appeal deadline has passed or, if an appeal is filed, until after the appeal has concluded. However, Lakeland reserves the right to keep in place interim measures, or to implement additional measures, on a case-by-case basis, at any time.

Student Sanctions can be found in the Student Handbook.

Employee Sanctions can be found in the Employee Handbook

Sanctions for Sexual Misconduct

a. Any person found responsible for violating this Policy as it relates to Non-Consensual or Forced Sexual Contact (where intercourse has occurred) will likely receive a sanction ranging from probation to expulsion, or termination, depending on the severity of the incident, and considering any previous disciplinary violations.

b. Any person found responsible for violating the policy on Non-Consensual or Forced Sexual Intercourse will likely face a sanction of suspension or expulsion (student) or suspension or termination (employee).

c. Any person found responsible for violating the policy on Sexual Exploitation or Sexual Harassment will likely receive a sanction ranging from warning to expulsion or termination, depending on the severity of the incident, and considering any previous disciplinary violations.

d. In the event a Responding party is suspended or expelled because of a finding of responsibility under the Policy, a notation will appear on his or her transcript.

Supportive Measures

The Title IX Coordinator, Director for Campus Safety, the Dean for Students, and the Director of Human Resources, (or appropriate designee) may enact supportive measures intended to address the short or long-term effects of Prohibited Conduct and to prevent further harassment or violations. To the extent reasonable and feasible, the University will consult with the Reporting party in determining appropriate supportive measures. Supportive measures may include, but are not limited to, the following:

Housing reassignments;
Rescheduling exams or other academic work;
Arranging for an incomplete in a class;
Modifying class schedules;
Providing counseling, medical and/or mental health services; Helping with alternative course completion options; Providing safety escorts around campus;
Issuing and extending a “NO CONTACT” directive;
Instituting a work suspension;
Referring to an employee to the Employee Assistance Program.

If the accused is a faculty or staff member

In cases of personal harassment, sexual assault or sexual misconduct by staff or faculty members toward students, the Title IX Coordinator will work in collaboration with the Department of Human Resources on investigation and resolution procedures. To file a complaint off- campus, please contact the Sheboygan County Sheriff’s Department, or the appropriate jurisdictional law enforcement department where your campus or center resides.

Primary Prevention Programs

Lakeland University takes the safety of our students seriously, and we strive to create an environment and culture that is safe for all community members and is respectful of all individuals. Sexual assault domestic violence, dating violence and stalking prevention and response are crucial to creating a safe, supportive, and healthy environment for students, faculty, and staff. The programming provided at LU includes such topics as sexual assault/sexual violence, domestic violence, dating violence, and stalking. The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end sexual assault/sexual violence, sexual harassment, dating violence, domestic violence, stalking that:

- Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome;
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees).

Our educational programming consists of primary prevention and awareness programs for all incoming students and new employees. Our programming starts with orientation in early fall for incoming students and their parents and extends into the first semester and beyond. It also includes ongoing awareness and prevention campaigns for students to continue.

Our educational initiatives do the following:

- Make clear that LU policy prohibits the crimes of domestic violence, dating violence, sexual assault and stalking;
- Make available the definitions of domestic violence, dating violence, sexual assault and stalking according to Wisconsin law;
- Define consent and identify what behavior and actions constitute consent in reference to sexual activity and in accordance with LU Policy. As well as define the State of Wisconsin definition of consent.
- Lakeland University's definition of consent is clear, knowing, and voluntary. Consent is active, not passive. Silence, in and of, cannot be interpreted as consent. Consent can be given by words or actions, if those words or actions create mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity. Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity. Previous relationships or prior consent cannot imply consent to future sexual acts. Consent can be withdrawn at any time.
- Provide descriptions and examples of safe and positive options for bystander intervention that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognition of situations that may involve potential harm, knowledge of institutional structures and cultural conditions that may facilitate violence, identification of barriers to intervening and safe, effective intervention strategies, and action to intervene;
- Provide information on risk reduction, including options designed to decrease perpetration and bystander in-action and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that may facilitate violence.

Provide information regarding:

- Procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in Reporting and Resources);
- Confidentiality and privacy as it relates to investigation and assistance. (As described in Reporting and Resources);
- Existing counseling, health, mental health, victim advocacy, and other services available for victims, both within the institution and in the community (described in "Resources for Assistance");
- Procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in "Student Conduct Procedures").

Lakeland University uses the following components and strategies in its various gender-based prevention efforts. Further clarification of each of these components is listed below.

- Contains clear definitions of sexual assault, dating violence, domestic violence and stalking as crimes and violations of the student conduct policy with penalties;
- Promotes the interruption of myth acceptance by providing education about sexual assault, dating violence, domestic violence and stalking from a factual base;
- Provides information about on- and off-campus services available to victims and how they can access those services, which can include but do not require the option to report;
- Provides information about local, state, and national victimization data;

Primary Prevention and Awareness Programs

Specifically, the University offered the following primary prevention and awareness programs for all incoming students in YEAR: **2025**

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Freshmen Orientation	8/2025	Bradley theatre	DaV, SA, S
Residence Hall programing	8/2025	Residence Halls	DaV
Fresh Check Day	9/2025	Campus Center	Mental Health
Sexual Assault Awareness	10/2025	Bradley theatre	SA, S, DaV
Campus Safety Awareness	8/2025 10/2025	Lauer Center	DaV, DoV, SA, S

**DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking*

The University offered the following primary prevention and awareness programs for all new employees in YEAR: **2025**

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Safe Colleges	New Hire & Annually	Online	DoV, SA, S, Harassment
DSA Online	Annually	Online	DoV, DaV, SA, S,

**DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking*

Ongoing Prevention and Awareness Programs

Ongoing Prevention and Awareness Campaigns

The University offered the following ongoing awareness and prevention programs for students in YEAR: **2025**

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Residence Hall programing	Ongoing	Residence Halls	DaV
Campus Safety Awareness	Ongoing	Lunch Time presentation Wehr Center	DaV, DoV, SA, S
Spring Break Safety	Ongoing	Available Online	DaV, SA

**DoV means Domestic Violence, DaV means Dating Violence, SA means Sexual Assault and S means Stalking*

https://lakeland.edu/student-experience/campus-security#styDDsexual-ass17

Risk Reduction from Sexual Assaults

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. *Be aware* of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to *avoid isolated areas***.** It is more difficult to get help if no one is around.
3. *Walk with purpose***.** Even if you don't know where you are going, act like you do.
4. *Trust your instincts*. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. *Try not to load yourself down* with packages or bags as this can make you appear more vulnerable.
6. *Make sure your cell phone is with you* and charged and that you have cab money.
7. *Don't allow yourself to be isolated* with someone you don't trust or someone you don't know.
8. *Avoid putting music headphones in both ears* so that you can be more aware of your surroundings, especially if you are walking alone.
9. *When you go to a social gathering, go with a group of friends.* Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. *Trust your instincts.* If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
11. *Don't leave your drink unattended* while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.

12. *Don't accept drinks from people you don't know or trust.* If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from punch bowls or other large, commonly open containers.
13. *Watch out for your friends, and vice versa.* If a friend seems out of it, is way too intoxicated by the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
15. If you need to get out of an uncomfortable or scary situation here are some things that you can try:

- *Remember that being in this situation is not your fault.* You did not do anything wrong; it is the person who is making you uncomfortable; that is to blame.
- *Be true to yourself.* Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
- *Have a code word with your friends or family* so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
- *Lie.* If you don't want to hurt the person's feelings, it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are taking care of a friend or family member, not feeling well, having somewhere else you need to be, etc.
- *Try to think of an escape route.* How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
- *If you and/or the other person have been drinking,* you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Facts (not myths) about sexual assault, domestic violence, dating violence and stalking:

- Most victims of sexual assault know the perpetrator (boyfriend/girlfriend, classmate, someone they meet at a party, coach, etc.) On University campuses, only about 10 percent of assaults are committed by a stranger.
- Sexual assault is defined by the perpetrator's failure to get consent, not the victim's resistance or attempts to fight back.
- An absence of a NO does not mean YES. If you aren't sure, ask.
- Sexual assault, domestic violence, dating violence, and stalking are more commonly perpetrated by men against women, but men can be victims too and NOT all men are perpetrators. In fact, men can take an active role in preventing these crimes by asking for consent, intervening in harmful situations, and learning more about how they could help a victim.
- Most sexual assaults on university campuses occur when victims are incapacitated primarily due to alcohol. Know your limits and respect the limits of others.
- Perpetrators often use alcohol to incapacitate their victims.

- Stalking can take many forms and does not always have to be committed by a stranger. Often, ex-boyfriends or ex-girlfriends continue to stalk after the relationship is over.
- The high rates of victimization experienced by both men and women, paired with acceptance of rape myths, contribute to campus environments wherein survivors are often estranged from their overall collegiate experience. Victims experience barriers to academic success, lower graduation rates, social isolation, and ongoing medical and mental health issues.

Harassment

Sexual Harassment Statement

The University insists on an environment free from implicit and explicit coercive sexual behavior used to control, influence or adversely affect the well-being of any member of our community. Sexual harassment of any individual is inappropriate and unacceptable and will not be tolerated. Sexual harassment includes sexual advances, requests for sexual favors and other physical conduct of a sexual nature when:

- Submission to or rejection of such advances, requests or conduct either explicitly or implicitly is made by a term or condition of employment or education.
- Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual.
- Conduct, which has the purpose or effect of creating an intimidating, hostile, humiliating or sexually offensive educational, employment or living environment.

Sexual harassment can be blatant, or it can be subtle. Blatant forms of sexual harassment include sexual propositions, inappropriate touching, unsolicited embracing or kissing, assault or rape. Subtle forms of sexual harassment include inappropriate or obscene jokes, intimate language, (i.e. dear, sweetheart, darling) and leering. All forms of sexual harassment cause the victim to feel uncomfortable or threatened by the behavior and may cause the victim to fear retaliation such as the loss of a job or poor grades.

Sexual harassment often involves a power differential, and in such cases the appearance of mutual consent does not necessarily constitute a defense against the charge of sexual harassment. Conduct toward a peer, which creates a coercive situation, may also be grounds for a sexual harassment complaint, even if a power differential does not exist.

Sexual harassment involves a wide range of behavior, from certain kinds of emotional and verbal abuse to physical assault. A victim or offender may be either a man or woman.

Discrimination and Harassment

The University values a community atmosphere that is free from all forms of discrimination and harassment and will endeavor to prevent such based-on race, color, creed, religion, gender, sexual orientation, national origin, age, disability, handicap, developmental disability, ancestry, marital status or military service.

Racial Harassment

Racial harassment is any verbal or physical conduct that shows hostility or aversion toward an individual because of his/her race, color or ethnic origin, or that of his/her relatives, friends or associates. Furthermore, it has the purpose or effect of creating an intimidating, hostile or offensive work, academic or co-curricular environment; and/or has the purpose or effect of unreasonably interfering with an individual's work, University housing, academic or co- curricular performance or otherwise adversely effects on an individual's employment, academic or co- curricular opportunities.

Examples of verbal racial harassment include, but are not limited to, the following: name-calling, racial slurs or epithets or "jokes" that demean or belittle a victim's color, culture, history or speech patterns (accent). Other examples of racial harassment include the following: when a person's body, possessions or dwelling place are threatened or violated.

Harassment based on Sexual Orientation

Harassment based on sexual orientation is defined as any verbal, written or physical conduct directed at a person, or a group based on sexual orientation or perceived sexual orientation where the offensive behavior is intimidating, hostile, or demeaning or could or does result in mental, emotional or physical discomfort, embarrassment, ridicule or harm.

Reporting Suspected Sexual Harassment

Any student or employee can utilize confidential resources prior to reporting the information to University mandated reporters, campus safety or the Title IX Coordinator directly. When a mandated reporter is informed of allegations of sexual harassment, they are required to forward the information to the Title IX Coordinator.

Student Disciplinary Procedures

Campus student disciplinary procedures for non-academic misconduct involving sexual assault, domestic and dating violence, and stalking.

Every member of the Lakeland University community has the right to conduct their academic and social life in an environment free from threats, danger, and harassment. Victims are afforded rights by the federal government, the state, and Lakeland University.

Federal law and Lakeland University policy entitle sexual assault, domestic violence, dating violence and stalking victims to the following rights:

- Disciplinary proceedings that provide prompt, fair, and impartial investigation and resolution.
- Disciplinary proceedings that are conducted by panel members who receive annual training on the issues related to domestic violence, dating violence, sexual assault and stalking and how to investigate and hearing process that protects the safety of victims and promotes accountability.
- The same opportunity to have others present throughout disciplinary proceedings as the accused, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- Both parties shall be simultaneously informed, in writing, of the outcome of any disciplinary proceeding; of any change to the results that occur prior to the time that such results become final; and of when such results become final. At no time can a victim be required to keep the outcome confidential or be prohibited from discussing the case.
- Victims have the same rights as the accused to appeal the outcome of a disciplinary proceeding.
- Victims shall be informed of their options to notify law enforcement.
- Victims shall be notified of existing resources for counseling, mental health, health, victim advocacy, and legal assistance.
- Victims shall be notified of options for changing academic, transportation, work, and living situations.

- Victims can obtain a free forensic exam from a Sexual Assault Nurse Examiner (SANE) without filing a police report or involving the police in any way.

Student Conduct Procedures

The judicial system holds students accountable for their behaviors and educates them in civic and communal rights and responsibilities. Decisions of the judicial system are not based on guilt or innocence, but whether a violation of a policy exists.

If the behavior of a student conflicts with policies and procedures outlined in this Student Handbook, Housing Contract Terms and Conditions or other official publications of Lakeland University, the student conduct system seeks to increase the student's sensitivity to the personal and social consequences of his or her behavior.

Because the primary goal of conduct proceedings is education, the hearings are non-adversarial, confidential to the extent they can be and not to be considered analogous to court proceedings. The degree of formality of these proceedings is considered necessary to ensure a well-functioning, equitable program, which protects the rights of all concerned. Responsibility and authority in matters of student behavior resides with the Director for Residence Life and Designees. Parents may be notified of any disciplinary action taken at the discretion of the Director for Residence Life.

Disciplinary Policies

Conduct incompatible with the university community and thus disruptive of the academic environment shall be subject to disciplinary action. To help students, the University community has established policies for behavior to ensure that a healthy environment for living and learning exists.

Students are responsible for the policies defined in this handbook.

Procedures do not relate to specific types of misconduct but depend on the magnitude of the offense as determined by the conduct officer or judicial board who hears the case.

Student Conduct Hearings Abuse of the Judicial System

The Lakeland University conduct system is intended to be a non-adversarial process designed to assess responsibility for alleged policy violations. Abuse of the conduct system includes, but is not limited to: failure to obey the summons of a judicial body, conduct officer, or University official; falsification, distortion, or misrepresentation of information before a judicial body or conduct officer; disruption or interference with the orderly conduct proceeding; institution of a conduct proceeding knowingly without cause; attempting to discourage an individual's proper participation in, or use of, the conduct system; attempting to influence the impartiality of a member of a conduct committee or conduct coordinator prior to, and/or during the course of, the proceedings; harassment (verbal or physical) and/or intimidation of a member of the conduct committee or any person involved in the judicial proceedings, prior to, during, and/or after a judicial proceeding; failure to comply with the sanction(s) imposed by the conduct coordinator or administrator, and/or influencing or attempting to influence another person to commit an abuse of the system.

Administrative Hearing

An administrative hearing conducted by the conduct coordinator is the most common way a student conduct case is adjudicated. During the hearing, the student will have the opportunity to hear and present information pertaining to the alleged policy violation. If a student decides not to schedule a hearing or to attend a scheduled hearing, a determination is made without the student's input and the student's right to appeal is forfeited.

Judicial Board

In cases where the sanction for the offense may result in dismissal from the University or the student has legitimate claims that the conduct coordinator may be biased toward the accused or the accuser, the Director for Residence Life may decide it is in the best interest of the student or the community to have the case heard before a judicial board. The Lakeland University judicial board consists of one faculty member and two staff members. The Director for Residence Life will act in an advisory capacity.

The judicial board will investigate the information presented, determine responsibility, and recommend sanctions as needed. If a student decides not to schedule a hearing or to attend a hearing, a determination is made without the student's input and the student's right to appeal is forfeited.

Student Conduct Rights

The following student conduct rights include:

- To be notified, via email or through campus mail, of the alleged policy violation not more than seven (7) class days but not less than one (1) class day from the time the incident report is generated. To be informed that complaints of sexual misconduct/assault will be investigated by the University, and possibly by the sheriff's department.
- To have an opportunity to respond to the claim that University policy has been violated.
- To supply the investigative team or individual with information or witnesses.
- To consult with the Title IX Coordinator as a resource for understanding these rights and the investigative process.
- To be notified of available counseling, mental health services or student services for students accused of sexual assault, both on and off campus.
- To be notified that at any point of the complaint/investigation/judicial process, the accused has the right to have the support of any willing member of the Lakeland University community. The support person has the right to attend any function at which the accused's presence is required. Guests may be present during any hearing and may act only in an advisory capacity.
- To know that a history of prior complaints, investigations and cases may be admitted in an investigation and/or appeal.
- To refuse to answer some or all questions. The investigation will proceed with or without the participation of the accused.
- To receive an impartial decision about an alleged university policy violation and be notified of the outcome.
- To petition to appeal a disciplinary decision by a hearing officer(s) as outlined in the appeals section of the Student Handbook.
- To be aware, decisions in student conduct cases will be based on evidence presented and reasonable supporting information.

Right to Notify

Lakeland University reserves the right to notify parents/guardians of dependent students regarding any health or safety risk, change in student status or conduct situation, particularly alcohol and drug policy violations. The University may also notify parents/guardians of non-dependent students under 21 of alcohol and/or drug policy violations. Where a student is non-dependent, the University will contact parents/guardians to inform them of situations in which there is a significant and articulable health or safety risk. Lakeland University reserves the right to designate which University official(s)

need to know about individual conduct reports pursuant to the Family Educational Rights and Privacy Act (FERPA).

Lakeland University Student Conduct Hearing Procedures

The following procedural guidelines shall be applicable in disciplinary hearings:

- All charges shall be presented to the accused student in written form. A time shall be set for hearing, not less than two (2) nor more than 15 calendar days after the student has been notified. Maximum time limits for scheduling hearings may be extended at the conduct coordinator's discretion.
    - Also, the conduct coordinator will invite the accused to a pre-hearing conference. The purpose of this meeting is to inform the accused of the judicial process, what the charge(s) are before them, and to answer any questions they may have.

- The conduct coordinator will inform those involved in the case.
- The conduct coordinator shall have the authority to require a student to appear at a designated time and place when the student's presence is necessary to resolve a question which has arisen before the conduct coordinator.
- The hearing may be recorded by the conduct coordinator. The recording will be kept in the sole possession of the conduct coordinator/Director for Residence Life. Outside recording devices will not be allowed. The Director for Residence Life will retain tapes and all materials after the judicial process is completed. Under normal circumstances, materials are destroyed, and the tapes erased after the hearing or appeal process is completed.
- The violation will be read to the accused, and he/she will be allowed a response.
- The conduct coordinator will ask questions to determine all facts of the case, which includes the calling of witnesses.
- The conduct coordinator shall have the authority to require the student to produce additional information as it is relevant to the hearing.
- Final statements from the accused and the accuser will be taken.
- A reminder of confidentiality will be given.
- The conduct coordinator will impose sanctions if a violation is determined to have occurred.
- Written notification of the decision will be sent within three (3) class days of the decision.
- A petition to appeal the decision must be submitted to The Dean for Students within two (2) class
- days of the official notification of the decision.
- If the alleged violator does not appear before the conduct hearing, the hearing will take place to determine whether a violation has occurred and determine a sanction.
- The proceedings of the conduct hearing and all facts related to the case are considered confidential.
- Students may request guests present who may act only in an advisory capacity.
- Professional legal counsel is permitted to attend a campus conduct hearing but may act only in an advisory capacity to the accused as conduct hearings are seen as educational in nature and not criminal proceedings.
- Conduct hearings are closed to the public.

- If an appeal is applied for and granted, it too shall follow the process of those described in the conduct hearing process but held by the Dean for Students.

Sanctions

After a determination of responsibility has been established, the applicable conduct coordinator determines a sanction(s) appropriate for the violation. The purpose of the sanction(s) is to facilitate change in the student's behavior so he/she can function positively within the Lakeland University community.

A sanction is to educate and communicate that such behavior is not tolerated by the Lakeland University community. Prior to deciding upon a sanction, the conduct coordinator will review the student's conduct file. If there is a previous record, these previous violations will influence what the new sanction will be. One or more of the following sanctions may be imposed upon an individual or an entire organization, as the situation dictates.

1. **Official Warning:** An official warning is a written description of the student's misconduct with the understanding that this type of behavior is inappropriate and violates the basic expectations of students as set forth by Lakeland University. Furthermore, further misconduct will result in more severe disciplinary action should there be any further behavioral violations.
2. **Behavioral Agreement: A behavioral agreement is written by an administrator to improve behavior or attitude.** The agreement will outline specific obligations or behaviors which the student must meet within a specific period. The agreement serves as a contract of understanding between the student and the conduct coordinator and or Dean for Students.
3. **Disciplinary Probation:** Disciplinary probation is imposed after a student has made a serious violation or has repeatedly violated campus policy. Probation allows the student to remain at the University on the condition that he or she complies with university policies and the conditions of their probation or behavioral agreement. The probation conditions will be determined by the conduct coordinator, or Dean for Students. In some cases, a student on probation may not be allowed to represent the University in any official capacity, to include participating in co-curricular activities, hold an office in a campus organization or serve on a university committee during the time of probation. The student's parents may receive notification of the probation status and circumstances of the violation.

   Further violation of campus policy, including violating the terms of the probation, may result in removal from campus housing or be suspended from the University. This must be considered an extremely serious probation.
4. **Loss of Privileges:** Loss of privileges may outline the loss of specified privileges on campus for a designated period. This may include participation in athletic events or practices or access to campus housing units.
5. **Restitution:** Restitution is compensation required for students who engage in theft, damage to property on or off campus. The amount of restitution is dependent upon the extent of damage as well as what is determined to be the best method for the student to make amends for the damage caused. The amount, form and method of payment is determined by the conduct coordinator or the Director for Campus Safety.
6. **Suspension:** Suspension is the involuntary, temporary loss of student status for a specified period after which the student may return. A suspended student may not attend classes or any University-sponsored event. The student will be required to leave campus and may not return until the suspension ends.

The student will lose credit for the classes carried out during that term. Fees and tuition will be forfeited according to the withdrawal policy. The conduct coordinator or Dean for Students may establish additional requirements in some cases which must be completed prior to their return to the University. This disciplinary action will be recorded on the student's record in the conduct coordinator's office.

7. **Dismissal:** Dismissal is the permanent termination of student status. This sanction is an immediate involuntary separation from the University.
8. **Discretionary/Educational Sanctions:** Discretionary sanctions are actions required by a student as outlined by a conduct coordinator and or The Dean for Students which may include referral to health services, student counseling, special seminars, field study, work detail, community service or participation in appropriate educational programs.
9. **Removal from a Residence Hall:** A student may be removed from a residence hall due to behavior that has been deemed unacceptable or a safety risk. Housing relocation or removal from any housing facility may be for one semester or one academic year.
10. **Fines:** In lieu of formal disciplinary actions or in addition to, fines may be used to discourage violations of university policies. Examples of when fines may be used may include, but are not limited to:
    a) Violation of fire safety policies;
    b) Violations of the drug and alcohol policy;
    c) Taking or moving University property without authorization;
    d) Taking food from the cafeteria to feed a non-resident student.
    e) Violation of residence hall policies.

11. **Interim Suspension:** Under situations determined and endorsed by the University president or his or her designee to be potentially dangerous, action may take place to immediately suspend a student from Lakeland University for a specified period, prior to a resolution through a campus conduct hearing and or Title IX hearing.
    The University president or his or her designee will base his or her decision on whether the allegation of misconduct is apparently reliable and whether the continued presence of the student on the University campus may reasonably interfere with the educational or orderly operation of the University. Concerns may be the student's personal physical health or the health and/or safety of other members of the University community, property, or the orderly functioning of Lakeland University.

    When a student is suspended for an interim period, the period and conditions of the suspension shall be provided to the student, along with a clear statement of what conditions must be met for the suspension to be lifted.

    The decision to alter or suspend the rights of a student for an interim period will be communicated in writing to the student and will become effective immediately. Notification will either be hand- delivered or sent by certified mail to the last address provided to the Registrar's Office. (Failure or refusal to take receipt of notification will not negate or postpone said action.) Students are responsible for updating directory information (including address) with the Registrar's Office.

    The interim suspension or altered privileges will remain in effect until a final decision has been made on the pending complaint or until the president or his or her designee determines that the reason for imposing the interim suspension or alterations of privileges no longer exists.

    If there is a decision to suspend or dismiss the student, the sanction will take effect from the onset of the interim suspension.

In the event of a lesser sanction being imposed, the interim suspension will not become a part of the student's permanent record.

12. **Reimbursement upon suspension:** If suspended or dismissed, a student will not be reimbursed for loss of housing, board, or tuition fees.

Appeals

A petition to appeal must be sent to The Dean for Students within two (2) class days of written notification of the judicial hearing decision. The application must state specific reasons as to why the individual believes an appeal is in order.

Upon receipt of a petition to appeal, The Dean for Students will review all written and recorded information pertaining to the case, and based on information gathered, has the right to grant or deny an appeal hearing. The only grounds for an appeal are insufficient proof of responsibility, violation of student rights, or if the conduct coordinator's sanction is inappropriate for the violation. No new testimony will be allowed at this stage.

An appeal hearing will be granted or denied by the Dean for Students. If an appeal hearing is denied, the decision of the conduct coordinator stands, and notification will be sent to the student. If an appeal hearing is granted, written notification will be sent to the student, and an appeal hearing will be scheduled.

If an appeal is granted, The Dean for Students will review the case after meeting with the student. The Dean for Students will review all appeals with the president before deciding and may confer with the conduct coordinator as well. The decision of The Dean for Students will be one of the following:

a) To overturn the decision of the conduct coordinator.
b) To return the case to the conduct coordinator for further review.
c) To support the decision of the conduct coordinator.

The decisions of The Dean for Students will be final and sent to the student when reached. *Honesty* – Each participant in the judicial process, either as an accuser or conduct coordinator, must present the facts of the case with honesty and utmost integrity. The student conduct system depends on each participant being totally truthful. Individuals who are dishonest are subject to their own judicial action, which could result in dismissal as a sanction.

Employee Disciplinary Procedures

Employee Corrective Action

We strive to maintain our reputation as an excellent place to work, and we expect all our employees to interact with each other in the spirit of consideration, respect, and cooperation. We endeavor to treat all employees with equity and respect, and we believe our employees will rarely lapse from excellent work or compliance with our established policies and procedures. Further, we also believe our employees will correct any deficiencies brought to their attention in a professional, cooperative, and constructive manner. We make every effort, through corrective action, to assist an employee in overcoming deficiencies or failure to comply with our policies and procedures.

Corrective action will align with the type of behavior the employee has demonstrated. Normally, discussion with an employee to point out what is expected, or to tell the employee how he or she is performing, should be enough to correct the behavior. There are times, however, when such corrective action is not enough, and additional corrective action is required. Such action may include verbal counseling, performance improvement plans, written warnings, suspensions without pay (subject to applicable limitations for exempt employees), or termination. Where work performance or conduct issues are better addressed through a performance improvement plan, your supervisor

may establish a plan for you, which may involve your input. The plan will state your supervisor's expectations, with deadlines for achieving the stated expectations. Failure to meet the terms of the performance improvement plan will result in the consequences stated in the plan.

It should be emphasized that corrective action need not go through each of the levels listed above. Corrective action may begin at any level in the process, including termination. Corrective action, up to and including termination, is based on the seriousness of the matter or the offense committed and the surrounding circumstances.

The following list of reasons for corrective action is not meant to be all-inclusive; the mere fact that a possible violation is not listed does not mean it would not result in corrective action, up to and including termination:

- Failure to exhibit Lakeland University values.
- Failure to follow Lakeland University department specific rules, policies or guidelines.
- Unsatisfactory, negligent, or careless work performance.
- Dishonesty, falsification or unauthorized altering of Lakeland University records
- Unauthorized or unlawful manufacture, distribution, possession, or use of drug paraphernalia or chemical substances, including any controlled substance on university property or while conducting University business.
- Theft or willful damage to university property.
- Unauthorized use and/or disclosure of confidential information contained in university records.
- Unauthorized use and/or possession of intoxicating beverages on university property, or inappropriate work behavior related to such use.
- Workplace behavior indicating inattention to duties, including sleeping on duty or inappropriate internet use.
- Absence for three or more consecutive days without notifying your supervisor.
- Excessive absenteeism or tardiness - generally more than six occurrences within a rolling 12-month calendar year (prorated to proportionate number of occurrences for part-time employees) except for FMLA or other designated circumstances. An occurrence is defined as an absence of one or more days for the same reason separated by one or more days of work. Each instance of tardiness will be considered ½ of an absence.
- Failure to observe safety regulations, report on-the-job injuries or unsafe conditions promptly.
- Displaying behaviors that disrupt operations or affect the ability of others to do their jobs.
- Abusive behavior towards, or harassment of, any employee, student, or guest or threatening, intimidating, or coercing others while on any University property.
- Insubordinate conduct toward a supervisor, refusal to carry out the reasonable instructions of a supervisor or leaving the job without permission during regularly assigned working hours.
- Fighting.
- Rude, disruptive behavior or conduct creating discord, including verbal or physical attacks directed at or regarding others that go beyond the bounds of acceptable professional conduct.

The Employee Assistance Program (EAP) is another resource for any employee and may be a resource in the corrective action process. Your supervisor may recommend a voluntary EAP referral for any employee who receives corrective action.

An EAP referral will be made when a manager and the Human Resources department feels strongly that outside resources may help the employee be successful. A mandatory EAP referral is typically made as part of an alcohol/drug intervention, if the employee poses a threat to him/herself or others or demonstrates other significant behavioral issues.

Employee Sanctions

Employees who are in violation of any part of this policy will receive corrective action that may include referrals as discussed below, suspension, or termination of employment. Any member of the University community who violates the provisions of this policy, or whose behavior is impaired by alcohol or controlled substances, may be required to complete an Employee Assistance Program referral as a condition of continued employment. Violations of this policy may also result in corrective action, up to and including suspension or termination of employment from the University and referral for prosecution.

Likewise, employees who need help dealing with alcohol or drug related problems are encouraged to seek professional assistance. The Employee Assistance Program can provide assessments or interventions for individuals seeking help. An employee's participation in the program will be encouraged and handled confidentially.

Problem/Resolution Procedure

A formal problem/resolution procedure is available to you as an avenue for the resolution of a work-related problem or condition, that you believe to be unfair, inequitable, discriminatory, or a hindrance to your effective job performance. You may inquire about any corrective action, or an action thought to be unjust or adverse. While a policy or decision relating to pay may not be questioned, the application of a policy may be brought forward if you feel that you have been adversely affected. You should file such inquiries in a timely manner, no later than five (5) working days after the incident or knowledge of the alleged unfair treatment.

You should first discuss the issue with your department manager and if not resolved to your satisfaction, the issue may be referred to the Director of Human Resources who will submit it to a problem/resolution committee appointed by the President of the University and authorized to recommend a resolution of the issue for Presidential approval. No employee will be retaliated against due to filing a request. The Human Resources department can assist you in determining whether your issue involves conduct prohibited under our policy against harassment, and if so, how it will be handled under the terms of that policy.

Policy against Harassment

Consistent with our mission and our respect for the rights and dignity of each employee of our community, Lakeland University has zero tolerance for harassment of any kind, or by any of its employees. This prohibition includes harassment based on color, religion, sex, sexual orientation, national origin, ethnicity, age, disability, marital status, citizenship, or any other characteristic prohibited by federal or state law.

Harassment can arise from a broad range of physical or verbal behaviors, or via electronic means (emails or texts), and from employees or non-employees like students, vendors or outside contractors. It can include, but is not limited to physical or mental abuse; racial, ethnic or religious insults or slurs; unwelcome sexual advances or touching; sexual comments, jokes, stories, or innuendoes; requests for sexual favors used as a condition of employment or affecting any personnel decision such as hiring, promotion, compensation or termination; display of sexually explicit or otherwise offensive posters, calendars, or materials; making sexual gestures with hands or body movements; inappropriately staring at another employee or touching his or her clothing, hair or

body; asking personal questions about another employee's sexual life; and repeatedly asking out an employee who has stated that he or she is not interested.

These activities are offensive and are inappropriate in the workplace. This is a serious issue not just for Lakeland University, but also for everyone. This policy against harassment applies throughout our work environment, whether in the workplace, at work assignments outside the workplace, at Lakeland University-sponsored social functions or in any other work-related situations. This policy applies to all such situations without regard to location and whether on or off a Lakeland University campus or other controlled site.

Harassment or similar unacceptable activities that could become a condition of employment or a basis for personnel decisions, or create a hostile, intimidating or offensive environment are specifically prohibited by Lakeland University. Management, supervisors, and all employees are responsible for ensuring these prohibited activities do not occur. No employee, however, should assume the university is aware of a problem or situation. It is the employee's responsibility to bring a complaint or problem to the attention of the University so that it may be resolved.

Therefore, any employee who believes she/he has been the subject of harassment should immediately report the matter to at least one of the following:

1) His or her manager, or to the person to whom their manager reports;
2) The director or manager of the Human Resources department; or
3) To any employee of Lakeland University's Executive Leadership Team, who will then be involved in the Human Resources Department

Lakeland University forbids retaliation against anyone for reporting alleged sexual harassment or otherwise assisting in the investigation of a complaint.

It is the expressed policy of Lakeland University to investigate all complaints thoroughly and promptly; and, to the greatest extent possible, maintain the confidentiality of those involved in the investigation. If the investigation confirms that harassment of any kind has occurred, Lakeland University will take all appropriate disciplinary action, up to and including termination. All Lakeland University employees will be required to complete training in this policy every two years.

Workplace Violence, Bullying and Abusive Behavior

Lakeland University is committed to maintaining a safe and healthy environment for all employees and will not tolerate any form of violence, bullying or abusive behavior committed by or against any employee of its community. All reports of violence, bullying, or abusive behavior will be taken seriously.

Employees who engage in actions or threats of violence, bullying or abusive behavior will be subject to discipline, up to and including termination.

Any individual who experiences or witnesses' violence, threats of violence or abusive behavior or who has reason to believe these acts are occurring should notify their supervisor, security or Human Resources. Confidentiality will be maintained to the extent possible but is not guaranteed.

HEOA Victim Notification

The university, upon written request, will disclose to the alleged victim of a crime of violence or non-forcible sex offense, the report on the results of any discipline hearing conducted by the university against the alleged perpetrator of such crime or offense. If the alleged complainant is deceased because of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for the purposes of this paragraph.

Clery Crime Definitions and Statistics

Criminal Homicide:

a) Murder and Non-negligent Manslaughter is the willful (non-negligent) killing of one human being by another.
b) Manslaughter by Negligence is the killing of another person through gross negligence.

Sexual Assault (Sex Offenses)

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

- Rape is the penetration, no matter how slight, of the vagina or anus, with anybody part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
- Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.

Robbery

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

Aggravated Assault

It is an unlawful attack by one person on another to inflict severe or aggravated bodily injury. This type of assault usually is accompanied using a weapon or by means likely to produce death or great bodily harm.

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 felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts at these offenses.

a) *Forcible Entry:* All offenses where force of any kind is used to unlawfully enter a structure for the purpose of committing a theft or felony.

b) Unlawful Entry–No Force: A structure's entry in this situation is achieved with an unlocked door or window.

c) *Attempted Forcible Entry:* A situation where a forcible entry into a locked structure is attempted but not completed.

Motor Vehicle Theft

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

Arson

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

Hate Crimes

Is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim:

a) *Race.* A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair; facial features, etc., a genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, blacks or African Americans, whites.

b) *Religion.* A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.

c) *Sexual Orientation.* A preformed negative opinion or attitude toward a group of people based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

d) *Gender.* A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.

e) *Gender Identity.* A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

f) *Ethnicity.* A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.

   The concept of ethnicity differs from the closely related term "race" in that "race" refers to a grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

g) *National Origin.* A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

h) *Disability.* A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias.

Criminal Homicide:

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

b) Manslaughter by Negligence is the killing of another person through gross negligence.

Sexual Assault (Sex Offenses)

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

a) Rape is the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

b) Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

c) Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

d) Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.

Robbery

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

Aggravated Assault

It is an unlawful attack by one person on another to inflict severe or aggravated bodily injury. This type of assault usually is accompanied using a weapon or by means likely to produce death or great bodily harm.

Burglary

Is 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 felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts at these offenses.

a) Forcible Entry: All offenses where force of any kind is used to unlawfully enter a structure for the purpose of committing a theft or felony.

b) Unlawful Entry–No Force: A structure's entry in this situation is achieved with an unlocked door or window.

c) Attempted Forcible Entry: A situation where a forcible entry into a locked structure is attempted but not completed.

Arson

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

Larceny-Theft
Is the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

Simple Assault
Is an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

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

Destruction/Damage/Vandalism of Property
It is to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

VAWA (Violence Against Women Act) Offenses

Dating Violence
It is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with 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:

a) Dating violence includes sexual or physical abuse or the threat of such abuse.
b) Dating violence does not include acts covered under the definition of domestic violence.

Domestic Violence
It is defined as a felony or misdemeanor crime of violence committed:

a) By a current or former spouse or intimate partner of the victim;

b) By a person with whom the victim shares a child in common;

c) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;

d) By a person similarly situated to the spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;

e) By anyone against an adult or youth victim protected from that person's acts under the domestic or family violence laws of the jurisdiction where the crime occurred.

Stalking
It is defined as engaging in 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.

For the purposes of this definition:

1) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
2) A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
3) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

Arrests and Disciplinary Referrals for Violation of Weapons, Drug Abuse and Liquor Laws

Weapon Law Violations

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification includes weapons offenses that are regulatory.

Classify as a Weapons: Carrying, Possessing, Etc., Violation:

a) Manufacturing, sale, or possession of deadly weapons.
b) Carrying deadly weapons, concealed or openly.
c) Using, manufacturing, etc., of silencers.
d) Furnishing deadly weapons to minors.
e) Attempts to commit any of the above.

*This type of violation is not limited to "deadly" weapons; it also applies to weapons used in a deadly manner. For example, brass knuckles.

Drug Abuse Violations

They are defined as the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. Unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

Liquor Law Violations

They are defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Classify as a Liquor Law Violation:

The manufacture, sale, transporting, furnishing, possessing, etc., of intoxicating liquor.

a) Maintaining unlawful drinking places.
b) Bootlegging.
c) Operating a still.
d) Furnishing liquor to a minor or intemperate person.
e) Underage possession.
f) Using a vehicle for illegal transportation of liquor.
g) Drinking on a train or public conveyance.

Hazing

Lakeland University prohibits hazing by any individual or student organization. Hazing is prohibited regardless of whether the person subjected to the conduct willingly participates or consents to the activity.

For purposes of the Annual Security Report, hazing is defined as any intentional, knowing, or reckless act committed against a person, regardless of the person's willingness to participate, that occurs during initiation, affiliation, or maintenance of membership in a student organization and that causes or creates a risk of physical or psychological injury above the reasonable risk encountered at the institution or within the organization.

Reporting Hazing

Students, employees, and other members of the Lakeland University community are encouraged to report suspected or known hazing incidents promptly. Reports may be made to Campus Safety, Student Affairs, or another University official designated to receive reports of misconduct.

Reports of hazing may also be made to local law enforcement when appropriate.

Lakeland University will respond to reports of hazing in accordance with applicable University policies and procedures. The University may conduct an investigation and take appropriate disciplinary action when a violation is substantiated.

Hazing Prevention and Awareness

Lakeland University is committed to preventing hazing and promoting a safe and respectful campus environment. The University provides prevention and awareness efforts intended to educate students, employees, and student organizations about hazing, its potential consequences, and ways to prevent and intervene in hazing behavior.

Prevention and awareness efforts may include education regarding:

- Recognizing and preventing hazing;
- Bystander intervention;
- Ethical leadership;
- Healthy group and team development;
- Building positive group cohesion without hazing; and
- Reporting suspected hazing and connecting individuals with appropriate University resources.

Lakeland University encourages student organizations, athletic teams, and other campus groups to develop healthy traditions and forms of team and organizational bonding that do not involve hazing.

Hazing Statistics

For calendar year 2025, Lakeland University received **no reports of hazing incidents** that were required to be included in the University's Annual Security Report statistics.

Year	Hazing Incidents
2025	0
2024	0
2023	0

Statistics are reported for the three most recent calendar years as required for the Annual Security Report.

Applicable Law

Hazing may also violate applicable Wisconsin law. Lakeland University will address reports of hazing in accordance with applicable federal, state, and local laws, as well as University policies and procedures.

Disclosure of Reported Hate Crimes

A hate crime is a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias.

Bias is a performed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, or ethnicity/national origin. The definition of a "hate crime" is a crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim.

Definitions

To fully understand the context of the crime statistics disclosed in this section, it's important to understand the definitions used for reporting. Below are the definitions required for reporting. Note, these definitions are not necessarily the same definitions that might be used for the same or similar crimes in the state of Wisconsin, and they may differ from the definitions of prohibited conduct as set forth by Lakeland University Policy.

- **On Campus**: The total number of crimes on campus, including those in student housing facilities.
- **Residence Halls (On- Campus)** The total number of crimes that occurred in on- campus student housing facilities as a subset of the total.
- **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.

CLERY REPORTED HATE CRIMES FOR THE MAIN CAMPUS

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX ASSAULT (SEX OFFENSES)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX ASSAULT (SEX OFFENSES)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX ASSAULT (SEX OFFENSES)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FONDLING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INCEST	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STATUTORY RAPE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC = On Campus *PP = Public Property* *RH= Residential Hall*

CLERY REPORTED HATE CRIMES FOR THE MADISON CENTER

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

OC = On Campus *PP = Public Property* *RH= Residential Hall*

CLERY REPORTED HATE CRIMES FOR THE GREEN BAY CENTER

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

OC = On Campus *PP = Public Property* *RH= Residential Hal*

CLERY REPORTED HATE CRIMES FOR THE JAPAN CAMPUS

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

OC = On Campus *PP = Public Property* *RH= Residential Hall*

CLERY REPORTED HATE CRIMES FOR THE MILWAUKEE CENTER

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

OC = On Campus *PP = Public Property* *RH= Residential Hall*

CLERY REPORTED HATE CRIMES FOR THE FOX CITIES CENTER

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

OC = On Campus *PP = Public Property* *RH= Residential Hall*

CLERY REPORTED HATE CRIMES FOR THE CHIPPEWA VALLEY CENTER

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

OC = On Campus *PP = Public Property* *RH= Residential Hall*

CLERY REPORTED HATE CRIMES FOR THE CENTRAL WISCONSIN CENTER

2025	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2024	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

2023	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
NEGLIGENT MANSLAUGHTER	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ROBBERY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
AGGRAVATED ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SIMPLE ASSAULT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INTIMIDATION	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
LARCENY THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
MOTOR VEHICLE THEFT	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
ARSON	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
BURGLARY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
SEX ASSAULT (SEX OFFENSES)	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
FONDLING	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
INCEST	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
STATUTORY RAPE	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
OTHER CRIMES INVOLVING BODILY INJURY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0	0	N/A	0

OC = On Campus *PP = Public Property* *RH= Residential Hall*

ANNUAL DISCLOSURE OF REPORTED CRIME STATISTICS

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092(f) and its implementing regulations require colleges and universities across the United States to disclose information about crime on and around their campuses. This section includes information on Lakeland University crime statistics during the 2025 calendar year and includes comparison data for a three-year period.

Definitions

To fully understand the context of the crime statistics disclosed in this section, it's important to understand the definitions used for reporting. Below are the definitions required for reporting. Note, these definitions are not necessarily the same definitions that might be used for the same or similar crimes in the State of Wisconsin, and they may differ from the definitions of prohibited conduct as set forth by Lakeland University Policy.

- On Campus: The total number of crimes on campus, including those in student housing facilities.
- *Residence Halls (On- Campus)* The total number of crimes that occurred in on- campus student housing facilities as a subset of the total.
- *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.
- *Non-Campus* Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Clery Crimes Main Campus As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	1	1	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	3	3	0	0
	2024	0	0	0	0
	2023	1	1	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	1	0	0
Burglary	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Motor Vehicle Theft	2025	0	0	0	0
	2024	0	0	0	0
	2023	2	2	0	0
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

VAWA Crimes Main Campus As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	1	1	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Arrests & Referrals for Disciplinary Action Main Campus Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	15	15	0	0
	2024	15	15	0	0
	2023	41	41	0	0
Liquor Law Violations/Arrests	2025	1	1	0	0
	2024	2	2	0	0
	2023	1	0	0	0
Drug Violations/Referrals	2025	3	3	0	0
	2024	8	8	0	0
	2023	12	12	0	0
Drug Violations/Arrests	2025	0	0	0	0
	2024	1	1	0	0
	2023	0	0	0	0
Weapons Violations/Referrals	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	**0**	0	0
Weapons Violations/Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Clery Crimes Madison Campus As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

VAWA Crimes Madison Campus As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Arrests & Referrals for Disciplinary Action, Madison Campus Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Clery Crimes Green Bay Campus Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

VAWA Crimes Green Bay Campus As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Arrests & Referrals for Disciplinary Action Green Bay Campus Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Clery Crimes Japan Campus As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	1
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

VAWA Crimes Japan Campus As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Arrests & Referrals for Disciplinary Action Japan Campus Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Clery Crimes Milwaukee Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

VAWA Crimes Milwaukee Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Arrests & Referrals for Disciplinary Action Milwaukee Center Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Clery Crimes Fox Cities Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

VAWA Crimes Fox Cities Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Arrests & Referrals for Disciplinary Action Fox Cities Center Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Clery Crimes Chippewa Valley Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

VAWA Crimes Chippewa Valley Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Arrests & Referrals for Disciplinary Action Chippewa Valley Center Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Clery Crimes Central Wisconsin Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

VAWA Crimes Central Wisconsin Center As Reported to Lakeland University Department for Campus Safety 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Arrests & Referrals for Disciplinary Action Central Wisconsin Center Statistics for 2025					
Reported Crimes	**Year**	**On- Campus**	**Residence Halls**	**Public Property**	**Non-Campus**
Liquor Law Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapons Violations/Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

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2026 Fire Safety Report for the 2025 Calendar Year

This report is prepared in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), as amended.

Annual Fire Safety Report and Polices

All people must evacuate the building when a fire alarm sounds. Any person not complying with evacuation procedures is subject to disciplinary action including possible fines. Firefighting equipment, fire alarm systems, smoke detectors, and evacuation procedures are provided for the protection of life and property. Residents should familiarize themselves with the type and location of equipment, exits, windows, and the evacuation procedures from their floors of residence halls. Everyone is required to vacate the building during a fire drill. To promote safety, students are prohibited from having the following items in their rooms:

- Portable electrical appliances
- Open flames in residence housing
- Halogen lamps
- Hover boards are not permitted. Hover boards include but are not limited to self-balancing scooters, battery operated scooters, hand free Segway's and electric powered skateboards.
- Tobacco/Smoking (Use of smoking materials within all rooms and buildings and outside within 25 feet perimeter of any building except within designated and posted areas is prohibited, including but not limited to cigarettes, electronic cigarettes, cigars, pipes, hookahs and smokeless/chewing tobacco.)
- The ignition or detonation of anything which could cause damage to persons or property or disruption by fire, smoke, explosion, noxious odors, stain, corrosion or similar means is prohibited. Possession of anything in explosives or chemical explosives is prohibited on any property owned or operated by the University or off- campus University-sponsored events without prior University authorization.

The following are also prohibited:

- Obstructing hallways and exits
- Tampering with fire sprinkler systems
- False fire alarms endanger the safety of students and interfere with students' abilities to enjoy a safe, peaceful living environment. Students found responsible for activating a false alarm,

tampering with fire alarms, fire extinguishers, or fire equipment will be assessed for a $100 fine plus other related costs and can be dismissed from housing and/or from the University.

- Persons causing false alarms, interfering with the proper functioning of the fire alarm systems or interfering with the lawful efforts of firefighters are subject to prosecution under Wisconsin State law. If a fire results from your negligence, you may be held financially responsible for property damage and personal loss.

NOTE: Personal grills are not permitted on campus apartment balconies, or patios.

Fire Safety & Training programs

All employees that have any association with on campus student housing are required by the University to attend an annual safety education program which includes fire safety. All Resident Life employees receive additional fire safety training which takes place each Semester. This training includes but is not limited to hands on fire extinguisher practice, how and when to conduct fire evacuation drills, hazardous waste training and blood borne pathogens training. Members of the maintenance staff receive safety training as well.

Fire safety education and other safety training programs are instructed cooperatively by the University's Environmental and Safety Coordinator, and local Fire Department officials. A log of training is maintained by the University's Environmental, Health and Safety Officer.

Procedures for Student Housing Evacuation in Case of a Fire

In the event of a fire, the University expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 and the Department for Campus Safety at 920-565-1126.

Students and/or staff are informed where to relocate to by staff if circumstance warrants at the time of the alarm. In the event of a fire alarms sounds, University policy is that all occupants must evacuate from the building, closing doors as they leave. No training is provided to students or employees in firefighting or suppression activity as this is inherently dangerous and each community member's only duty is to exit safely and quickly, shutting doors along the exit path as they go to contain the spread of flames and smoke, and to activate the alarm as they exit. At no time should closing doors or activating the alarm delay the exit from the building.

In these programs, procedures that students and employees should follow in case of a fire are reviewed and include the following:

Student Housing Evacuation Procedures in Case of a Fire

- If you hear the fire alarm, immediately evacuate the building using the nearest available exit. **Do not attempt to fight a fire unless you have been trained to do so.**
- Awaken any sleeping roommate or suitemates. Prepare to evacuate by putting on shoes and a coat if necessary. Feel the doorknob and the door. If they are hot, do not open the door. If they are cool, open slowly. If heat or heavy smoke rushes in, close the door immediately and remain inside.
- When leaving your room, be sure to take your key in case it is necessary to return to the room should conditions in the corridor deteriorate. Make sure to close the door tightly when evacuating.
- Resident life staff members on their floors should facilitate the evacuation of their floor/section if possible. When the alarm sounds shout (Example: there is an emergency in

the building leave by the nearest exit) and knock-on doors as they make their way to the nearest exit and out of the building.

- When exiting in smoky conditions, keep your hand on the wall and crawl to the nearest exit. Always know more than one path out of your location and the number of doors between your room and the exit.
- DO NOT USE ELEVATORS. Elevator shafts may fill with smoke, or the power may fail, leaving you trapped. Elevators have features that recall and deactivate the elevator during an alarm. Standing and waiting for an elevator wastes valuable time.

Plans for Improvement to Fire Safety

The university does not have any planned improvements in fire safety.

Fire Reporting

Per federal law, Lakeland University is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. In the event of any fire in a residence hall, even if already extinguished, the Department for Campus Safety should be contacted immediately at 920-565-1126.

Should you find evidence of a fire which has already been extinguished, but you are unsure if the fire was reported, please contact one of the following:

LU department for Campus Safety: 920 565-1126
Director for Campus Safety: 920 565-1000 ext. 2503
Director of Facilities: 920 565-1031 ext. 2267
Assistant Director of Facilities: 920 565-1031 ext. 2268
Director for Residence Life: 920 565-1042 ext. 2465

When calling, please provide as much information as possible about the location of the fire, the date/time of occurrence if known to you, and the cause of the fire if known to you.

1. Description of On-Campus Student Housing Facility Fire Safety Systems

Residence Halls	Offsite monitoring company for fire alarms	Full Sprinkler system	Smoke Detection	Fire extinguisher r devices	Evac plans placards posted	Number of fire drills per academic year
A.M. Krueger W3725 North Dr	X		X	X	X	2
Brotz Hall W3745 North Dr	X	X	X	X	X	2
Grosshuesch Hall W3781 South Dr	X		X	X	X	2
Muehlmeier Hall W3753 South Dr	X		X	X	X	2
Friedli/Hofer W3760 North Dr	X		X	X	X	2
Hill 1-4 W3732 Reineking	X		X	X	X	2
Hill 5-8 W3728 Reineking	X		X	X	X	2
Kurtz 1-4 W3768 Reineking	X		X	X	X	2
Kurtz 5-8 W3762 Reineking	X		X	X	X	2
Moreland 1-4 W3756 Reineking	X		X	X	X	2
Moreland 5-8 W3752 Reineking	X		X	X	X	2
Gould 1-4 W3710 Reineking	X	X	X	X	X	2
Gould 5-8 W3706 Reineking	X	X	X	X	X	2

Fire Log

The Department for Campus Safety keeps a running fire safety log for review at the Campus Safety Office in Brotz Hall W3718 South Drive Rm: LL19, from 8 a.m.–5 p.m. Monday through Friday, excluding holidays. The information in the fire safety log includes information about fires that occur in residential facilities, including the nature, date, time, and general location. The current federal guidance states that the most recent **60 days** of the fire log must be available for public inspection during normal business hours, and older portions must be available within two business days of a request.

2. 2025 Fire Statistics for Lakeland University Student Housing Facilities
Lakeland University reports no fires in student housing for ***2025***; as a result, there have been Zero injuries, Zero deaths. A "fire" is defined as "any instance of an open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner."

Fire Statistics for On-Campus Student Housing Facilities

2025					
Residence Halls	Number of Fires	Cause of Fire	Number of Injuries requiring medical attention	Number of Deaths related to fire	Value of Property Damage caused by fire
A.M. Krueger W3725 North Drive	0	n/a	0	0	$0- 99
Brotz Hall W3745 North Drive	0	n/a	0	0	$0-99
Hill 1-4 * W3732 Reineking	0	n/a	0	0	$0-99
Hill 5-8 * W3728 Reineking	0	n/a	0	0	$0-99
Kurtz 1-4 W3768 Reineking	0	n/a	0	0	$0-99
Kurtz 5-8 W3762 Reineking	0	n/a	0	0	$0-99
Moreland 1-4 W3756 Reineking	0	n/a	0	0	$0-99
Moreland 5-8 W3752 Reineking	0	n/a	0	0	$0-99
South 1-4 W3710 Reineking	0	n/a	0	0	$0-99
South 5-8 W3706 Reineking	0	n/a	0	0	$0-99
Muehlmeier W3753 South Drive	0	n/a	0	0	$0-99
Grosshuesch W3781 South Dr	0	n/a	0	0	$0-99
Total	0	n/a	0	0	$0-99

2024					
Residence Halls	Number of Fires	Cause of Fire	Number of Injuries requiring medical attention	Number of Deaths related to fire	Value of Property Damage caused by fire
A.M. Krueger W3725 North Drive	0	n/a	0	0	$0-99
Brotz Hall W3745 North Drive	0	n/a	0	0	$0-99
Hill 1-4 * W3732 Reineking	0	n/a	0	0	$0-99
Hill 5-8 * W3728 Reineking	0	n/a	0	0	$0-99
Kurtz 1-4 W3768 Reineking	0	n/a	0	0	$0-99
Kurtz 5-8 W3762 Reineking	0	n/a	0	0	$0-99
Moreland 1-4 W3756 Reineking	0	n/a	0	0	$0-99
Moreland 5-8 W3752 Reineking	0	n/a	0	0	$0-99
South 1-4 W3710 Reineking	0	n/a	0	0	$0-99
South 5-8 W3706 Reineking	0	n/a	0	0	$0-99
Muehlmeier W3753 South Drive	0	n/a	0	0	$0-99
Grosshuesch Hall W3781 South Drive	1	Cooking-Grease Fire	0	0	$0-9,999
Total	1	Cooking-Grease Fire	0	0	$0-9,999

2023					
Residence Halls	**Number of Fires**	**Cause of Fire**	**Number of Injuries requiring medical attention**	**Number of Deaths related to fire**	**Value of Property Damage caused by fire**
A.M. Krueger W3725 North Drive	0	n/a	0	0	$0-99
Brotz Hall W3745 North Drive	0	n/a	0	0	$0-99
Hill 1-4 * W3732 Reineking	0	n/a	0	0	$0-99
Hill 5-8 * W3728 Reineking	0	n/a	0	0	$0-99
Kurtz 1-4 W3768 Reineking	0	n/a	0	0	$0-99
Kurtz 5-8 W3762 Reineking	0	n/a	0	0	$0-99
Moreland 1-4 W3756 Reineking	0	n/a	0	0	$0-99
Moreland 5-8 W3752 Reineking	0	n/a	0	0	$0-99
South 1-4 W3710 Reineking	0	n/a	0	0	$0-99
South 5-8 W3706 Reineking	0	n/a	0	0	$0-99
Muehlmeier W3753 South Drive	0	n/a	0	0	$0-99
Friedli/Hofer W3760 North Drive	0	n/a	0	0	$0-99
Total	0	n/a	0	0	$0-99

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