



Geisinger  
Commonwealth  
School of Medicine

# GCSOM Annual Security Report

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**Geisinger Commonwealth School of Medicine became aware of discrepancies, in the Clery Act statistics reported for the years 2019, 2020 and 2021. GCSOM over reported the number of Clery Act crimes for some categories and campuses. GCSOM conducted a careful review of all the statistics reported by Campus Security authorities, for the Geisinger Hospital campuses. As a result of this review, GCSOM revised the statistics, then amended and republished the Annual Security Reports for the years 2019, 2020 and 2021.**

## *2019-2020*

This report details annual security reporting requirements for The Geisinger Commonwealth School of Medicine for the 2019-2020 academic year (July 1, 2019 through June 30, 2020). This report covers the five campus locations in Pennsylvania: North Campus - Scranton, South Campus - Wilkes-Barre, Central Campus- Danville, Doylestown Campus and Guthrie Campus, Sayre. In addition, the Central Campus in Danville uses Geisinger Holy Spirit\* as a learning Environment. This report also covers the New Jersey Campus at AtlantiCare Hospital in Atlantic City, New Jersey.

*\*In 2019, Holy Spirit was part of Geisinger; as of November 2020, the site became Penn State Health Holy Spirit Medical Center.*

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## **GENERAL INSTITUTIONAL FACTS-GCSOM**

Geisinger Commonwealth School of Medicine (GCSOM) covers of six campus locations:

The main campus-North located in Scranton, PA, the South Campus located in Wilkes-Barre, PA, the Central Campus located in Danville, PA, the Guthrie Campus located in Sayre, PA, and the Doylestown Campus located in Buckingham Twp., PA. The AtlantiCare Campus located in Atlantic City NJ. None of the campus locations offer on-campus student housing. There are no off-campus student organizations affiliated with any campus. Only the main campus has GCSOM Public Safety personnel, as the remaining campuses have hospital security staff or local police.

The North Campus consists of the Medical Science Building, physical plant, and several parking areas.

## **ABOUT THE PUBLIC SAFETY DEPARTMENT**

The Public Safety Department at the Geisinger Commonwealth School of Medicine-Main (North) Campus consists of the GCSOM Public Safety Manager and Security Officers provided by Krayter Detective Agency. Security services are provided 24/7 with additional security personnel for special events. The Security personnel are not sworn law enforcement officers and cannot make arrests. There are no current memoranda of understanding with any Law Enforcement Agencies for the investigation of alleged criminal offenses. Local Police response in each campus area is provided as follows:

North Campus- Scranton Police Department

South Campus- Wilkes-Barre Police Department

Central Campus- Mahoning Township Police Department

Guthrie Campus – Sayre Police Department

Doylestown Campus – Buckingham Township Police Department

Atlantic City Campus- Atlantic City Police Department

All campus sites in Pennsylvania are also covered by the Pennsylvania State Police.

## CONTACT INFORMATION

### EMERGENCY TELEPHONE NUMBERS

For all North campus emergencies, call the GCSOM Facilities and Public Safety Department at (570) 504-7000 or (570) 558-2300 extension 2300

|  |                                  |
|--|----------------------------------|
| GCSOM Facilities/Public Safety on Call         | (570) 558-2300                   |
| Emergency Services On & Off Campus             | 911                              |
| Scranton Police Department                     | (570) 348-4134                   |
| Scranton Fire Department                       | (570) 348-4132                   |
| Wilkes-Barre Police Department                 | (570) 208-4234                   |
| Wilkes-Barre Fire Department                   | (570) 208-4261                   |
| Geisinger South Hospital Security              | (570) 808-3103                   |
| Geisinger Medical Center Security, Danville PA | (570) 271-6588                   |
| Mahoning Township Police Department            | (570) 275-5521                   |
| Buckingham Township Police Department          | (215) 794-8812                   |
| Atlantic City Police Department                | (609) 347-5780                   |
| GCSOM Student Affairs                          | (570) 504-9635<br>(570) 504-9614 |

## ANNUAL SECURITY REPORT

The annual security report is completed by the Public Safety Department. The Public Safety Department along with the Student Affairs Department, the assistant Title IX coordinator and Office of Institutional Research, Planning and Effectiveness (OIRPE) contribute to the information in the annual security report. Crime statistics are requested from local police authorities who have jurisdiction for the regional campuses and clinical learning sites. Crime statistics are also requested from Security and Safety departments at the regional campuses. The security personnel are not sworn law enforcement officers and cannot make arrests. There are no current memoranda of understanding with any law enforcement agencies for the investigation of alleged criminal offenses at the regional campuses.

## **MEDICAL EMERGENCIES**

Medical emergencies are handled by Student Health Service for student. If Student Health services is not available / for Non-students Medical Emergencies contact the Public Safety Department or dialing 911. Security personnel are trained in CPR/First Aid/AED. There are Automatic External Defibrillators throughout the building.

## **PANDEMIC RESPONSE**

Geisinger Commonwealth School of Medicine closed on 3/16/20 due to the pandemic crisis. The students went to a virtual instruction plan and most staff worked from home. A small group of Facilities and Public Safety staff continued working to sanitize and maintain the building. During the shutdown, a team of GCSOM leaders devised a reopening plan that followed both CDC and Pa. Department of Health requirements. The plan was developed in close coordination with public health and communicable disease experts from Geisinger. Geisinger Commonwealth School of Medicine reopened for in person learning on Aug. 3, 2020. Anyone entering the school must be screened and have their temperature taken by thermal imaging. Direction arrows for hallways and social distancing occupancy limits, are posted for all common use rooms. Employees and students must fill out a screening questionnaire online every day before entering the MSB.

## **REPORTING A CRIME/ANONYMOUS REPORTING**

### **How to report Criminal Incidents and other Emergencies**

GCSOM has contracted with Krayer Detective and Security to provide Public Safety coverage. Each member of the GCSOM community has the right to be free from victimization and all members are expected and required to comply with all federal, state, and local laws. To report a crime or emergency, contact the GCSOM Public Safety Department at (office) (570) 504-7000, extension 2301 or (570)558-2300. All crimes/emergencies should be reported immediately to GCSOM Facilities and Public Safety Department and/ or Krayer Detective Agency. The Public Safety office will investigate all reported incidents.

To report a crime/emergency to local or state police, dial 911. The 911 system is available for everyone in the community.

### **Anonymous Reporting**

A victim or witness to a criminal offense may decide she/he does not want to pursue action, or desires to keep their identity confidential. The person may want to consider filing an anonymous report. The purpose of an anonymous report is to take steps to ensure the future safety of the reporting person and others, while protecting her/his identity. GCSOM can use such information to maintain accurate information regarding the number of reported incidents, look for patterns/trends of activity, and alert the school community to potential danger.

If a person wishes to file an anonymous report, they may contact the GCSOM Director of Facilities/Public Safety, Associate Dean of Student Affairs, or the Vice President Community Engagement/Chief Diversity Officer. An anonymous third-party report containing information regarding the incident will be completed; however, no names or identifying information will be

used without consent of the victim. The report will be forwarded to the GCSOM Public Safety Office. No follow-up or investigation will be conducted without the consent of the victim. Students may also avail themselves to the Ethics Hotline source by calling Toll Free: 844-600-0042 or at [www.lighthouse-services.com/tcmc-student](http://www.lighthouse-services.com/tcmc-student). This service is administered by Lighthouse, an independent 3<sup>rd</sup> party. Confidentiality will always be maintained. Employees can use [www.geisinger.org/alertline](http://www.geisinger.org/alertline) to make an online report or call 1 800 292 1627. Employee may also call the corporate compliance office at 570 214 2061

## **EMERGENCY NOTIFICATION/ TIMELY NOTICE**

### **Emergency Notification System**

In the event of an emergency requiring immediate campus-wide precautions, emergency notifications, timely warnings, and evacuation actions, the GCSOM Public Safety Department is authorized to activate the emergency alert notification system. Immediately prior to activation, Public Safety Officers may be dispatched to the scene and a 911 call will be made to trigger a response from the appropriate first responder. GCSOM will utilize the Blackboard Connect and the VOLO system for emergency notification. GCSOM is in the process of switching to the Geisinger provider (VOLO) for emergency broadcasts. Until the VOLO system has been completely tested both systems: VOLO and Blackboard connect will run concurrently. For Blackboard Connect students or employees who need to register or make changes to pre-established accounts go to <https://portal.tcmc.edu> and log onto the portal. Go to the Emergency Notification Icon and enter your information under the emergency notification system. Once an emergency has been reported to Public Safety and it is confirmed by the Public Safety Manager, Director of Facilities & Public Safety who would be responsible for sending the warning out.

### **Timely Warnings & Emergency Notifications**

To help prevent and mitigate crimes and potential threats, the Public Safety Department, in conjunction with other GCSOM Departments, issues timely warnings and emergency notifications to notify the GCSOM community about crimes/threats in and around the campus. Timely warnings are distributed using a variety of methods. Once the decision has been made to issue a warning/notification, the warning/notification is disseminated using text messaging, e-mail, and broadcast messages.

## DISASTER PREPAREDNESS POLICY

The Geisinger Commonwealth School of Medicine can be threatened by emergency and disaster situations both natural, such as, winter storms, hurricanes, floods, tornadoes and man-made situations such as hazardous materials accidents, pandemics, terrorist threats and criminal activity.

*When such incidents occur, it is the policy of GCSOM to:*

- Protect human life.
- Prevent /minimize personal injury.
- Protect the environment.
- Prevent/minimize damage to existing structures, research data, laboratories, and library collections.
- Protect the community.
- Restore normal operations.

Emergency situations are handled according to their severity and potential impact on campus so that the response is commensurate with the actual conditions. Emergency incidents may require the following response:

### **1. Cancelling Classes:**

- It is the President and Deans responsibility, or his or her designee, to determine the need to cancel classes based on notification of an emergent situation. Severe weather, a biological outbreak, a chemical accident, and criminal activity are examples of situations that may occasion such a decision.
- The President will notify appropriate offices of the determination to cancel classes and the extent of the cancellation.
- The President's Office, Marketing and/or and Director of Facilities and Public Safety or designee will make class cancellation known using Campus and other media outlets, text messaging, e-mail, and broadcast messages.

### **2. Closing Campus:**

- It is the President's responsibility, or his or her designee, to make determinations concerning incidents requiring campus closure. The President may consult with senior staff concerning the level of the response required by an emergent situation.
- If the situation warrants, the President, or his or her designee, may authorize the evacuation of a campus facility and/or the closing of selected parts of the campus.
- Individual academic departments are not authorized to close buildings and/or cancel classes.
- The President, and his or her designee, assembles the GCSOM Emergency Response Team and monitors the response to the emergency.

## **Types of Incidents Requiring Campus Closure**

1. Minor, localized incident that occurs in a building or affects a small portion of the campus that can be quickly resolved with existing GCSOM resources, (e.g., localized chemical spill, plumbing failure in a building, etc. Only a section of the campus may need to be closed and the determination for doing so will be made by the Director of Facilities and Public Safety, in concert with the President or his or her designee. The President's Office will provide the GCSOM community with information about the incident using the emergency notification systems and local media outlets.

2. Major emergency that disrupts a substantial portion of the GCSOM community (e.g., building fire, severe flooding, major chemical spill, terrorist threats, criminal activity, etc.). As soon as information becomes available about the severity of the incident the President/Dean, or his or her designee, the Vice Dean, and other key members of the Emergency Response Team will evaluate the scope of the incident, coordinate essential services and provide emergency information through the Dean/President's Office. Because such incidents escalate quickly and may have serious consequences for critical GCSOM functions and/or life safety, the campus may be closed in whole or in part as appropriate.

3. Disaster affecting the entire GCSOM grounds and surrounding community, (e.g., hurricane, tornado, blizzard, widespread chemical or biological agent contamination, pandemic, etc.). Disasters of this magnitude require the immediate assembling of the Emergency Response Team who will work in concert with the President, his or her designee, and surrounding agencies to address the crisis and return GCSOM operations to normal as soon as possible. As information is received, emergency conditions may intensify or lessen that will affect the closure of campus facilities. At all times, authorization must be secured from the President, or his or her designee, to close the campus in whole or part.



## **Emergency Response of the Department of Facilities & Public Safety**

When the determination is made by the President, or his or her designee, to close the campus because of an emergency or disaster, the Director of Facilities and Public Safety will authorize the following actions:

- Activate the Emergency Operations Center.
- Close the parking lots to incoming vehicles depending on the nature of the emergency.
- Deploy security staff and, if possible, enlist the help of maintenance personnel to close and lock academic buildings, if it is safe to do so.
- Notify the Vice Dean or designee of the decision to close the campus and advise the unit to have students remain in place until the "all clear" notice is given.
- Station security officers at key intersections to direct people off campus.
- Request that message boards at the key campus intersections indicate that GCSOM is closed.
- Close the streets surrounding the campus depending on the nature and severity of the emergency.

## **SEX OFFENDERS REGISTRY/ RELATED INFORMATION**

### **Sexual Offender Registration**

The Jacob Wetterling Crimes Against Children and Sexual Violent Offender Registration Act sets the requirements for sex offender registration and community notification. The Campus Sex Crimes Prevention Act of 2000 provides for the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education. Persons seeking to obtain sex offender registration information may do so by contacting the Scranton Police Department at (570) 348-4141, or the Pennsylvania State Police Sexually Violent Predator web site at [www.pameganslaw.state.pa.us](http://www.pameganslaw.state.pa.us).

## **FIRE ALARMS/DRILLS/FIRE SAFETY**

### **Emergency Codes**

Geisinger Commonwealth School of Medicine uses the following emergency codes:

- Red-Fire Emergency
- Yellow-GCSOM Incident Command Activation
- Orange- Unusual Event / Facility Lockdown
- Black-Mass Casualty
- Amber- Child/Infant Abduction
- Gray-Combative Emotionally Distressed Person
- Green-Evacuate Building

The code cards are distributed with ID Badges.

### **Fire Safety**

The Medical Sciences Building has a state-of-the-art, integrated fire alarm system. The fire alarm system is monitored by an off-location central station. The City of Scranton Fire Department is the primary emergency responder.

Fire safety is of primary importance, and GCSOM recommends the following measures to maintain a safe environment:

- If you observe or suspect a fire, activate the building fire alarm immediately. All fires regardless of size must be reported to the Public Safety Department
- If the fire alarm sounds, do not panic, keep calm, prior to opening the door feel for excessive heat, if the door feels normal, leave by the nearest exit, if the door feels hot do not open the door
- Do not use the elevator
- Evacuate the building and proceed to the nearest meeting location that can be reached safely. There is one pre-determined meeting location which is parking lot B, located at the corner of North Washington & East Gibson Streets. Remain at that location until directed to move by GCSOM officials or the Scranton Fire Department.

- If you cannot evacuate the area, remain calm
- If you need evacuation assistance in a stairwell, please use the emergency call box.
- To attract attention; hang clothes or something similar in front of the window.
- Do not break the window or leave it open unless the room is filling with smoke
- Stay calm and wait for help

Evacuation routes are posted in all GCSOM areas.

## **EVACUATION PROCEDURES**

In an emergency evacuation from the building all students and staff are to proceed to Parking Area B, at the corner of North Washington and East Gibson streets. Trained “Sweepers” will assist in ensuring the building is clear. Radio communications are provided to notify those evacuated of additional instructions including “all clear” to return into the building. Emergency evacuation drills are conducted at least once per year. A performance critique is presented to the safety committee for follow-up and continuous improvement.

## **BUILDING ACCESS**

### **Access to Campus Facilities**

GCSOM has installed proximity card readers on all entrances, classrooms, student community rooms, laboratories, and common areas at the MSB. The GCSOM identification card has been programmed to grant the appropriate level of access to different areas of the building. If an ID card is lost/stolen, it must be immediately reported to GCSOM Department of Public Safety, and a new card will be issued. This action will also deactivate the lost/stolen card. A card should never be given to another individual or used to allow access to others. ID Cards must always be displayed.

## **BUILDING AND GROUNDS**

### **Building and Grounds**

GCSOM Public Safety Officers conduct lighting surveys on a regular basis, and submit facilities work requests to repair lights that are not operating properly. The Facilities staff tend to the school building and grounds with a concern for safety of the community members. They are available to respond to calls for service regarding unsafe conditions. These conditions include, but are not limited to, unsafe steps, rails, icy/snow covered walks. We encourage any member of the community to immediately report unsafe conditions to the Facility and Public Safety Department.

## **PARKING**

### **Parking**

GCSOM has constructed surface parking lots for student and employee parking. These lots are conveniently located on North Washington Ave, between New and Myrtle Streets. The fee for parking is determined by location, and individuals can register on line by going to the Facilities / Public Safety department page on the GCSOM portal page. Upon registering, the Bursar's Office for students or Payroll Office for employees will coordinate the payment. An escort is available from GCSOM Public Safety. Contact public safety to receive a walking/riding escort. An emergency call box is in each parking lot. GCSOM Public Safety officers respond to emergency calls.

## **SECURITY ESCORTS**

Security escorts are provided to students / employees on a 24/7 basis both on and off campus.

## **SAFETY INSPECTIONS**

Safety inspections are routinely conducted by facilities and public safety personnel. Additional inspections are performed by the Environmental Health and Safety Committee in the laboratory areas, and the Safety Committee in the common areas. Routine testing is also performed on fire and life safety systems.

## **FIREARM POLICY**

### **Firearms, Fireworks, and Weapons**

The possession, or use of, firearms, ammunition, fireworks, major/minor explosives, or any lethal weapon is prohibited anywhere on campus.

## **HARASSMENT POLICY**

Geisinger Commonwealth School of Medicine (GCSOM) strives to provide a work and academic environment free of harassment, intimidation, or exploitation of any kind. Harassment based on race, religion, ethnicity, color, national origin, age, disability, ancestry, sexual orientation and gender will be deemed a violation of this policy. If such behavior is found to exist in each instance, GCSOM will act to stop the harassment, prevent its recurrence, and take appropriate action against those responsible, including discipline.

## **DRUG AND ALCOHOL POLICY**

### **DRUG AND ALCOHOL ABUSE PREVENTION PROGRAM Student- Policy on Drug and Alcohol-Free Environment Revised 2019 GCSOM Drug and Alcohol Prevention Program – Revised 2018**

#### **Drug and Alcohol Prevention Disclosure**

It is the policy of the Geisinger Commonwealth School of Medicine (GCSOM) to comply with the *Drug-Free Workplace Act of 1988* and the *Drug-Free Schools and Communities Act Amendments of 1989*. In accordance with these regulations, GCSOM is required to annually distribute the following information, which applies to all its students and employees:

#### **Prohibited Conduct**

The unlawful possession, use (including being under the influence), manufacturing or distribution of drugs and/or alcohol by students and employees on the school's property, or as part of the school's activities, is strictly prohibited. The use and/or sale of tobacco products (cigarettes, smokeless tobacco, cigars, and other types of tobacco products such as pipes, electronic cigarettes and any and all devices intended to simulate smoking) are also expressly prohibited on any Geisinger owned/leased property, or in the line-of-sight (which includes vehicles), of patient or visitor entrances of said property.

#### **Student's Responsibility**

Students should notify his/her advisor/instructor when his/her physical or mental condition may affect their performance of duties or may jeopardize personal safety or the safety of others. Students who reasonably suspect that another student is unfit for work or learning by virtue of his/her observed physical or mental condition or performance of duties and responsibilities are expected to immediately notify their advisor/instructor and the Associate Dean for Student Affairs. In cases where the possibly impaired individual is the person's advisor/instructor, the student may report to the next higher-level supervisory member or the senior Human Resources officer. Retaliatory action is prohibited against any persons who reports, responds to, participates in an investigation of a drug and alcohol policy violation. Students must notify GCSOM within 2 business days of being convicted of a drug offense. Students who are completing clinical rotations and experiences at non-Geisinger owned property must also be aware of, and comply with, the policies of those institutions as well.

#### **Employee's Responsibility**

An employee is responsible for being fit for duty when reporting to work and during working hours. In addition, an employee is expected to maintain a lifestyle which will not negatively impact upon their ability to perform their duties safely, productively, and efficiently. An employee should notify his/her manager/supervisor when his/her physical or mental condition may affect the performance of duties or may jeopardize personal safety or the safety of others. An employee who reasonably suspects that another employee is unfit for work by virtue of his/her observed physical or mental condition or performance of duties and responsibilities is expected to immediately notify a manager/supervisor. In cases where the possibly impaired individual is the person's manager/supervisor, the employee may report to the next higher-level supervisory member or the senior Human Resources officer.

## **Health risks associated with the use of illicit drugs and alcohol abuse**

Excessive alcohol use has immediate effects that increase the risk of many harmful health conditions. These effects include, but are not limited to, injuries (such as motor vehicle crashes, falls, etc.), alcohol poisoning, and risky sexual behaviors. Over time, excessive alcohol use can lead to the development of chronic diseases and other serious problems including high blood pressure, heart disease, stroke, liver disease, and digestive problems, cancer of the breast, mouth, throat, esophagus, liver, and colon, learning and memory problems, including dementia and poor school performance, mental health problems, social problems, and alcohol dependence, or alcoholism. Illicit drug use—which includes the abuse of illegal drugs and/or the misuse of prescription medications or household substances—can hurt all parts of your body and cause health problems that do not go away. Drug use, including smoking, can cause issues such as, but not limited to, heart disease, stroke, cancer, HIV/AIDS, hepatitis, and lung disease.

*Sources: Centers for Disease Control and Prevention*

*(<https://www.cdc.gov/alcohol/index.htm>), National Institute on Drug Abuse*

*([www.drugabuse.gov](http://www.drugabuse.gov))*

## **Available Programs and Services**

Support for employees is available through the Employee Assistance Program at 888-327-4623. Student Health Services has developed a referral network of local providers to offer therapeutic mental health services. These services will be provided to promote the personal and professional well-being of students. Psychologists and psychiatrists with specialized expertise, who maintain the highest standards of ethical, culturally sensitive, and confidential care and can address the needs and enhancing the development of medical students are in this network. Drug and alcohol counseling and crisis intervention are offered. Students also have access to a Behavioral Health Specialist through Student Health Services as well as local providers who are not faculty members of the School of Medicine, thus assuring the provision of services with privacy and confidentiality. In case of an emergency, students have 24 hour a day access to crisis counseling. Additional Resources:

Drug & Alcohol Treatment Service Alcoholics Anonymous

National Hotline: 1-800-503-9456

[www.gssana.org](http://www.gssana.org) – for meeting days/times

Geisinger – Marworth Treatment Center

<https://www.marworth.org/programs>

800-442-7722

[marworth@marworth.org](mailto:marworth@marworth.org)

## **Sanctions**

Prohibited conduct, whether on or off campus, may adversely affect a student's or employee's performance and jeopardize the safety of others. Participation in prohibited conduct will result in disciplinary sanctions on students and employees (consistent with local, State, and Federal Law), up to and including expulsion or termination of employment and referral for prosecution.

All persons while in the Commonwealth of Pennsylvania are subject to the Pennsylvania Liquor and Penal Codes. They are as follows: Misrepresenting to liquor dealers or others that another party who is a minor is of age (Fine not less than \$300). Inducement of minors to buy alcohol, liquor, malt, or brewed beverages (Fine not less than \$300). Selling or furnishing alcohol, liquor, malt, or brewed beverages to minors (First violation fine not less than \$1,000, subsequent violation fine not less than \$2,500). Carrying a false I.D. card (First offense is a summary offense

and results in restriction of operating privileges; subsequent offense results in restriction of operating privileges and fine of \$300). The law provides for the restriction of operating privileges (loss of driver's license). This penalty is applied in an escalating manner in each subsequent offense as outlined here. **FIRST OFFENSE:** Loss of operating privileges for a period of 90 days from the date of suspension. **SECOND OFFENSE:** Loss of operating privileges for a period of one year from the date of suspension. **THIRD AND SUBSEQUENT OFFENSE:** Loss of operating privileges for a period of two years from the date of suspension. Non-drivers shall be unable to secure an operator's license for the time periods related to the number of offenses.

**Federal Penalties for Illegal Possession of a Controlled Substance:** 1st Conviction: Up to 1-year imprisonment and fined at least \$1,000 but not more than \$100,000 or both. After one prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$2,500 but not more than \$250,000, or both. After 2 or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000 or both. Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if: 1st conviction and the amount of crack possessed exceeds 5 grams. 2nd crack conviction and the amount of crack possessed exceeds 3 grams. 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram. Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment. Forfeiture of vehicles, boats, aircraft, or any other conveyance used to transport or conceal a controlled substance. Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

**DRUG & ALCOHOL COUNSELING, TREATMENT, REHABILITATION PROGRAMS:**  
**AREA RESOURCES**

**Scranton Area:**

**DATS (Drug and Alcohol Treatment Services)**

441 Wyoming Avenue  
Scranton, PA 18503  
570-344-3877  
National Hotline: 1-800-662-HELP(4357)  
aa.org for AA Meetings

**Drug & Alcohol Treatment Service Alcoholics Anonymous**

National Hotline: 1-800-503-9456  
[www.gssana.org](http://www.gssana.org) – for meeting days/times

**Alateen (Children) Al-Anon (Family Members)**

1-800-344-2666

**Community Intervention Center Drug & Alcohol Hotline**

445 N. 6<sup>th</sup> Avenue  
Scranton, PA 18503  
(This is also a drop-in)  
570-342-4298

**Lackawanna County Dept. of Human Services of Drug & Alcohol Programs**

123 Wyoming Avenue, 4<sup>th</sup> Floor  
Scranton, PA 18503  
570-963-6820, Ext. 1501

**Geisinger Marworth**

PO Box 36  
Lily Lake Rd  
Waverly, PA 18471-7736  
1-800-442-7722

**Scranton Counseling Center**

570-348-6100

**Wilkes-Barre Area:**

**Clear Brook Manor**

1100 East Northampton Street  
Laurel Run, PA 18706  
570-823-1171  
Luzerne County Drug and Alcohol Program  
111 North Pennsylvania Avenue, 2<sup>nd</sup> Floor  
Wilkes-Barre, PA 18701-3505  
570-826-8790



**Wilkes-Barre - Crisis Information and Referral Line: 570-829-1341**

**Pocono Drug and Alcohol Resources**

**A BETTER TODAY, INC. SATELLITE STROUDSBURG**

18 South 9th Street, #103  
Stroudsburg, PA 18360  
(570)424-8280

**CATHOLIC SOCIAL SERVICES OF THE DIOCESE OF SCRANTON, INC.**

724 Phillips Street  
Stroudsburg, PA 18360  
(570)517-0892

**Guthrie Drug and Alcohol Resources**

**MENTAL HEALTH ASSOCIATES & NEW LEAF RECOVERY SERVICES  
OF NORTH CENTRAL PA**

21 Main Street  
Towanda, PA 18848  
(570)265-2525

## **GCSOM Personal Support and Additional Therapeutic Counseling Services**

Personal support for students is available through a variety of channels. Students may contact faculty, advisors, preceptors, clinical faculty, or any member of the GCSOM staff and administration for support at any time. In addition, a more formal source of support is available through the Center for Learning Excellence. Jackie Ghormoz, M.S.W. is available to meet with students at any time for assistance with transient or short-term stressors. Students may stop by the office or schedule an appointment by calling (570) 504-9073.

For more intensive or ongoing therapeutic counseling support, students may access a community provider through their medical insurance. A partial list of providers is available to students on the portal or students may contact the Center for Learning Excellence for a list of community providers. For after hour emergencies, students should contact one of the providers listed below or go to the nearest emergency room.

Personal support for staff is available through the Employee Assistance program with ENI (Employee Network Inc.) Phone number: 1-888-EAP-CALL (1-800-327-2255).

Additional support for physicians and medical students is available through the "Physician Health Program" sponsored by the Foundation of the PA Medical Society:

Monday-Thursday

7:30 a.m. to 5 p.m.

(866) 747-2255 or (717) 558-7819

Friday (emergency calls only)

(717) 558-7817

Fax (717) 558-7818

[php-foundation@pamedsoc.org](mailto:php-foundation@pamedsoc.org)

Address:

Physicians' Health Programs

777 East Park Drive

P.O. Box 8820

Harrisburg, PA 17105-8820

***All communication is confidential, but please note that e-mail is not a secure form of correspondence.***

## **GENERAL SAFETY GUIDELINES**

### **Campus Safety: Doing Your Part**

Campus safety and security procedures/practices are a part of the orientation program for students and employees. Public Safety/Facilities policies and procedures are available to employees and students on the GCSOM portal. During orientation students are instructed on basic security awareness and responses to dynamic situations including Active Shooter situations. There are no other security awareness programs. Students are made aware of any safety issues on or near campus.

***ALL CRIMES SHOULD BE REPORTED TO THE PUBLIC SAFETY DEPARTMENT AS SOON AS POSSIBLE***

### **IN THE OFF-CAMPUS HOUSE OR APARTMENT**

1. Never use your first name in the telephone directories or mailboxes and avoid using prefixes: Mrs., Miss, or Ms. List your first initial only.
2. After moving into a new home or apartment, it is a good idea to change the door locks. Every window that can be entered from the outside should have a good lock and be properly secured.
3. Never open your door to strangers! Repair persons and salespersons carry proper identification. It is in your best interest to request they show it to you before you admit them. Also, most repair persons and salespersons make appointments beforehand. During non-working hours, if repair persons are making "emergency" repairs or checks, confirm the necessity for the work by phone before admittance.
4. If someone wants to use your phone, no matter what the emergency claimed, offer to make the call. Do not open the door.
5. Always keep windows secured and covered at night. Never reveal either in person or to a telephone caller, that you are alone. Have two lights on in different locations of the house. This gives the impression of more than one person at home. To secure sliding doors, place a strong wooden broom handle or dowel in the lower track of the door.
6. In apartment buildings, be wary of deserted laundry rooms

### **ON CAMPUS**

1. When walking at night, use the best-lighted route and try not to walk alone, if possible. Call Public Safety for an escort.
2. Do not jog alone.
3. Do not leave personal property unattended, anywhere, or anytime.
4. If you are a victim of a crime, notify the Public Safety Department immediately

5. Report any encounters with voyeurs or exhibitionists to the Public Safety Department. Become aware of the emergency call boxes located in all GCSOM parking lots.

### **WALKING**

1. Walk near the center of the sidewalk and use the busiest, safest, and best-lighted routes. Avoid alleys, parks, vacant lots, and parking areas that are deserted and dark.
2. Never hitchhike.
3. If you think someone is following you, cross the street, walk faster or even walk down the middle of the street. Try to go to a lighted area, store or near a group of people.
4. Do not accept rides from strangers. If a car approaches and you are threatened, walk in the opposite direction of the vehicle.
5. Do not overload yourself with packages, books, and other things.
6. If your purse is snatched or if you are approached by a potential robber ... DON'T FIGHT. Cooperate rather than risk injury. It will not be a great loss if you carry no more cash than is necessary and keep a list at home of all credit cards, licenses, etc.

### **DRIVING**

1. When you walk to your vehicle, have your keys ready in your hand so you will not have to stand outside your car looking for them.
2. Always check the rear seat and floor before you get into your car.
3. Lock the doors as soon as you get into your vehicle and keep them locked.
4. Do not pick-up hitchhikers.
5. When stopping your car in traffic, always leave enough room to pull around any stopped vehicle that may be in front of you.
6. If you believe you are being followed by another car, do not turn into your driveway or parking lot. Attempt to locate open businesses or drive to the nearest police department. Use your horn and lights to attract attention. Try to obtain a license number of the other vehicle to pass on to police.
7. If you have car trouble, raise the hood, and sit inside your car with the doors locked until assistance arrives. Ask the person who approaches to call a service truck for you. Keep an ample supply of gasoline.
8. Do not stop to offer help to a stranded motorist, male or female. Call the police or a service station.
9. If you park your car and the attendant asks you to leave your keys, leave only the car key.
10. Place valuables in the locked trunk or otherwise conceal where they cannot be seen.

11. Always lock your bicycle with a good lock and secure it to a bicycle rack.

## **PSYCHOLOGICAL PREVENTION**

**BE PREPARED:** There is a lot you can do to avoid becoming a victim, or to respond effectively if a crime does take place.

1. Educate yourself concerning crime prevention tactics.
2. Consider in advance, what you would do if confronted by a criminal.

Everyone must work together to create a safe campus. Please report all crimes to the GCSOM Public Safety Department as soon as possible. The Public Safety Staff is on duty 24 hours a day, 365 days a year. Call 570-504-7000, ext. 2300 or 570-558-2300.

## **ELEVATOR**

1. If while waiting for an elevator, you find yourself alone with a stranger, let him/her take the elevator and wait for its return.
2. If you are on with someone who makes you feel uneasy, get off at the next floor.
3. Always stand near the control panel, where you have access to the alarm and floor buttons.
4. Do not hesitate to use the emergency call button or alarm if needed.

## SEXUAL MISCONDUCT POLICY

### Policy on Sexual Misconduct (Title IX)

**Policy Number:** 100.1157.100

**Policy Revision Approval Date:** 2020-08-04

**Policy Category:** General Administrative

**Policy Owner:** Vice President for Academic Affairs

**Policy Audience:** Administration, Faculty, Staff, Students

#### Definitions:

**Sex Discrimination:** Sex discrimination includes behaviors and actions that deny or limit a person's ability to benefit from, and/or fully participate in, the educational programs or activities or employment opportunities because of a person's sex. Examples of sexual discrimination prohibited under Title IX include, but are not limited to, Title IX Sexual Harassment, failure to provide equal opportunity in education programs and extracurricular programs, discrimination based on pregnancy, and sex-based employment discrimination.

**Sexual/Gender Misconduct:** is a form of sex discrimination and includes, among others, acts of sexual violence, sexual assault, sexual harassment, stalking, cyber-stalking, dating violence, domestic violence, intimate partner violence, and hate crimes based on gender or sexuality. Sexual/gender misconduct is a broad term encompassing any behaviors that violate the Geisinger Commonwealth School of Medicine (GCSOM) Code of Conduct and/or the Policy on Sexual/Gender Discrimination, Misconduct, and Harassment (Title IX) and including sexual harassment prohibited by Title IX.

**Title IX Sexual Harassment:** means conduct on the basis of sex that satisfies one or more of the following:

- (1) an employee of GCSOM conditioning the provision of a GCSOM aid, benefit or service on an individual's participation in unwelcome sexual conduct (i.e., quid pro quo);
- (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to GCSOM's education program or activity; or
- (3) sexual assault (as defined by Clery Act), or "dating violence," "domestic violence" and "stalking" (as defined by Violence Against Women Act).

See Appendix A for definitions of these terms.

See Section 7(D) for the definition of education program or activity.

## **Introduction / Purpose:**

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. To ensure compliance with Title IX and other federal and state civil rights laws, including regulations related to pregnant and parenting learners, and to ensure that it provides a safe and welcoming campus environment, GCSOM has developed policies and procedures that prohibit sexual/gender misconduct in all of its forms and outlines the process for reporting, investigating and addressing violations of this policy. GCSOM complies with Title IX of the Education Amendments of 1972 and the U.S. Department of Education's implementing regulations, the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act as amended by the Campus Sexual Violence Elimination Act (SaVE) Act and Section 304 of the Violence Against Women Reauthorization Act of 2013 and the Department's implementing regulations, and the Commonwealth of Pennsylvania law on Postsecondary Institution Sexual Harassment and Sexual Violence Policy and Online Reporting System

24 P.S. § 20-2001-J, et. seq.

Geisinger Commonwealth School of Medicine strives to provide a learning and working environment for members of its community, as well as guests and visitors, that is free from all forms of sex discrimination, sexual/gender misconduct and Title IX Sexual Harassment. All members of the School of Medicine community are expected to conduct themselves in a manner that does not infringe upon the rights of others. GCSOM believes in zero tolerance for sexual/gender misconduct. Zero tolerance means that if after following a prompt and equitable grievance procedure which affords the parties due process, the accused (the "respondent") is found to have violated this policy, GCSOM will impose sanctions on the respondent up to and including dismissal and provide appropriate remedies to the complainant. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated. This policy is intended to define community expectations and GCSOM's procedures to establish a mechanism for determining when those expectations have been violated.

This policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include controversial or sensitive subject matters protected by academic freedom. Academic freedom extends to topics that are pedagogically appropriate and germane to the subject matter of courses or that touch on academic exploration of matters of public concern.

GCSOM treats complainants and respondents equitably in its grievance procedure and includes a presumption that the respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance procedure. GCSOM's resolution processes require an objective evaluation of all relevant evidence – including both inculpatory and exculpatory evidence.

## **Scope**

This policy addresses Title IX Sexual Harassment, as defined by the U.S. Department of Education (see Section 1) and addresses all complaints of Title IX Sexual Harassment through its Title IX Grievance Process which complies with the Department's Title IX regulations (see Section 8(B)). This policy also addresses sex discrimination, retaliation, and other types of sexual/gender misconduct that do not meet the definition of Title IX Sexual Harassment, which will be handled through either the Title IX Grievance Process or the Other Sexual/Gender

Misconduct Process depending on the nature of the alleged misconduct (see Section 8(C)). See Section 8 for further details.

Appendix B addresses prohibited sex discrimination regarding pregnant and parenting learners. This policy applies to all faculty, staff and students of GCSOM, as well as to others who participate in GCSOM programs and activities on all campus sites. Individuals who are found to have violated this policy and are members of the Geisinger community will be subject to discipline, up to and including termination or expulsion, and/or any other discipline deemed appropriate. In cases where the respondent is a third party who is not a Geisinger employee or student, GCSOM will still take steps to address any policy violations and provide supportive measures but its ability to take action will be limited by the amount of control that the school has over the third party. When employees are parties to a complaint, as either the complainant or respondent, Geisinger employee policies will also apply and the Geisinger Human Resources Department will participate in the process.



## **Governance and Enforcement:**

Vice President of Academic Affairs

## **Policy:**

### **A. Statement on Non-Discrimination**

GCSOM embraces a work and learning environment which recognizes that optimal functioning occurs in environments rich in diversity of experiences, cultures and ideas. GCSOM values diversity and is committed to maintaining a work and education environment free of discrimination. No person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any GCSOM educational program or activity. Actions and/or services affecting GCSOM applicants, learners or employees will be applied without regard to sex, race, color, religion, national origin, ancestry, age, sexual orientation, gender identity, political affiliation, handicap, disability, marital status, veteran status or disabled veteran status, genetic information or any other characteristic protected by law.

GCSOM is prohibited by Title IX from discriminating on the basis of sex in the education programs and activities that it operates and this requirement to not discriminate extends to admissions and employment. Under Title IX, if GCSOM has actual knowledge of Title IX Sexual Harassment in its educational program or activity against a person in the United States, GCSOM must respond promptly in a manner that is not deliberately indifferent. GCSOM's response would be deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.

Sex discrimination, which includes sexual/gender misconduct and Title IX Sexual Harassment, is prohibited by this policy. This policy is applicable regardless of the sexual orientation and/or gender identity of individuals engaging in sexual activity. In addition, retaliation against the complainant or witnesses is also prohibited by this policy. See Section 11. Applicants, learners or employees who experience sex discrimination or sexual/gender misconduct are encouraged to report it as soon as possible.

Questions regarding Title IX may be referred to the Title IX Coordinator or the Title IX Associate Coordinator (referred to collectively as the Title IX Coordinators) or to the Federal Office of Civil Rights at [OCR@ed.gov](mailto:OCR@ed.gov) or the regional federal Office of Civil Rights at [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov).

### **B. Title IX Coordination**

GCSOM's Title IX Coordinators oversee compliance with all aspects of the Policy on Sexual/Gender Discrimination, Misconduct, and Harassment, including the sections related to pregnant and parenting students.

The Title IX Coordinators will be informed of all reports of sexual/gender misconduct, and will oversee GCSOM's centralized review, investigation, and resolution of those reports to ensure GCSOM's compliance with Title IX and the effective implementation of this policy. Questions about any parts of this policy should be directed to one of the Title IX Coordinators. Anyone wishing to make a report relating to sex discrimination or sexual/gender misconduct may do so

by reporting the concern to a GCSOM Title IX Coordinator or to any school official with authority to institute corrective measures on behalf of the school.

GCSOM's officials with authority include the President and Dean; Vice President for Community Engagement, Associate Dean for Equity and Inclusion and Chief Diversity Officer; Vice President for Academic Affairs and Vice Dean for Medical Education; Associate Dean for Student Affairs; Associate Dean for Educational Administration; Associate Dean for Clinical Affairs; Chair of Medical Education Department; Regional Associate Deans; Regional Assistant Deans; Vice Dean for Graduate Education; Associate Dean of Graduate Education; and Assistant Dean for Academic Affairs for the School of Graduate Education.

### **Title IX Coordinator**

Arthur Breese  
(570) 808-5809  
Geisinger South Wilkes-Barre  
Email: [awbreese@geisinger.edu](mailto:awbreese@geisinger.edu)

### **Title IX Associate Coordinator for School of Medicine (Undergraduate Medical Education and Graduate Programs)**

Andrea Mulrine  
(570) 504-9073  
MSB Room 3007  
Email: [amulrine@som.geisinger.edu](mailto:amulrine@som.geisinger.edu)

## **C. Dissemination of Policy**

The Title IX Coordinator will provide a notice of GCSOM's nondiscrimination policy and its grievance procedure and the contact information for its Title IX Coordinators to all applicants for admission and employment, learners, and employees.

## **6. Reporting Procedures**

Any applicant, learner, employee, or member of the GCSOM community who has experienced sex discrimination, sexual/gender misconduct, or Title IX Sexual Harassment is encouraged to immediately seek help. In circumstances involving sexual violence or assault, GCSOM encourages all individuals to seek assistance from a medical provider and/or law enforcement as indicated immediately after an incident of sexual/gender misconduct, whether or not the individual plans to pursue criminal action.

GCSOM encourages those who have experienced or witnessed any form of sex discrimination or sexual/gender misconduct to report the incident promptly and to pursue GCSOM remedies and interventions as described below, as well as criminal action, if applicable. GCSOM takes complaints seriously and the Title IX Coordinators are prepared to assist complainants to ensure their safety and to provide supportive measures.

Any person may report sexual/gender discrimination, harassment, or misconduct whether or not they are the person alleged to be the receiver of such conduct at any time. In such cases where an individual other than the one experiencing the misconduct makes the report, the Title IX

Coordinator will reach out to the party involved (complainant) to offer supportive measures and provide information on filing a formal complaint.

## **A. Reporting Options**

Reports of sex discrimination, sexual/gender misconduct, or Title IX Sexual Harassment can be made to the Title IX Coordinators via mail, email, phone or in person at the contact information listed directly above in Section 5(B). In addition, reports can be made to any GCSOM official with authority listed above in Section 5(B). These school officials will be required to notify the Title IX Coordinators of any reports of sex discrimination or sexual/gender misconduct.

Individuals also have the right to file a formal grievance with the U.S. Department of Education's Office for Civil Rights or the regional OCR office if they believe GCSOM has discriminated on the basis of sex, retaliated against a complainant, witness, or respondent, or failed to follow the procedures set forth in this policy:

### **Office for Civil Rights (OCR)**

#### **Regional Office:**

The Wanamaker Building  
100 Penn Square East, Suite 515,  
Philadelphia, PA 19107-3323.  
Telephone: (215) 656-8541.  
Facsimile: (215) 656-8605.  
Email: [OCR.Philadelphia@ed.gov](mailto:OCR.Philadelphia@ed.gov)

#### **National Office:**

400 Maryland Avenue, SW  
Washington, DC 20202-1100 Customer Service Hotline #: (800) 421-3481  
Facsimile: (202) 453-6012 TDD#: (877) 521-2172  
Email: [OCR@ed.gov](mailto:OCR@ed.gov)  
Web: <http://www.ed.gov/ocr>  
<https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>

## **B. Anonymous Reports**

Anonymous reports can be made by anyone experiencing sexual/gender misconduct and/or anyone observing sexual/gender misconduct using the online reporting form posted at:

<https://portal.tcmc.edu/titleixmembers/https://portal.tcmc.edu/titleixmembers/wpcontent/uploads/sites/24/2016/01/Title-IX-Anonymous-Report-Form-F-3.pdf>

or the following reporting hotlines:

Employees may report on an Anonymous Geisinger Hotline hosted by Global Compliance, Inc. at 800-292-1627, or <http://www.geisinger.org/alertline>

Learners may report at the Anonymous Ethics Hotline 844-600-0042, or [www.lighthouse-services.com/gcsom-student](http://www.lighthouse-services.com/gcsom-student)

Note that these anonymous reports will prompt a review by the Title IX Coordinator. The school's response to anonymous reports may, however, be limited by the amount of information provided on these reports.

In the event that an incident involves alleged misconduct by a Title IX Coordinator, reports should be made directly to the Associate Dean for Student Affairs, Dr. Tanja Adonizio at MSB 3069, (570) 504-9612 or [tadonizio@som.geisinger.edu](mailto:tadonizio@som.geisinger.edu).

### **C. False Reports**

GCSOM will not tolerate intentional false reporting of incidents. It is a violation of the Student Code of Academic and Professional Integrity to make an intentionally false report of any policy violation, and it may also violate state criminal statutes and civil defamation laws.

### **D. Amnesty for Those Who Experience Sexual/Gender Misconduct and for Witnesses**

The GCSOM community encourages the reporting of misconduct and crimes by those who experience it as well as witnesses. Sometimes, those individuals are hesitant to report to school officials or participate in resolution processes because they fear that they themselves may be accused of policy violations, such as abusing alcohol or drugs at the time of the incident. It is in the best interests of this community that as many individuals as possible choose to report to school officials, and that witnesses come forward to share what they know. To encourage reporting, GCSOM pursues a policy of offering those who experience misconduct as well as any witnesses amnesty from minor policy violations related to the incident, including any minor drug and alcohol violations.

Sometimes, learners are hesitant to offer aid to others for fear that they may get themselves in trouble (for example, a learner who has been drinking might hesitate to help take a sexual/gender misconduct victim to security). GCSOM pursues a policy of amnesty for learners who offer help to others in need. While standards of professionalism are paramount in medicine and as patient safety is of primary concern, professionalism policy violations, and especially concerns related to drug and alcohol misuse will generally be addressed through educational, screening and treatment options, rather than punishment, to those who offer their assistance to others in need. GCSOM will not be able to overlook serious policy violations or a pattern of policy violations.

## **7. Initial Response to Reports of Sexual/Gender Misconduct**

Upon receipt of a report, the Title IX Coordinator will take prompt and effective action by reaching out to the complainant. The Title IX Coordinator will notify the complainant of the availability of supportive measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. The Title IX Coordinator will consider the nature of the report, the safety of the individual and the GCSOM community, the complainant's expressed preference for resolution, and the necessity for any supportive measures or emergency removal to protect the safety of the complainant or the community.

### **A. Supportive Measures**

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent. Such measures are designed to restore or preserve equal access to GCSOM's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or GCSOM's educational environment, or to deter sexual harassment. Supportive measures are available to complainants with or without the filing of a formal complaint.

Supportive measures may include counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, adjustment of learning modality, campus escort services, mutual restrictions on contact between the parties, changes in work locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures. The Chair of the Medical Education Department will be consulted regarding any supportive measures regarding course or program-related adjustments.

When the complainant and the respondent participate in the same courses, or participate in the same activities, the parties may request that a fair and immediate way to reassign and/or move one of the persons be decided upon by the Associate Dean for Student Affairs, Vice Dean, Human Resources Generalist or a designee. The Associate Dean for Student Affairs will consult with the Chair of Medical Education Department in making a determination regarding an alternative classroom assignment(s) for the respondent and/or the complainant.

GCSOM will keep any supportive measures provided to the complainant or respondent confidential, to the extent that maintaining such confidentiality would not impair the ability of GCSOM to provide the supportive measures (for example, issuing mutual restrictions on contact requires disclosure to both parties). The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures.

If GCSOM does not provide supportive measures to a complainant, the Title IX Coordinator will document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

## **B. Emergency Removal**

In general, GCSOM will not impose any disciplinary sanctions or other actions that are not supportive measures on the respondent without following its grievance procedure. However, in some circumstances, GCSOM may suspend a learner-respondent from its education programs or activities on an emergency basis. Before suspending the respondent, GCSOM will conduct an individualized safety and risk analysis to determine if there is an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual/gender misconduct which justifies the removal of the respondent. If GCSOM makes the decision to temporarily remove the respondent, GCSOM will provide the respondent with notice and an opportunity to challenge the decision immediately following the removal. The Vice Dean will make all decisions regarding emergency removal of learners.

GCSOM has the discretion to place employee-respondents on administrative leave of absence during the pendency of the grievance procedure. (See Leave of Absence Policy)

## **C. Formal Complaint**

A formal complaint must be filed before GCSOM will initiate its grievance procedure. The formal complaint can either be filed by a complainant or signed by the Title IX Coordinator.

The complainant may submit a formal complaint to the Title IX Coordinator in person, by mail, or by electronic mail. The formal complaint must include the complainant's physical or digital signature, or otherwise indicate that the complainant is the person filing the formal complaint.

In general, the Title IX Coordinator will honor the decision of the complainant regarding filing a formal complaint unless there is information available that places the complainant or others in the community at risk. In cases where the complainant does not choose to file a formal complaint but where the Title IX Coordinator after considering all of the circumstances determines that GCSOM must initiate the grievance process to avoid being deliberately indifferent (such as when an individual or other members of the community may be at risk), the Title IX Coordinator may sign the formal complaint. GCSOM will not act with deliberate indifference in response to any formal complaint.

Formal complaints afford privacy, to the extent possible, to all parties involved in a report of sex/gender misconduct. Only a small group of officials who need to know will be told about the formal complaint, including but not limited to, the Office of Student Affairs and Safety and Security. Information will be shared as necessary with investigators, decision-makers and witnesses. The circle of people with this knowledge will be kept as tight as possible to preserve the parties' privacy.

## **D. Classification of Formal Complaint**

After a formal complaint is filed, the Title IX Coordinator will determine whether the complaint is alleging Title IX Sexual Harassment, sex discrimination, retaliation, or another type of sexual/gender misconduct prohibited by this policy.

In order to be considered Title IX Sexual Harassment, the alleged misconduct must meet the definition of Title IX Sexual Harassment set forth in Section 1 as well as all of the following jurisdictional requirements:

1. The misconduct must occur within GCSOM's "education program or activity" which includes locations, events, or circumstances over which GCSOM exercised substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by GCSOM.
2. The alleged misconduct must occur against a complainant in the United States.
3. The complainant must be participating in or attempting to participate in a GCSOM education program or activity.

If the alleged misconduct does not meet the definition of Title IX Sexual Harassment and the related jurisdictional requirements, the Title IX Coordinator will decide whether it otherwise meets the definitions of sex discrimination or sexual/gender misconduct in Section 1 or the definition of retaliation in Section 11.

The classification of the formal complaint will determine which grievance process is utilized in Section 8.

### **E. Dismissal of a Formal Complaint**

If GCSOM determines that alleged sexual/gender misconduct does not meet the definition of Title IX Sexual Harassment or the jurisdictional requirements discussed above, the formal complaint will be dismissed as a Title IX formal complaint and continue as a sexual/gender misconduct formal complaint.

GCSOM may also dismiss a Title IX Sexual Harassment or a sexual/gender misconduct formal complaint, if at any time during the investigation or hearing:

- A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
- The respondent is no longer enrolled at or employed by GCSOM;
- Specific circumstances prevent GCSOM from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein; or
- The alleged misconduct is not sexual/gender misconduct prohibited by this policy.

The Title IX Coordinator will promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties (complainant and respondent), which will also notify the complainant of the right to appeal a dismissal.

### **F. Consolidation of Formal Complaints**

GCSOM may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

## **G. Confidentiality**

GCSOM will keep confidential the identity of any individual who has made a report or complaint of sex discrimination, including any individual who has made a report or filed a formal complaint of sexual/gender misconduct, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out GCSOM's sexual/gender misconduct grievance procedure.

## **8. Grievance Procedures**

GCSOM has developed two separate grievance processes within its grievance procedure:

1. the Title IX Grievance Process, which complies with the U.S. Department of Education's requirements in its Title IX regulations, and
2. the Other Sexual/Gender Misconduct Grievance Process.

Formal complaints regarding allegations of Title IX Sexual Harassment, sexual assault, domestic violence, dating violence, stalking, and non-consensual sexual contact will be resolved through the Title IX Grievance Process.

Formal complaints regarding sex discrimination, retaliation, and other sexual/gender misconduct will be resolved through the Other Sexual/Gender Misconduct Grievance Process.

These grievance processes apply when a GCSOM learner is a complainant or a respondent (even if an employee is the respondent or complainant, respectively). Complaints between GCSOM employees will only be handled through this grievance procedure if the alleged misconduct is Title IX Sexual Harassment.

GCSOM plans to conclude the grievance procedure in reasonably prompt time frames. Any time frames listed below are subject to change for good cause. Good cause may include considerations such as the absence of a party, a party's advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. Written notice of any delay or extension and the corresponding reasons will be provided to the complainant and the respondent.

### **A. Notice of Allegations**

After receiving a formal complaint, the Title IX Coordinator will provide a written notice to the complainant and respondent, which includes:

- A determination of whether the alleged conduct would qualify as Title IX Sexual Harassment or if it is not Title IX Sexual Harassment, whether the alleged conduct would qualify sexual/gender misconduct otherwise prohibited by this policy;
- Notification of which grievance process applies to the alleged misconduct (see above) and an explanation of the grievance process that applies as well as the informal resolution process;



- A list of the allegations of misconduct potentially constituting Title IX Sexual Harassment or other sexual/gender misconduct prohibited by this policy, including sufficient details known at the time such as the identities of the parties involved in the incident, the conduct allegedly constituting sexual/gender misconduct, and the date and location of the alleged incident;
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
- Notification that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
- Notification that the parties may inspect and review evidence.
- Inform the parties of the provisions in GCSOM's code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process;
- The name of the investigator who will be investigating the formal complaint; and
- Proposed dates, times, and locations for the investigator's initial meeting with each party.

The notice of allegations will be provided at least 10 days before the initial interview scheduled with the investigator, to give the complainant and respondent time to review the allegations and prepare for the meeting.

If, during an investigation, GCSOM decides to investigate allegations about the complainant or respondent that are not included in the original notice of allegations, the Title IX Coordinator must provide notice of the additional allegations to the parties.

## **B. Title IX Grievance Process**

### **a. Grievance Process Requirements**

- All Title IX personnel including the Coordinators, investigators, decision-makers and the Appeals Officer must be free of conflict of interest or bias for or against a complainant or respondent. If any party has a concern about conflict of interest or bias on the part of any Title IX personnel, that individual should report the concern to the Associate Dean for Student Affairs.
- All Title IX personnel must be appropriately trained in regard to Title IX policies and regulations.
- All Title IX personnel will assume the innocence of the alleged respondent until a Determination of Responsibility is made.
- The decision-making panel will use the preponderance of evidence standard in determining responsibility for formal complaints involving students or employees, which means the decision maker must determine whether there is evidence to indicate a policy violation is "more likely than not" or more than 50% likely.

- All parties to the complaint may present witnesses and other evidence. Each party must have meaningful access to any information that will be used during the live hearing, including the investigative report. The parties will have the opportunity to respond in writing to the investigative report in advance of the determination of responsibility.
- In cases where a respondent is found responsible, complainants will be treated equitably through the application of appropriate remedies implemented to maintain the complainant's equal access to GCSOM educational programs and activities.
- All respondents will be treated equitably during the investigation and live hearing phase in that no disciplinary sanctions will be imposed prior to the completion of the grievance process, with the exception of an emergency removal as described in Section 7(B).
- All evidence, inculpatory and exculpatory, must be evaluated objectively by the decision-making panel.
- The decision-making panel will not make credibility determinations based on a person's status as complainant, respondent or witness.
- The decision-making panel will not consider the prior sexual behavior of the complainant unless that behavior is offered to prove that someone other than the respondent committed the alleged misconduct or if it is offered to prove consent.

## **b. Informal Resolution Procedure**

Where it is deemed possible and safe and when the parties agree, an informal resolution procedure may be applied to resolve a formal complaint. The informal procedure will not, however, be used when the complainant is a student and the alleged respondent is an employee. To initiate the informal resolution procedure, the Title IX Coordinator will review the procedure with the complainant and the respondent in a timely manner and elicit their interest in engaging this process. Both parties must give voluntary, informed written consent to participate in the informal resolution procedure. To reach an informal resolution, the Title IX Coordinator (or designee) will speak with both parties and any appropriate witnesses to explore what actions and supportive measures can be agreed upon.

If a satisfactory resolution is reached through this informal conversation, the resolution will be documented and signed by both parties. If both parties sign the resolution, they may not then pursue the formal resolution procedure. If these efforts are unsuccessful or if the complainant or respondent do not accept the informal resolution, the formal resolution procedure may commence.

Either party (complainant or respondent) may stop the informal procedure at any time and request that the complaint be handled through the formal procedure. The complainant may request to end the informal or formal procedure at any time and the Title IX Coordinator will consider whether granting the request to end the process is consistent with GCSOM's responsibilities under Title IX and to its students and the public.

## **c. Formal Resolution Procedure**

### **Investigation**

Upon the receipt of a signed formal complaint, the Title IX Coordinator will assign an objective investigator to commence the investigation. The role of the investigator is to gather the facts, by interviewing all witnesses and collecting appropriate evidence, and document his/her findings in preparation for a live hearing.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on GCSOM (as represented by the investigator) and not on the parties. However, both parties must have the opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence to the investigator. The investigator cannot access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional which are made and maintained in connection with the provision of treatment to the party, unless the investigator obtains that party's voluntary, written consent to do so for the grievance process.

The investigation will take place in a timely manner. The parties to the complaint will receive the notice of allegations (described above) at least 10 days before their initial meeting with the investigator. The investigator will provide any witnesses with timely notification of the date, location and time of their interview meetings at least three days in advance and will notify the parties of any additional interviews at least three days in advance. Interviews may occur in person or virtually based on the circumstances and investigators will work with the parties and witnesses to handle any scheduling conflicts. The complainant and respondent may be accompanied to any meetings with an advisor of their choice.

### **Sharing of Evidence:**

During the investigation, the complainant and respondent will be provided with copies of or allowed to inspect all evidence collected. Either party may submit responses to the evidence to the investigator or may submit any additional evidence contradicting or corroborating the evidence collected by the investigator.

### **Preliminary Investigative Report:**

The investigator will prepare an investigative report that fairly summarizes the relevant evidence. At the conclusion of the investigation, the investigator will provide the complainant and respondent and their advisors with a copy of the preliminary investigative report allowing a 10-day response period for both parties to review and respond to the report. The parties will also be notified of a proposed hearing date, at least 25 days from the date of receipt of the preliminary investigative report.

### **Final Investigative Report:**

Once this 10-day response period is concluded, the investigator will review any responses received and finalize the report. The complainant, the respondent and their advisors will simultaneously receive a copy of this written report at least 10 days before the scheduled hearing.

## **Supportive Measures:**

At any time during the investigation, the investigators may recommend that additional supportive measures, including interim protections, be provided to the parties or witnesses.

### **Live Hearing**

## **Written Notice of Hearing:**

The Title IX Coordinator and the investigator will provide written notification of the date, time, location, participants, allegations and purpose of the hearing, to all parties and witnesses whose participation is invited or expected within 10 days of the hearing.

## **Advisors:**

Both the complainant and the respondent have the right to have an advisor present during all phases of the investigation and hearing. The advisor can be, but is not required to be, an attorney. If a party does not have an advisor for the live hearing, GCSOM will appoint an advisor of its choice without fee or charge to that party, who may be, but is not required to be, an attorney, to represent the party during the hearing.

## **Decision-makers:**

Presiding over the hearing will be an objective decision-making panel, comprised of one GCSOM administrator, one GCSOM Faculty member and one outside hearing panelist trained in conducting Title IX hearings. The Title IX Coordinator and investigator will not serve on the panel. The role of the hearing panel will be to oversee the resolution of the complaint by interviewing all appropriate parties, including witnesses, determining the relevance of all questions posed under cross-examination, evaluating the relevance of all evidence submitted and rendering a decision of responsibility. If there is any disagreement between the panel members, they will decide on a course of action by majority vote.

## **Hearing Format:**

The live hearing will be conducted in a manner so that all parties can see and hear testimony at all times. During the hearing, the parties may be in separate rooms (at the request of either party) or the hearing (in-part or in-whole) may be conducted virtually as long as there is appropriate technology to allow for the parties, their advisors, and the panel members to see and hear testimony at all times. The hearing will be recorded or transcribed, and a copy of the recording/transcription will be provided to both the complainant and respondent for review.

The hearing will follow this process:

- The investigator will then call upon the parties and the witnesses to testify. Each party and witness may first make a statement describing the events in question.
- The advisors for the parties may then cross examine the testifying party or witness with the advisor for the complainant going first. Advisors may only ask relevant questions and

the panel will be responsible for determining the relevance of questions posed by the parties' advisers during cross-examination.

- The decision-making panel will then have the opportunity to question the testifying party or witness.
- After all the investigator's witnesses have been called, the complainant will have an opportunity to call witnesses or present any other evidence. Each witness will be subject to cross-examination by first the complainant's advisor and then the respondent's advisor. The same relevance requirements and determinations apply. The panel members will also have the opportunity to ask questions.
- After all of the complainant's witnesses have been called, the respondent will have an opportunity to call witnesses or present any other evidence. Each witness will be subject to cross-examination by first the respondent's advisor and then the complaint's advisor. The same relevance requirements and determinations apply. The panel members will also have the opportunity to ask questions.
- After all witnesses have testified, the complaint or his/her advisor may make a final statement and then the respondent or his/her advisor may make a final statement. Each party shall be limited to a 5-minute closing statement.

### **Rules for Questioning Parties and Witnesses:**

Only the advisors for the parties or the panel members may question the testifying parties and witnesses. All questioning must be conducted in a professional and polite manner. Questioners may only ask relevant questions. Before the party or witness answers a question, the panel must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

The decision-makers may not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

### **Impact of Testimony:**

If a party or witness does not submit to cross-examination at the live hearing, the decision-making panel must not rely on any statement of that party or witness in reaching a determination

regarding responsibility (including a statement made to the investigator during the investigation).

The decision-making panel cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

### **Determination Regarding Responsibility**

Generally, within 10 days of the hearing, the decision-making panel will issue a written determination regarding responsibility applying the preponderance of the evidence standard. The written determination will include:

- A list of the allegations potentially constituting Title IX Sexual Harassment or sexual/gender misconduct;
- A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of GCSOM's policies or codes of conduct to the facts;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility;
- Any disciplinary sanctions imposed on the respondent;
- Whether remedies designed to restore or preserve equal access to GCSOM's education program or activity will be provided by GCSOM to the complainant; and
- The procedures and permissible bases for the complainant and respondent to appeal.

### **Notice of Determination of Responsibility:**

The complainant and respondent will be given simultaneous notice, in writing, of the determination of responsibility and any next steps, including the availability of appeal.

### **C. Other Sexual/Gender Misconduct Grievance Process**

The Other Sexual/Gender Misconduct Grievance Process also has informal and formal procedures for resolving complaints of sex discrimination, retaliation, and other sexual/gender misconduct. The complainant may request to end the informal or formal procedure at any time and the Title IX Coordinators will consider whether granting the request to end the process is consistent with GCSOM's responsibilities to its students and the public.

In either procedure, the investigator and decision-maker must be free of actual or reasonably perceived conflicts of interest and biases for or against any party. If a party has a concern about conflicts of interest or biases on the part of the investigator or decision-maker, he/she should report these concerns to the Title IX Coordinator or the Associate Dean for Student Affairs.

### **a. Informal Resolution Procedure**

Where it is deemed possible and safe and when the parties agree, an informal resolution procedure may be applied to resolve a formal complaint.

To initiate the informal resolution procedure, the Associate Title IX Coordinator will review the procedure with the complainant and the respondent in a timely manner and elicit their interest in engaging this process. Both parties must give voluntary, informed written consent to participate in the informal resolution procedure. To reach an informal resolution, the assigned GCSOM staff member (or the Title IX Associate Coordinator) will speak with both parties and any appropriate witnesses to explore what actions and supportive measures can be agreed upon.

If a satisfactory resolution is reached through this informal conversation, the resolution will be documented and signed by both parties. If both parties sign the resolution, they may not then pursue the formal resolution procedure. If these efforts are unsuccessful or if the complainant or respondent does not accept the informal resolution, the formal resolution procedure may commence.

Either party (complainant or respondent) may stop the informal procedure at any time and request that the complaint be handled through the formal procedure.

### **a. Formal Resolution Procedure**

Under the formal resolution procedure for the Other Sexual/Gender Misconduct Grievance Process, a formal complaint of sexual/gender misconduct will be investigated by the Title IX Coordinator or another trained investigator. The investigation shall commence within 10 business days of receiving the formal complaint and be completed within 60 calendar days, absent of any extenuating circumstances.

#### **Advisor:**

The complainant and the respondent may be accompanied during the course of the investigation by an advisor of their choice. Advisors are restricted from speaking during the investigation; their role is purely supportive and advisory.

#### **Evidence:**

The investigation may include interviews of the parties involved, including witnesses, and the gathering of other relevant information. Separate interviews will occur with the complainant and respondent. Parties to the complaint may present witnesses and other evidence. Each party will be given the opportunity to submit written, relevant questions that a party wants asked of the other party or witness. The Title IX Coordinator will provide each party with the answers to the questions, and allow for additional, limited follow-up questions from each party.

## **Supportive Measures:**

At any time during the investigation, the Title IX Coordinator or investigator may recommend that additional supportive measures, including interim protective measures, be provided for the parties or witnesses.

## **Report of Findings:**

At the conclusion of the investigation a full report of findings and a summary of the relevant exculpatory and inculpatory evidence, as well as a recommendation for disposition for each alleged policy violation, shall be rendered to the Vice Dean for final decision and action. If the respondent is an employee, the Vice Dean will consult with Geisinger Human Resources before issuing a determination and recommendation for sanctions. The final decision shall be based on the preponderance of evidence standard which means the decision-maker must determine whether there is evidence to indicate a policy violation is “more likely than not” or more than 50% likely.

## **Notice of Findings:**

The parties involved will be given simultaneous notice, in writing, of the conclusion of the investigation and any next steps, including the availability of appeal. See Section 10. The notice will set forth the decision-maker’s findings of responsibility regarding the allegations and any sanctions or remedies that may be appropriate.

## **9. Remedies and Disciplinary Sanctions**

GCSOM will not implement remedies or disciplinary sanctions until the decision of the decision-maker is final. The determination regarding responsibility becomes final either on the date that the parties receive the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

### **A. Remedies**

Remedies must be designed to restore or preserve equal access to GCSOM’s education programs or activities and do not need to avoid burdening the respondent. The decision-maker(s) may develop remedies appropriate to the individual facts of each case, including but not limited to the following:

- counseling
- extensions of deadlines or other course-related adjustments
- modifications of work or class schedules
- classroom re-assignment
- campus escort services
- restrictions on contact between the parties



- changes in work locations
- leaves of absence
- increased security and monitoring of certain areas of the campus

When the respondent is a third party, GCSOM's ability to respond will be limited based on the degree of control it exercises over the third party. In cases where the third party is associated with an entity that GCSOM has a relationship with (such as a hospital), GCSOM will work with the entity to address allegations of sexual/gender misconduct.

## **B. Sanctions**

The decision-maker(s) may impose the following sanctions on a respondent found to have violated this policy. Factors considered in sanctioning are defined in the Policy on Academic and Professional Standards Governing the MD Program; Graduate Policy on Academic and Professional Performance, or Geisinger Human Resources policies. The following are the typical sanctions that may be imposed upon learners or employees singly or in combination:

**Learner Sanctions** (listed below and defined in Policy on Academic and Professional Standards Governing the MD Program and Graduate Policy on Academic and Professional Performance)

- Warning
- Probation
- Suspension
- Dismissal
- Revocation or Withholding of Diploma or Degree

**Employee Sanctions** (listed below and defined in all applicable Geisinger policies)

- Performance Improvement Plan
- Required Counseling
- Required Training or Education
- Demotion
- Loss of Annual Pay Increase
- Suspension without Pay
- Revocation of Tenure
- Termination

## **Sanctioning for Sexual Violence**

Any person found to have violated this policy by engaging in non-consensual sexual contact (where no intercourse has occurred) will likely receive a sanction ranging from probation to expulsion, depending on the severity of the incident, and taking into account any previous disciplinary violations.

Any person found to have violated this policy by engaging in sexual assault will likely face a recommended sanction of suspension or expulsion (learner) or suspension or termination (employee).

Any person found to have violated this policy by engaging in sexual exploitation, sexual harassment, intimate partner violence (including dating violence and domestic violence), or stalking will likely receive a recommended sanction ranging from warning to expulsion or termination, depending on the severity of the incident, and taking into account any previous disciplinary violations.

\*The decision-maker reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the decision-maker nor the Appeals Officer will deviate from the range of recommended sanctions unless compelling justification exists to do so.

### **C. Release of Information Regarding Remedies and Sanctions**

The outcome of an investigation involving learners is part of the education record of the learner parties involved, and is protected from release under the federal law, FERPA, with some exceptions. GCSOM is allowed to notify the parties involved and others whom GCSOM determines need to be informed based on the law and this policy. Specifically, GCSOM may disclose information to the complainant about any sanctions imposed upon a respondent learner who was found to have engaged in sexual/gender misconduct when the sanction directly relates to the complainant. Further, when the conduct involves a crime of violence or a non-forcible sex offense, GCSOM may disclose to the complainant the final results of a disciplinary proceeding against the respondent learner, regardless of whether GSCOM concluded that a violation was committed.

GCSOM may release publicly the name, nature of the violation and the sanction for any learner who is found in violation of a GCSOM policy that is a “crime of violence,” including: arson, burglary, robbery, criminal homicide, sex offenses (including non-forcible sex offenses), assault, destruction/damage /vandalism of property and kidnapping/abduction.

### **10. Appeal Process**

A complainant or respondent may appeal the final determination of a formal complaint under the Title IX Grievance Process or the Other Sexual Misconduct Grievance Process or the dismissal of a formal complaint.

Grounds for Appeal: An appeal made by either party must be made on one or more of the following grounds:

- A procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; or

The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

**Decision-maker:**

Appeals for both GCSOM learners and employees will be decided by the Appeals Officer, who is the Dean of the School of Medicine. The Appeals Officer will conduct the appeal in an impartial manner and will not serve as a decision-maker for any other part of the grievance procedures. The Appeals Officer will ensure both parties are treated fairly in the process and afforded their rights as set forth in this policy.

**Appeals Procedure:**

- The parties will be notified of the availability of an appeal and the grounds for filing an appeal in the notice of the Determination of Responsibility.
- Both parties will have 10 days in which to notify the Title IX Coordinator if they intend to file an appeal and the grounds for the appeal.
- Both parties will be notified of the notice of intent to file an appeal and the appeal procedures by the Title IX Coordinator.
- Both parties may submit a written statement to the Appeals Officer in response to the appeal within 10 days of receipt of the notice of appeal.
- The Appeals Officer will consider the related documents, (such as the investigative report, hearing transcript, and determination of responsibility for the Title IX Grievance Process, the investigative report and written determination for the Other Sexual/Gender Misconduct Grievance Process, and prior disciplinary records) but will not consider information that is not relevant, including information about the prior sexual history of the complainant.
- The Appeals Officer may interview people involved in the case including witnesses and other staff.
- The Appeals Officer will issue a written decision describing the result of the appeal, the rationale for the result and the grounds on which the appeal was granted.

**Notification of Result:**

The written decision on the appeal will be issued, in writing, to both parties typically within 10 business days of the deadline by which the parties must submit their written statements, absent extenuating circumstances. The decision of the Appeals Officer is final.

## **11. Retaliation**

Title IX prohibits recipients (such as GCSOM) or other persons from intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing required by the Title IX regulations.

GCSOM strictly prohibits retaliation against any person using this grievance procedure, or for filing, testifying, assisting or participating in any manner in any investigation or proceeding involving allegations of sexual/gender misconduct. Any person who violates this policy will be subject to discipline, up to and including termination if they are an employee, and/or dismissal if they are a student.

Retaliation is any act or attempt to retaliate against or seek retribution from any individual or group of individuals involved in the investigation and/or resolution of a report under this policy. Retaliation can take many forms, including continued abuse or violence, threats and intimidation. Any individual or group of individuals, including a complainant or respondent, can engage in retaliation and will be held accountable under this policy.

## **12. Overview of GCSOM Expectations with Respect to Consent**

The expectations of our community regarding sexual/gender misconduct can be summarized as follows:

In order for individuals to engage in sexual activity of any type with each other, there must be consent prior to and during sexual activity. Consent is clear and knowing permission for specific sexual activity given through voluntary words or actions. Consent can be given by word or action, but non-verbal consent is not as clear as talking about what you want sexually and what you don't. Consent to some form of sexual activity cannot be automatically taken as consent to any other form of sexual activity. Previous consent does not imply consent to sexual activity in the future. Silence or passivity -- without actions demonstrating permission -- cannot be assumed to show consent. Consent, once given, can be withdrawn at any time. There must be a clear indication that consent is being withdrawn. Additionally, there is a difference between seduction and coercion. Coercing someone into sexual activity violates this policy in the same way as physically forcing someone into sex. Coercion happens when someone is pressured unreasonably for sex.

Because alcohol or other drug use can place the capacity to consent in question, sober sex is less likely to raise such questions. When alcohol or other drugs are being used, a person will be considered unable to give valid consent if they cannot fully understand the details of a sexual interaction (who, what, when, where, why, or how) because they lack the capacity to reasonably understand the situation. Individuals who consent to sex must be able to understand what they are doing. Under this policy, "No" always means "No," and "Yes" may not always mean "Yes." Anything but a clear, knowing and voluntary consent to any sexual activity is equivalent to a "No."

### **13. Overview of GCSOM Expectations with Respect to Consensual Relationships**

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as teacher and learner, supervisor and employee). These relationships may be less consensual than perceived by the individual whose position confers power. The relationship also may be viewed in different ways by each of the parties, particularly in retrospect. Furthermore, circumstances may change, and conduct that was previously welcome may become unwelcome. Even when both parties have consented at the outset to a romantic or sexual involvement, this past consent may not remove grounds for a later charge of a violation of applicable student and employee policies. GCSOM does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the School of Medicine.

### **14. Sexual Misconduct Educational Programming and Training**

Because GCSOM recognizes sexual misconduct as an important issue, GCSOM provides educational programming to a variety of groups such as: campus personnel (public safety, faculty, and staff), incoming students, matriculating students, new employees and faculty, and members of student organizations.

Sexual misconduct educational programming will address matters such as: a statement that the school prohibits these offenses; a definition of what constitutes sexual/gender misconduct; the causes of sexual/gender misconduct; definition of consent; safe and positive options for bystanders who observe risky situations; discussions of signs of abuse; how to avoid potential abuse/risk reduction; myths involved with sexual misconduct; the relationship between sexual misconduct and alcohol use; what to do if you are assaulted; the nature of a rape examination; an explanation of the GCSOM sexual/gender misconduct policy; confidentiality; how to bring a complaint within GCSOM, GCSOM's conduct system and disciplinary proceedings; the relationship with the local police department; men's issues and sexual misconduct; and campus community resources to assist both the complainant and the respondent.

#### **Training for GCSOM Staff Participating in Grievance Procedures**

GCSOM staff participating in the grievance procedure (including, but not limited to, the Title IX Coordinators, investigators, decision-makers, or any person facilitating an informal resolution process will receive training on the following topics:

- the definition of Title IX Sexual Harassment;
  - the scope of the education program or activity for Title IX purposes;
  - how to conduct an investigation and grievance process including hearings, appeals, and informal resolution processes, as applicable;
  - how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias;
  - training on any technology to be used at a live hearing (decision-makers only);
- issues of relevance of questions and evidence, including when questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant (decision-makers only);
- issues of relevance to create an investigative report that fairly summarizes relevant evidence (investigator only).

Any training materials must not rely on sex stereotypes and must promote impartial investigations and adjudications of formal complaints of sexual harassment. These materials are also publicly available on the GCSOM website.

## **15. Surviving Sexual/Gender Misconduct**

Complainants of sexual/gender misconduct experience many feelings such as confusion, denial, shock, fear, anger, self-blame, embarrassment, and helplessness. These feelings are normal. Unfortunately, they may last a lifetime if not addressed and resolved.

### **Complainants should:**

- Get to a safe place
- Tell someone they feel comfortable with
- Seek medical attention as needed as soon as possible
- Report the violation to the appropriate resource
- Know it was not their fault
- Regain a sense of control
- Be aware that victim advocates may be available in the community (See Title IX Resource page on the student portal)

### **Guidance on Taking Immediate Action**

Tell a trusted person about the incident. You may contact the School of Medicine Public Safety at (570) 558-2300 or Geisinger's Public Safety at 1-800-275-6401 and/or the Title IX Coordinator, Arthur Breese at (570) 808-5809, [awbreese@geisinger.edu](mailto:awbreese@geisinger.edu) or Associate Coordinator, Jackie Ghormoz at (570) 504-9073, [jghormoz@som.geisinger.edu](mailto:jghormoz@som.geisinger.edu). You may also contact the Associate Dean for Student Affairs, Dr. Tanja Adonizio at (570)-504-9612, [tadonizio@som.geisinger.edu](mailto:tadonizio@som.geisinger.edu). Public Safety, the Title IX Coordinator, Title IX Associate Coordinator and Associate Dean of Student Affairs can provide immediate referral information to personal support as well as assist with information regarding filing a report and the process of investigation.

### **Crimes of Sexual Violence**

In the event that sexual/gender misconduct occurs, and more specifically, sexual violence, do everything possible to preserve evidence by making certain that the crime scene is not disturbed. The complainant has the right to file a report with the police and seek prosecution in cases where the law may have been broken. The decision to press charges does not have to be made immediately. However, following these procedures will help preserve this option for the future. Complainants should not bathe, urinate, douche, brush teeth, or drink liquids. Clothes should not be changed, but if they are, bring all the original clothing to the hospital in a paper bag. Plastic bags damage evidence. When necessary, seek immediate medical attention at an area hospital and take a full change of clothing, including shoes, for use after a medical examination. If a sexual assault has occurred, the hospital will complete a Rape Kit as part of their protocol.

If requested, a member of the Student Affairs staff/Human Resources will assist in making the necessary arrangements to transport a student/employee who has experienced a sexual assault to a hospital.

A community agency victim advocate can offer support at the hospital. Complainants may ask for the advocate at the hospital. People under the age of eighteen should be aware that, as a minor, their parent(s) may have the right to obtain information from their medical records.

Complainants may choose whether or not to speak to the police at the hospital. If they do, the option to choose whether to file charges against the alleged respondent still exists.

Private physicians are not required to notify the police. If a complainant seeks private medical attention and desires police involvement, they may request this contact. Also, with a private physician, complainants may have to ask for a rape kit to be completed. Please keep in mind, having a rape exam does not mean that complainants are mandated to press charges. This action only keeps the complainant's options open.

## **16. Rights of the Parties**

### **A. Statement of Complainant Rights**

Geisinger recognizes that sexual/gender misconduct is an offense in which the complainant often feels powerless. GCSOM assures complainants the following rights:

1. The power to make decisions affecting their medical and emotional treatment and whether they choose to file a formal complaint.
2. To have control over making decisions about whether to cooperate with law enforcement.
3. To be notified in advance of the date, time, and location of any investigative meetings and/or hearings in order to effectively prepare.
4. To review and comment on all evidence that will be considered in the investigation and decision-making process if a formal complaint is filed.
5. To receive supportive measures from GCSOM including, but not limited to obtaining needed counseling or other support, such as access to victim advocate services in the community.
6. To be assured of confidentiality by GCSOM to the extent possible and consistent with procedures outlined in this policy.
7. Have an advisor of their choice, including legal counsel, during any GCSOM investigation, hearing or appeal proceeding.
8. Not have prior sexual history discussed during the investigation or hearing unless relevant in determining responsibility or consent.
9. Be informed of the outcome of the informal and formal resolution procedures.
10. Appeal the final determination (on the permitted grounds) or the dismissal of a formal complaint.

Victims of crime in the state of Pennsylvania are guaranteed rights listed in the **PA Crime Victim Bill of Rights**: <https://www.pccd.pa.gov/Victim-Services/Documents/Bill%20of%20Rights.pdf>

## **A. Statement of Respondent's Rights**

GCSOM assures respondents the following rights:

1. To receive a notice of allegations of this policy made against them including the complainant, the specific section of this policy or the Code of Conduct allegedly violated, the precise conduct allegedly constituting the potential violation, and the date(s) and location(s) of the alleged incident(s).
2. To be notified in advance of the date, time, and location of any investigative meetings and/or hearings in order to effectively prepare.
3. To review and comment on all evidence that will be considered in the investigation and decision-making process if a formal complaint is filed.
4. To receive support from GCSOM in obtaining needed counseling or other supportive measures, including referral to the appropriate community agencies.
5. To be assured of confidentiality by GCSOM to the extent possible and consistent with procedures outlined in this policy.
6. Have an advisor of their choice, including legal counsel, during any GCSOM investigation, hearing or appeal proceeding.
7. Be informed of the outcome of the informal and formal resolution procedures.
8. Appeal the final determination (on the permitted grounds) or the dismissal of a formal complaint.

### **17. Cooperation with Law Enforcement**

GCSOM will comply with law enforcement requests for cooperation and such cooperation may require GCSOM to temporarily suspend the fact-finding aspect of an investigation while the law enforcement agency is in the process of gathering evidence. GCSOM will promptly resume its investigation as soon as notified by the law enforcement agency that it has completed the evidence gathering process, which typically takes three to ten business days, although the delay in GCSOM investigation may be longer in certain instances.

GCSOM will implement appropriate supportive measures during the law enforcement agency's investigation period to provide for the safety of the parties and the campus community and the avoidance of retaliation.

### **18. Federal Statistical Reporting Obligations**

Certain campus officials – those deemed Campus Security Authorities – have a duty to report sexual assault, domestic violence, dating violence and stalking for federal statistical reporting purposes (Clery Act) to GCSOM's Director of Security. All personally identifiable information is kept confidential, but statistical information must be passed along by the campus security authority regarding the type of incident and its general location (on or off-campus, in the surrounding area, but no addresses are given) for publication in the Annual Security Report. This report helps to provide the community with a clear picture of the extent and nature of campus crime to ensure greater community safety. Campus Security Authorities (who are mandated reporters of crimes) include student/conduct affairs, campus law enforcement, local police, student activities staff, human resources staff, advisors to student organizations and any other official with significant responsibility for learner and campus activities (including the Title IX Coordinators). The information to be shared includes the date, the location of the incident (using



Clery location categories) and the Clery crime category. This reporting protects the identity of the complainant and may be done anonymously.

## 19. Federal Timely Warning Reporting Obligations

Those who experience sexual/gender misconduct should also be aware that GSCOM administrators must issue immediate timely warnings for incidents reported to them that are confirmed to pose a substantial threat of bodily harm or danger to members of the campus community to comply with the Clery Act. GCSOM will ensure that a victim's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the danger.

### Appendix A: Definitions

The following definitions are applicable to this policy.

**Sex Discrimination:** Sex discrimination includes behaviors and actions that deny or limit a person's ability to benefit from, and/or fully participate in, the educational programs or activities or employment opportunities because of a person's sex. Examples of sexual discrimination prohibited under Title IX include, but are not limited to, Title IX Sexual Harassment, failure to provide equal opportunity in education programs and curricular programs, discrimination based on pregnancy, and sex-based employment discrimination.

**Sexual/Gender Misconduct** is a form of sex discrimination and includes, among others, acts of sexual violence, sexual assault, sexual harassment, stalking, cyber-stalking, dating violence, domestic violence, intimate partner violence, hate crimes based on gender or sexuality, and sexual harassment prohibited by Title IX ("Title IX Sexual Harassment"). When the following conduct is based on sex or gender it will also be considered to be sexual/gender misconduct:

- Threatening or causing physical harm, extreme verbal abuse, or other conduct which threatens or endangers the health or safety of any person;
- Intimidation, defined as implied threats or acts that cause reasonable fear of harm to another;
- Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the GCSOM community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity;
- Bullying, defined as repeated and/or severe aggressive behavior likely to intimidate or intentionally hurt, control or diminish another person, physically or mentally, that is not speech or conduct otherwise protected by the First Amendment.

**Title IX Sexual Harassment** means conduct on the basis of sex that satisfies one or more of the following:

- (1) an employee of GCSOM conditioning the provision of a GCSOM aid, benefit or service on an individual's participation in unwelcome sexual conduct (i.e., *quid pro quo*);
- (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to GCSOM's education program or activity; or
- (3) sexual assault (as defined by Clery Act), or "dating violence," "domestic violence" and "stalking" (as defined by Violence Against Women Act).

**Complainant:** An individual who is alleged to be the victim of conduct that could constitute Title IX Sexual Harassment or sexual/gender misconduct.

**Respondent:** Any individual(s) who have been reported to be the perpetrator of conduct that could constitute Title IX Sexual Harassment or sexual/gender misconduct.

**Quid Pro Quo Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature by a person having power or authority over another constitutes sexual harassment when submission to such sexual conduct is made either explicitly or implicitly a term or condition of rating or evaluating an individual's educational or employment progress, development, or performance. This includes when submission to such conduct would be a condition for access to receiving the benefits of any educational or employment program. For example, *quid pro quo* harassment occurs if an instructor or other employee conditions an educational decision or benefit on the student's submission to unwelcome sexual conduct.

**Sexual Assault:** Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent, that meets the definition of rape, fondling, incest and statutory rape.

**Rape:** the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

**Fondling:** 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:** sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law. (Under Pennsylvania law, incest occurs when a person knowingly marries or cohabits or has sexual intercourse with an ancestor or descendant, a brother or sister of the whole or half blood or an uncle, aunt, nephew or niece of the whole blood. 18 Pa. Cons. Stat. § 4302.)

**Statutory Rape:** sexual intercourse with a person who is under the statutory age of consent. (Under Pennsylvania law, the statutory age of consent is 16 with some exceptions. 18 Pa. Cons. Stat. § 3122.1.)

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the complainant'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 purposes of this definition: dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse and dating violence does not include acts covered under the definition of domestic violence.

**Domestic Violence:** 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 a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (e) by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Stalking:** 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: (i) 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, or surveils, threatens, or communicates to or about a person, or interferes with a person's property; and, (ii) reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

**Non-Consensual Sexual Contact:** *Any intentional sexual touching, however slight, with any object, by a person upon another person, that is without consent and/or by force.*

**Sexual Touching:** Includes intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; or any other intentional bodily contact in a sexual manner.

**Sexual Exploitation:** When one person takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to: invasion of sexual privacy; prostituting another person; non-consensual digital, video or audio recording of nudity or sexual activity; unauthorized sharing or distribution of digital, video or audio recording of nudity or sexual activity; engaging in voyeurism; going beyond the boundaries of consent (such as letting your friend hide in the closet to watch you having consensual sex); knowingly exposing someone to or transmitting an STI, STD or HIV to another person; intentionally or recklessly exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals; sexually-based stalking and/or bullying may also be forms of sexual exploitation.

**Intimate Partner Violence:** Violence or abuse, including psychological abuse, between those in an intimate relationship to each other. Intimate Partner Violence includes dating violence and domestic violence.

Some examples of possible Intimate Partner Violence include:

- A boyfriend shoves his girlfriend into a wall upon seeing her talking to a male friend.
- An ex-girlfriend shames her female partner, threatening to out her as a lesbian if she doesn't give the ex another chance.
- A learner refuses to wear a condom and forces his girlfriend to take hormonal birth control though it makes her ill, in order to prevent pregnancy.
- Married employees are witnessed in the parking garage, with one partner slapping and scratching the other in the midst of an argument.

**Cyber-Stalking:** A particular form of stalking in which electronic media such as the internet, social networks, blogs, cell phones, texts, and other similar devices or forms of contact are used to pursue, harass, or to make unwelcomed contact with another person in an unsolicited fashion. Some examples of cyber-stalking include, but are not limited to, unwelcomed/unsolicited emails, instant messages, and messages on online bulletin boards. It also includes, but is not limited to, unsolicited communications about a person, their family, friends, co-workers, or sending/posting unwelcomed and unsolicited messages with another username.

**Hate Crimes based on Gender or Sexuality:** A crime, usually violent, motivated by prejudice or intolerance toward an individual based upon that individual's gender or sexual orientation.

**Consent:** Consent is clear and knowing permission for specific sexual activity given through voluntary words or actions. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create mutually understandable 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 once given, as long as that withdrawal is clearly communicated. In order to give consent, one must be of legal age.

Sexual activity with someone you know to be or should know to be incapacitated is nonconsensual and constitutes a violation of this policy. Under Pennsylvania law, consent can never be given by minors under the age of 13. Statutory provisions also prohibit sexual activity with minors under the age of 16 where there is 4 or more years difference in age between the parties.

**Incapacitation:** Incapacitation is a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction). Incapacitation can occur mentally or physically, from developmental or mental disability, by alcohol or other drug use (intentional or not), during sleep, unconsciousness or blackout, or involuntary physical restraint. The question of what the respondent should have known is objectively based on what a reasonable person in the place of the respondent, sober and exercising good judgment, would have known about the condition of the complainant.

Possession, use and/or distribution of any incapacitating drugs known as “date rape drugs”, including rohypnol, ketamine, GHB, burundanga, etc. is prohibited, and administering one of these drugs to a learner or employee is a violation of this policy. More information on these drugs can be found at <http://www.911rape.org/>

**Force:** 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 overcomes free will or resistance or that produces consent (“Have sex with me or I’ll hit you. Okay, don’t hit me, I’ll do what you want.”).

**Coercion:** Coercion is unreasonable pressure for sexual activity. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure to go beyond that point can be coercive.

Note: There is no requirement for a party to resist the sexual advance or request, but resistance is a clear demonstration of non-consent. The presence of force is not demonstrated by the absence of resistance. Sexual activity that is forced is by definition non-consensual, but non-consensual sexual activity is not by definition forced.

## **Pennsylvania State Definitions of Crimes of Sexual Violence**

(These definitions are included herein for reference.)

Rape (Pennsylvania) is defined as when a person engages in sexual intercourse with another person

- By forcible compulsion
- By threat of forcible compulsion that would prevent resistance by a person of reasonable resolution
- Who is unconscious or where the person knows that the complainant is unaware that the sexual intercourse is occurring
- Where the person has substantially impaired the complainant's power to appraise or control his or her conduct by administering or employing, without the knowledge of the complainant, drugs, intoxicants or other means for the purpose of preventing resistance
- Who suffers from a mental disability which renders the complainant incapable of consent

Forcible compulsion (Pennsylvania) is defined as compulsion by use of physical, intellectual, moral, emotional or psychological force, either express or implied. The term includes, but is not limited to, compulsion resulting in another person's death, whether the death occurred before, during or after sexual intercourse.

Sexual Assault (Pennsylvania) is when a person engages in sexual intercourse with a complainant without the complainant's consent.

Dating Violence (Pennsylvania) is behavior where one person uses threats of, or actually uses, physical, sexual, verbal or emotional abuse to control the person's dating partner.

Domestic Violence (Pennsylvania) includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the Domestic or Family Violence Laws of the jurisdiction in which the crime of violence occurred, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws.

Stalking (Pennsylvania) is (1) engaging in a course of conduct or repeatedly committing acts toward another person, including following the person without proper authority, under circumstances which demonstrate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person; or (2) engaging in a course of conduct or repeatedly communicating with another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.

Pennsylvania does not define consent.

For reference to the pertinent state statutes on sex offenses, please see:  
<https://www.legis.state.pa.us/WU01/LI/LI/CT/HTM/18/00.031..HTM>  
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## **Appendix B: Pregnant and Parenting Learners**

### **1. Introduction/Purpose**

GCSOM is committed to creating and maintaining a community where all individuals enjoy freedom from discrimination, including discrimination on the basis of sex, as mandated by Title IX of the Education Amendments of 1972. Sex discrimination, which can include discrimination based on pregnancy, marital status, or parental status, is prohibited and illegal in admissions, educational programs and activities, hiring, leave policies, employment policies, and health insurance coverage. GCSOM hereby establishes a policy and associated procedures for ensuring the protection and equal treatment of pregnant individuals, persons with pregnancy-related conditions, and new parents.

Under the Department of Education's (DOE) Title IX regulations, an institution that receives federal funding "shall not discriminate against any learner or exclude any learner from its education program or activity, including any class or extracurricular activity, on the basis of such learner's pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery therefrom." According to the DOE, appropriate treatment of a pregnant learner includes granting the learner leave "for so long a period of time as is deemed medically necessary by the learner's physician," and then effectively reinstating the learner to the same status as was held when the leave began.

Please note that nothing in this policy requires modification of the essential elements of any academic program.

### **2. Definitions:**

*Caretaking* - caring for and providing for the needs of a child.

*Medically Necessary* - a determination made by a health care provider (of the learner's choosing) that a certain course of action is in the patient's best health interests.

*Parenting* - the raising of a child by the child's parents in the reasonably immediate post-partum period.

*Pregnancy and Pregnancy-Related Conditions* - include (but are not limited to) pregnancy, childbirth, false pregnancy, termination of pregnancy, conditions arising in connection with pregnancy, and recovery from any of these conditions.

*Pregnancy Discrimination* - includes treating an individual affected by pregnancy or a pregnancy-related condition less favorably than similar individuals not so affected and includes a failure to provide legally mandated leave or accommodations.

*Pregnant Student/Birth-Parent* - refers to the learner who is or was pregnant. This policy and its pregnancy-related protections apply to all pregnant persons, regardless of gender identity or expression.

### **3. Policy**

#### **Pregnancy Related Leaves of Absences**

As long as learners can maintain appropriate academic progress, faculty, staff, or other GCSOM employees will not require them to take a leave of absence or withdraw from or limit their studies as the result of pregnancy, childbirth, or related conditions.

Enrolled learners may elect to take a leave of absence because of pregnancy and/or the birth, adoption, or placement of a child. Learners taking a leave of absence under this policy should provide notice of the intent to take leave 30 calendar days prior to the initiation of leave, or as soon as practicable.

Under GCSOM's Policy on Leave of Absence, a learner may request a leave of absence (LOA) for a minimum of one month and a maximum of one year. The leave term may be extended in the case of extenuating circumstances or medical necessity. The time approved for the LOA will be applied to the maximum seven-year limit to complete a Medical Degree.

GCSOM may grant a medical leave to a learner upon the written recommendation of a physician or other relevant health care provider that such leave is considered necessary for the learner's emotional, mental, or physical health. Upon their return, the learner must provide documentation from a physician or other health care provider that they are medically cleared to return to their studies. Please see the Policy on Leave of Absence, Policy Number 100.1002.118 for further information.

To the extent possible, GCSOM will take reasonable steps to ensure that pregnant learners who take a medical LOA, return to the same position of academic progress that they were in when they took leave, including no tuition penalty and access to the same course catalog that was in place when the leave began. However, a learner may be required to shift course order or join a subsequent cohort when returning from leave. Learners are encouraged to work with the faculty members and GCSOM's support systems to devise a plan for how to best address the conditions as pregnancy progresses, anticipate the need for leaves, minimize the academic impact of their absence, and get back on track as efficiently and comfortably as possible. An Associate Title IX Coordinator will assist with plan development and implementation as needed.

Learners who elect to take leave under this policy may register under an inactive/ "on leave" etc. status to continue their eligibility for certain benefits. While registered under that status, learners who choose to take a leave of absence under this policy can elect to keep their health insurance coverage, subject to the payment of applicable fees.

Continuation of learners' scholarship or similar GCSOM-sponsored funding during the leave term will depend on the learners' registration status and the policies of the funding program regarding registration status. Learners will not be negatively impacted by or forfeit their future eligibility for a scholarship or similar GCSOM- supported funding by exercising their rights under this policy.

The Title IX office will advocate for learners with respect to financial aid agencies and external scholarship providers in the event that a LOA places eligibility into question.

In the case of adoption or placement of a child or to take a LOA after the birth of a child that is longer than is medically necessary, a learner may request a LOA for parenting or caretaking, which will be granted at GCSOM's discretion. The Learner may be asked to provide documentation verifying the date of birth or placement of the child. (Please refer to the Leave of Absence Policy)

## **PREGNANCY-RELATED EXCUSED ABSENCES**

Under GCSOM's Policy on Class Attendance and Excused Absences, a learner may be excused from class or clinical activities to seek medical and/or mental health services, but the learner must contact his/her individual instructor(s) to provide notification of the absence with as much advance notice as possible. Irrespective of the instructor's attendance policy, the school will excuse a learner's pregnancy-related absences as long as a doctor deems them to be medically necessary. Learners must provide written documentation from their health care providers. Please see the Policy on Class Attendance and Excused Absences, Policy Number 100.1131.102 for further information.

Absence from any M3 academic activities requires prior approval one week in advance (except in cases of illness or emergency) from the Regional Assistant Dean and/or the Regional Dean. The form "M3 Student: Request for Excused Absences" is available on the Portal. Learners are allowed 7 days of excused absences during the M3 year (with limitations by rotation length) and must make up any additional excused absences. Please see the Policy on Class Attendance and Excused Absences, Policy Number 100.1131.102 for further information.

Absence from any M4 academic activities requires prior notification to the M4 Educational Specialist and prior approval (except in cases of illness or emergency) from the Regional Dean. Learners are not allowed more than 2 excused absence days during any 4-week course and no more than 1 excused absence during any 2-week course. Please see the Policy on Class Attendance and Excused Absences, Policy Number 100.1131.102 for further information.

## **PREGNANCY-RELATED REASONABLE ADJUSTMENTS**

To ensure a pregnant learner's access to its educational programs, GCSOM will make adjustments to its regular programs that are reasonable and responsive to the learner's temporary pregnancy status. Pregnant learners should apply to the Associate Title IX Coordinator to request adjustments. The Associate Title IX Coordinator will determine whether such adjustments are reasonable and responsive and will work with faculty members and/or the administration to implement reasonable adjustments.

The Title IX office will communicate all requests under this policy to the learners' academic advisors and coordinate accommodation-related efforts with the advisors/Curriculum Office/regional team unless the learner specifically requests that their advisors be excluded.

Learners are encouraged to work with their advisors, faculty members, and/or regional team to reschedule course assignments, lab hours, examinations, or other requirements, and/or to reduce their overall course load, as appropriate, once authorization is received from the Title IX



office. If, for any reason, caretaking/parenting learners are not able to work with their advisors/faculty members/regional team to obtain appropriate modifications, learners should alert the Title IX office as soon as possible, and the office will help facilitate needed accommodations and modifications.

The benefits and services provided to learners affected by pregnancy will be no less than those provided to learners with temporary medical conditions, and pregnant learners cannot be channeled into an alternative program or school against their wishes.

The timeframe for implementing adjustments will vary depending on the nature of the request. Learners should request adjustments as far in advance as possible, because GCSOM is limited in its ability to impact or implement adjustments immediately. Adjustments are never implemented retroactively.

**Reasonable adjustments** may include, but are not limited to:

- Providing accommodations requested by a pregnant learner to protect the health and safety of the learner and/or the pregnancy (such as allowing the learner to maintain a safe distance from hazardous substances)
- Making modifications to the physical environment (such as accessible seating)
- Providing mobility support
- Making academic adjustments such as extending deadlines and/or allowing the learner to make up tests or assignments missed for pregnancy-related absences. (Please see the Policy on Class Attendance and Excused Absences, Policy Number 100.1131.102 for further information.)
- Offering remote learning options (if available)
- Implementing incomplete grades for classes that will be resumed at a future date
- Allowing breastfeeding learners reasonable time and space to pump breast milk in a location that is private, clean, and reasonably accessible, bathroom stalls do not satisfy this requirement
- However, nothing in this policy requires modification to the essential elements of any academic program, although GCSOM will consider effective alternatives for meeting the essential elements if available

## **PREGNANCY-RELATED DISABILITIES UNDER ADA, SECTION 504**

Complications resulting from pregnancy may be considered disabilities under the Americans with Disabilities Act (ADA) and Section 504 (pregnancy-related disabilities). For example, while the list is not exhaustive, the following pregnancy-related complications may qualify as disabilities: anemia, sciatica, carpal tunnel syndrome, gestational diabetes, severe nausea, abnormal heart rhythms, swelling, pelvic inflammation, disorders of the uterus and cervix, preeclampsia, and depression. However, a pregnancy, by itself, is not considered a disability under the ADA or Section 504 of the Rehabilitation Act. Learners with complications resulting from pregnancy, like any learner with a disability, may be entitled to reasonable accommodations. Learners should consult GCSOM Student – Policy and Procedures for Disability Services (Policy Number 100.1124.101) and may seek the assistance of the Associate Title IX Coordinator or the Coordinator of Accessibility Services in the Center of Learning Excellence.

## **CONFIDENTIALITY**

Information about pregnant learners' requests for adjustments or LOAs will be shared with faculty and staff only to the extent necessary to provide the reasonable adjustment. Faculty and staff will regard all information associated with such requests as private and will not disclose this information unless necessary. Administrative responsibility for these adjustment lies with the Associate Title IX Coordinator, who will maintain all appropriate documentation related to accommodations.

## **RETALIATION**

Title IX prohibits retaliation by GCSOM or other members of the GCSOM community against a learner for requesting reasonable adjustments, leaves of absence, or excused absences due to pregnancy or pregnancy-related conditions, or parental status. GCSOM will take steps to prevent retaliation and will take strong responsive actions if retaliation occurs.

## **POLICY VIOLATIONS**

Any member of the GCSOM community may report a violation of this component of the Policy on Sexual/Gender Discrimination, Misconduct and Harassment, to any official with authority or to the Associate Title IX Coordinator. All officials with authority to institute corrective measures must promptly forward such reports to the Title IX office. The Title IX Coordinator is responsible for overseeing complaints of discrimination involving adjustments for pregnant learners; complaints of discrimination based on pregnancy that do not involve adjustments will be handled through the Other Sexual/Gender Misconduct Grievance Process.

## Resource Advisors

Title IX Resource Advisors are designated Geisinger community members who are available to meet with any Geisinger learner or employee regarding issues related to sexual misconduct allegations. Resource Advisors can provide privacy to those who seek their assistance in understanding the options and resources available to them through the Policy on Sexual/Gender Discrimination, Misconduct and Harassment.

A list of GCSOM Resource Advisors is provided below:

### Resource Advisors:

#### Campus Wide:

Ida Castro, MSB Room 1049, 570-504-9647, [icastro@som.geisinger.edu](mailto:icastro@som.geisinger.edu)  
Amy Kline, MSB Room 3005 East, 570-504-9637, [akline@som.geisinger.edu](mailto:akline@som.geisinger.edu)  
Julia Kolcharno, MSB Room 3071 East, 570-504-9614, [jkolcharno@som.geisinger.edu](mailto:jkolcharno@som.geisinger.edu)  
Edward Lahart, MSB Room 3011 East, 570-504-9668, [elahart@som.geisinger.edu](mailto:elahart@som.geisinger.edu)  
Tanya Morgan, MSB Room 3101 East, 570-955-1307, [tmorgan@som.geisinger.edu](mailto:tmorgan@som.geisinger.edu)  
Amanda McIver, MSB – Room 1077 East, 570-955-1313, [amciver@som.geisinger.edu](mailto:amciver@som.geisinger.edu)

#### North Campus:

Devon Bremer, MSB Room 3013, [dbremer@som.geisinger.edu](mailto:dbremer@som.geisinger.edu)

#### South Campus:

Melissa Ide, Geisinger Wyoming Valley, 570-825-7247, [dbremer@som.geisinger.edu](mailto:dbremer@som.geisinger.edu)

#### Guthrie Campus:

Nancy Pease, Guthrie Robert Packer Hospital, 570-887-4434, [peasenancy@guthrie.org](mailto:peasenancy@guthrie.org)

#### Central Campus:

Devon Bremer, MSB Room 3013, [dbremer@som.geisinger.edu](mailto:dbremer@som.geisinger.edu)

#### Doylestown Campus:

Len Farber, Blumberg Institute, Doylestown, 267-893-6654, [lfarber@som.geisinger.edu](mailto:lfarber@som.geisinger.edu)

#### AtlantiCare Campus, Atlantic City, NJ:

Devon Bremer - [dbremer@som.geisinger.edu](mailto:dbremer@som.geisinger.edu)

### Staff Resource Advisors:

Devon Bremer – [dbremer@som.geisinger.edu](mailto:dbremer@som.geisinger.edu)

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### **Immediate Assistance and Support Services**

**For Immediate Attention, please call 911**

**Safety and Security** To report the violation, to provide for immediate safety and to gain immediate information and referral to needed support and medical services.

**-GCSOM Public Safety** – 570-558-2300

**-Scranton Police** – 570-348-4141, 100 South Washington Avenue, Scranton, PA 18503

**-Wilkes-Barre Police** – 570-208-4207, 15 North Washington Street, Wilkes-Barre, PA 18701

**-Sayre Police** – 570-888-2233, 234 South Lehigh Avenue, Sayre, PA 18840

**-Danville Police** – 570-275-2101, 218 Iron Street, Danville, PA 17821

**-Danville Campus** - Mahoning Township Police Department – 570-275-5611, 849 Bloom Road, Danville, PA 17821

**-Doylestown Campus** - Buckingham Township Police Department – 215-794-8813, 4613 Hughesian Drive, PO Box 443 Buckingham PA

**-Atlantic City Police Department** – 609-347-5780, Public safety Building, 2715 Atlantic Avenue, Atlantic City, NJ 08401

**-GCSOM Student Health Services** - 570-558-4290 (after hours, call 911)

**-Regional Hospital of Scranton** -570 770- 3000, 746 Jefferson Avenue, Scranton, PA 18510

**-Geisinger Community Medical Center** – 570-703-8000, 1800 Mulberry Street, Scranton, PA 18510

**-Wilkes-Barre General Hospital** – 570-829-8111, 575 North River Street, Wilkes-Barre, PA 18764

**-Geisinger Wyoming Valley Medical Center** – 570-808-7300, 1000 East Mountain Blvd., Wilkes-Barre, PA 18711  
**-The Women’s Center** – 1-800-544-8293  
**-Psychological Services Centers** – 570-275-7770, 405 Bloom Street, Danville, PA 17821  
**-Guthrie Corning Hospital** – 607-937-7200, 1 Guthrie Drive, Corning, NY 14830  
**-Guthrie Robert Packer Hospital** – 570-888-6666, 1 Guthrie Square, Sayre, PA 18840  
**-Guthrie Troy Community Hospital** – 570-297-2121, 275 Guthrie Drive, Troy, PA 16947  
**-Guthrie Towanda Memorial Hospital** – 570-265-2191, 91 Hospital Drive, Towanda, PA 18848  
**-Doylestown Hospital** – 215-345-2818, 595 W State St, Doylestown, PA 18901  
**- Geisinger Medical Center** – 100 North Academy Avenue, Danville, PA 17822

**Scranton Women’s Resource Center** – 570-346-4671 or 1-800-257-5765, PO Box 975, Scranton, PA 18501

**Scranton Counseling Services** – 570-348-6100, 326 Adams Avenue, Scranton, PA 18503

**Luzerne County Victim’s Resource Center** – 570-823-0765, 360 East End Centre, Wilkes-Barre, PA 18702

**Wilkes-Barre Domestic Violence Service Center** - 24 Hour Hotline 1-800-424-5600

**Community Counseling Services** – 570-552-6000, 110 South Pennsylvania Avenue, Wilkes-Barre, PA 18702

**The Women's Center, Inc. of Columbia/Montour Counties-** 570-784-6631

**Women’s Resource Center** – 610-687-6391, 113 West Wayne Avenue, Wayne, PA 19087

**Bradford County Human Services** – 570-265-1760, 220 Main Street, Unit 1, Towanda, PA 18848

**Women’s Resources of Monroe County** – 570-421-4200, 225 J. Wilson Drive, PO Box 645, Delaware Water Gap, PA 18327

**Community Mental Health Services, Stroudsburg – NHS of Northeast PA** – 570-421-4555, 18 South 9<sup>th</sup> Street #105, Stroudsburg, PA 18360

**GCSOM Employee Guidance Resources Program** – 1-888-327-4623 or

[www.guidanceresources.com](http://www.guidanceresources.com)

**National Resource – National Sexual Assault Hotline**, 1-800-656-HOPE (4673) or [online.rainn.org](http://online.rainn.org)- 24-hour free confidential resource.

**National Resource – National Domestic Violence Hotline**, 1-800-799-7233 – 24-hour resource.

*Geisinger Commonwealth School of Medicine is committed to non-discrimination in all employment and educational opportunities*

**Note:** *Crime statistics were requested from the Police Agencies covering the Six GCSOM campuses:*

- North Scranton Campus- Scranton Police Dept.
- South Wilkes Barre Campus- Wilkes-Barre Police Dept.
- Central Danville Campus- Mahoning Twp. Police Dept.
- Guthrie Campus – Sayre Police Dept.
- Doylestown Campus – Buckingham Township Police Dept.
- AtlantiCare Campus – Atlantic City Police Department, (Stafford Township Police Department, Galloway Township Police Department -Clinical Learning sites for AtlantiCare Campus)

The Scranton Police Department and Wilkes -Barre Police Department did not respond to the request.

**Note:** *Crime statistics were requested from the Security and Safety Departments covering the six GCSOM campuses and Clinical learning sites.*

The following Safety and Security Departments responded:

- Geisinger Marworth – clinical learning site, North Campus
- Geisinger Community Medical Center-Clinical Learning site, North Campus
- Geisinger South Wilkes Barre- South Campus
- Geisinger Wyoming Valley- South Campus
- Robert Packer Hospital – Guthrie Campus
- Geisinger Bloomsburg Hospital- Clinical Learning site- Central Campus
- Geisinger Medical Center- Central Campus
- Geisinger Holy Spirit Hospital, Clinical Learning site- Central Campus
- AtlantiCare – AtlantiCare Campus

## STATISTICAL CRIME REPORT INFORMATION (CLERY ACT)

### GCSOM NORTH SCRANTON CAMPUS RECORDED BY NUMBER OF REPORTED CRIMES

| <b>Criminal Offenses (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 1           | 0           | 0           |
| Burglary                                   | 0           | 0           | 1           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |
| <b>Criminal Offenses (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 0           | 0           | 0           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |
| <b>Criminal Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 1           | 0           | 0           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |



| <b>Hate Crimes (On Campus)</b>           | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>Hate Crimes (Non-Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>Hate Crimes (Public Property)</b>     | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>VAWA Offenses (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 1           |
| <b>VAWA Offenses (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |
| <b>VAWA Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |

| <b>Arrests (On Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Non-Campus)</b>         | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Public Property)</b>    | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |

| <b>Disciplinary Action (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |

| <b>Unfounded Crimes (On Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Total unfounded crimes              | 1           | 0           | 0           |

| <b>Unfounded Crimes (Non-Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--------------------------------------|-------------|-------------|-------------|
| Total unfounded crimes               | 0           | 0           | 0           |

| <b>Unfounded Crimes (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|---|-------------|-------------|-------------|
| Total unfounded crimes                    | 0           | 0           | 0           |

## GCSOM SOUTH WILKES BARRE CAMPUS RECORDED BY NUMBER OF REPORTED CRIMES

| <b>Criminal Offenses (On Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--------------------------------------|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter    | 0           | 0           | 0           |
| Negligent Manslaughter               | 0           | 0           | 0           |
| Rape                                 | 0           | 1           | 0           |
| Fondling                             | 0           | 0           | 0           |
| Incest                               | 0           | 0           | 0           |
| Statutory Rape                       | 0           | 0           | 0           |
| Robbery                              | 0           | 0           | 0           |
| Aggravated Assault                   | 0           | 19          | 0           |
| Burglary                             | 0           | 0           | 1           |
| Motor Vehicle Theft                  | 0           | 1           | 0           |
| Arson                                | 0           | 0           | 0           |

| <b>Criminal Offenses (Non-Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|---------------------------------------|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter     | 0           | 0           | 0           |
| Negligent Manslaughter                | 0           | 0           | 0           |
| Rape                                  | 0           | 0           | 0           |
| Fondling                              | 0           | 0           | 0           |
| Incest                                | 0           | 0           | 0           |
| Statutory Rape                        | 0           | 0           | 0           |
| Robbery                               | 0           | 0           | 0           |
| Aggravated Assault                    | 0           | 0           | 0           |
| Burglary                              | 0           | 0           | 0           |
| Motor Vehicle Theft                   | 0           | 0           | 0           |
| Arson                                 | 0           | 0           | 0           |

| <b>Criminal Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 0           | 0           | 0           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |

| <b>Hate Crimes (On Campus)</b>           | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |
|  |             |             |             |
| <b>Hate Crimes (Non-Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>Hate Crimes (Public Property)</b>     | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |
|  |             |             |             |
| <b>VAWA Offenses (On Campus)</b>         | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                        | 0           | 0           | 0           |
| Dating Violence                          | 0           | 0           | 0           |
| Stalking                                 | 0           | 0           | 0           |
| <b>VAWA Offenses (Non-Campus)</b>        | <b>2017</b> | <b>2018</b> | <b>0</b>    |
| Domestic Violence                        | 0           | 0           | 0           |
| Dating Violence                          | 0           | 0           | 0           |
| Stalking                                 | 0           | 0           | 0           |
| <b>VAWA Offenses (Public Property)</b>   | <b>2017</b> | <b>2018</b> | <b>0</b>    |
| Domestic Violence                        | 0           | 0           | 0           |
| Dating Violence                          | 0           | 0           | 0           |
| Stalking                                 | 0           | 0           | 0           |

| <b>Arrests (On Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Non-Campus)</b>         | <b>2017</b> | <b>2018</b> | <b>0</b>    |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Public Property)</b>    | <b>2017</b> | <b>2018</b> | <b>0</b>    |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 1           | 0           |
| Liquor law violations               | 0           | 0           | 0           |

| <b>Disciplinary Action (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>0</b>    |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>0</b>    |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |

| <b>Unfounded Crimes (On Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Total unfounded crimes              | 0           | 0           | 0           |

| <b>Unfounded Crimes (Non-Campus)</b> | <b>2017</b> | <b>2018</b> |   |
|--------------------------------------|-------------|-------------|---|
| Total unfounded crimes               | 0           | 0           | 0 |

| <b>Unfounded Crimes (Public Property)</b> | <b>2017</b> | <b>2018</b> |   |
|---|-------------|-------------|---|
| Total unfounded crimes                    | 0           | 0           | 0 |

**GCSOM CENTRAL DANVILLE CAMPUS  
RECORDED BY NUMBER OF REPORTED CRIMES**

| <b>Criminal Offenses (On Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--------------------------------------|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter    | 0           | 0           | 0           |
| Negligent Manslaughter               | 0           | 0           | 0           |
| Sex Offenses- Forcible               | 0           | 0           | 0           |
| Rape                                 | 0           | 0           | 2           |
| Fondling                             | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible           | 0           | 0           | 0           |
| Incest                               | 0           | 0           | 0           |
| Statutory Rape                       | 0           | 0           | 0           |
| Robbery                              | 0           | 0           | 0           |
| Aggravated Assault                   | 0           | 0           | 1           |
| Burglary                             | 0           | 0           | 0           |
| Motor Vehicle Theft                  | 0           | 0           | 0           |
| Arson                                | 0           | 0           | 0           |

| <b>Criminal Offenses (Non-Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|---------------------------------------|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter     | 0           | 0           | 0           |
| Negligent Manslaughter                | 0           | 0           | 0           |
| Sex Offenses- Forcible                | 0           | 0           | 0           |
| Rape                                  | 0           | 0           | 0           |
| Fondling                              | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible            | 0           | 0           | 0           |
| Incest                                | 0           | 0           | 0           |
| Statutory Rape                        | 0           | 0           | 0           |
| Robbery                               | 0           | 0           | 0           |
| Aggravated Assault                    | 0           | 0           | 0           |
| Burglary                              | 0           | 0           | 0           |
| Motor Vehicle Theft                   | 0           | 0           | 0           |
| Arson                                 | 0           | 0           | 0           |

| <b>Criminal Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Sex Offenses- Forcible                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible                 | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 0           | 0           | 0           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |



| <b>Hate Crimes (On Campus)</b>           | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |
|  |             |             |             |
| <b>Hate Crimes (Non-Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>Hate Crimes (Public Property)</b>     | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |
|  |             |             |             |

| <b>VAWA Offenses (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |
| <b>VAWA Offenses (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |
| <b>VAWA Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |

| <b>Arrests (On Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Non-Campus)</b>         | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Public Property)</b>    | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 1           | 0           |
| Liquor law violations               | 0           | 0           | 0           |

| <b>Disciplinary Action (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |

| <b>Unfounded Crimes (On Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Total unfounded crimes              | 0           | 0           | 0           |

| <b>Unfounded Crimes (Non-Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--------------------------------------|-------------|-------------|-------------|
| Total unfounded crimes               | 0           | 0           | 0           |

| <b>Unfounded Crimes (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|---|-------------|-------------|-------------|
| Total unfounded crimes                    | 0           | 0           | 0           |

**GCSOM ATLANTICARE ATLANTIC CITY, NJ CAMPUS RECORDED BY NUMBER OF REPORTED CRIMES**

|  |             |
|--|-------------|
| <b>Criminal Offenses (On Campus)</b>       | <b>2019</b> |
| Murder/Non-Negligent Manslaughter          | 0           |
| Negligent Manslaughter                     | 0           |
| Sex Offenses- Forcible                     | 0           |
| Rape                                       | 0           |
| Fondling                                   | 0           |
| Sex Offenses- Non-Forcible                 | 0           |
| Incest                                     | 0           |
| Statutory Rape                             | 0           |
| Robbery                                    | 0           |
| Aggravated Assault                         | 1           |
| Burglary                                   | 1           |
| Motor Vehicle Theft                        | 1           |
| Arson                                      | 0           |
| <b>Criminal Offenses (Non-Campus)</b>      | <b>2019</b> |
| Murder/Non-Negligent Manslaughter          | 0           |
| Negligent Manslaughter                     | 0           |
| Sex Offenses- Forcible                     | 0           |
| Rape                                       | 0           |
| Fondling                                   | 0           |
| Sex Offenses- Non-Forcible                 | 0           |
| Incest                                     | 0           |
| Statutory Rape                             | 0           |
| Robbery                                    | 0           |
| Aggravated Assault                         | 0           |
| Burglary                                   | 0           |
| Motor Vehicle Theft                        | 0           |
| Arson                                      | 0           |
| <b>Criminal Offenses (Public Property)</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter          | 0           |
| Negligent Manslaughter                     | 0           |
| Sex Offenses- Forcible                     | 0           |
| Rape                                       | 0           |
| Fondling                                   | 0           |
| Sex Offenses- Non-Forcible                 | 0           |
| Incest                                     | 0           |
| Statutory Rape                             | 0           |
| Robbery                                    | 0           |
| Aggravated Assault                         | 0           |
| Burglary                                   | 0           |
| Motor Vehicle Theft                        | 0           |
| Arson                                      | 0           |

| <b>Hate Crimes (On Campus)</b>           | <b>2019</b> |
|--|-------------|
| Murder/Non-Negligent Manslaughter        | 0           |
| Rape                                     | 0           |
| Fondling                                 | 0           |
| Incest                                   | 0           |
| Statutory Rape                           | 0           |
| Robbery                                  | 0           |
| Aggravated Assault                       | 0           |
| Burglary                                 | 0           |
| Motor Vehicle Theft                      | 0           |
| Arson                                    | 0           |
| Simple Assault                           | 0           |
| Larceny-theft                            | 0           |
| Intimidation                             | 0           |
| Destruction/damage/vandalism of property | 0           |

| <b>Hate Crimes (Non-Campus)</b>          | <b>2019</b> |
|--|-------------|
| Murder/Non-Negligent Manslaughter        | 0           |
| Rape                                     | 0           |
| Fondling                                 | 0           |
| Incest                                   | 0           |
| Statutory Rape                           | 0           |
| Robbery                                  | 0           |
| Aggravated Assault                       | 0           |
| Burglary                                 | 0           |
| Motor Vehicle Theft                      | 0           |
| Arson                                    | 0           |
| Simple Assault                           | 0           |
| Larceny-theft                            | 0           |
| Intimidation                             | 0           |
| Destruction/damage/vandalism of property | 0           |

| <b>Hate Crimes (Public Property)</b>     | <b>2019</b> |
|--|-------------|
| Murder/Non-Negligent Manslaughter        | 0           |
| Rape                                     | 0           |
| Fondling                                 | 0           |
| Incest                                   | 0           |
| Statutory Rape                           | 0           |
| Robbery                                  | 0           |
| Aggravated Assault                       | 0           |
| Burglary                                 | 0           |
| Motor Vehicle Theft                      | 0           |
| Arson                                    | 0           |
| Simple Assault                           | 0           |
| Larceny-theft                            | 0           |
| Intimidation                             | 0           |
| Destruction/damage/vandalism of property | 0           |

| <b>VAWA Offenses (On Campus)</b>       | <b>2019</b> |
|--|-------------|
| Domestic Violence                      | 0           |
| Dating Violence                        | 0           |
| Stalking                               | 0           |
| <b>VAWA Offenses (Non-Campus)</b>      | <b>2019</b> |
| Domestic Violence                      | 0           |
| Dating Violence                        | 0           |
| Stalking                               | 0           |
| <b>VAWA Offenses (Public Property)</b> | <b>2019</b> |
| Domestic Violence                      | 0           |
| Dating Violence                        | 0           |
| Stalking                               | 0           |

|                                     |             |
|-------------------------------------|-------------|
| <b>Arrests (On Campus)</b>          | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           |
| Drug abuse violations               | 0           |
| Liquor law violations               | 0           |
| <b>Arrests (Non-Campus)</b>         | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           |
| Drug abuse violations               | 0           |
| Liquor law violations               | 0           |
| <b>Arrests (Public Property)</b>    | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           |
| Drug abuse violations               | 0           |
| Liquor law violations               | 0           |

|  |             |
|--|-------------|
| <b>Disciplinary Action (On Campus)</b>       | <b>2019</b> |
| Illegal Weapons Possession                   | 0           |
| Drug Law Violations                          | 0           |
| Liquor Law Violations                        | 0           |
| <b>Disciplinary Action (Non-Campus)</b>      | <b>2019</b> |
| Illegal Weapons Possession                   | 0           |
| Drug Law Violations                          | 0           |
| Liquor Law Violations                        | 0           |
| <b>Disciplinary Action (Public Property)</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           |
| Drug Law Violations                          | 0           |
| Liquor Law Violations                        | 0           |

|                                     |             |
|-------------------------------------|-------------|
| <b>Unfounded Crimes (On Campus)</b> | <b>2019</b> |
| Total unfounded crimes              | 0           |

|                                      |             |
|--------------------------------------|-------------|
| <b>Unfounded Crimes (Non-Campus)</b> | <b>2019</b> |
| Total unfounded crimes               | 0           |

|   |             |
|---|-------------|
| <b>Unfounded Crimes (Public Property)</b> | <b>2019</b> |
| Total unfounded crimes                    | 0           |

## GCSOM GUTHRIE SAYRE CAMPUS RECORDED BY NUMBER OF REPORTED CRIMES

| <b>Criminal Offenses (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Sex Offenses- Forcible                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible                 | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 0           | 0           | 1           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |
| <b>Criminal Offenses (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Sex Offenses- Forcible                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible                 | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 0           | 0           | 0           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |
| <b>Criminal Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Sex Offenses- Forcible                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible                 | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 0           | 0           | 0           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |



| <b>Hate Crimes (On Campus)</b>           | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |
| <b>Hate Crimes (Non-Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>Hate Crimes (Public Property)</b>     | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>VAWA Offenses (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |
| <b>VAWA Offenses (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |
| <b>VAWA Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                      | 0           | 0           | 0           |
| Dating Violence                        | 0           | 0           | 0           |
| Stalking                               | 0           | 0           | 0           |

| <b>Arrests (On Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Drug abuse violations               | 0           | 3           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Non-Campus)</b>         | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Public Property)</b>    | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |

| <b>Disciplinary Action (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |

| <b>Unfounded Crimes (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|---|-------------|-------------|-------------|
| Total unfounded crimes                    | 0           | 0           | 0           |
| <b>Unfounded Crimes (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Total unfounded crimes                    | 0           | 0           | 0           |
| <b>Unfounded Crimes (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Total unfounded crimes                    | 0           | 0           | 0           |

## GCSOM DOYLESTOWN CAMPUS RECORDED BY NUMBER OF REPORTED CRIMES

| <b>Criminal Offenses (On Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--------------------------------------|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter    | 0           | 0           | 0           |
| Negligent Manslaughter               | 0           | 0           | 0           |
| Sex Offenses- Forcible               | 0           | 0           | 0           |
| Rape                                 | 0           | 0           | 0           |
| Fondling                             | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible           | 0           | 0           | 0           |
| Incest                               | 0           | 0           | 0           |
| Statutory Rape                       | 0           | 0           | 0           |
| Robbery                              | 0           | 0           | 0           |
| Aggravated Assault                   | 0           | 0           | 0           |
| Burglary                             | 0           | 0           | 0           |
| Motor Vehicle Theft                  | 0           | 0           | 0           |
| Arson                                | 0           | 0           | 0           |

| <b>Criminal Offenses (Non-Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|---------------------------------------|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter     | 0           | 0           | 0           |
| Negligent Manslaughter                | 0           | 0           | 0           |
| Sex Offenses- Forcible                | 0           | 0           | 0           |
| Rape                                  | 0           | 0           | 0           |
| Fondling                              | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible            | 0           | 0           | 0           |
| Incest                                | 0           | 0           | 0           |
| Statutory Rape                        | 0           | 0           | 0           |
| Robbery                               | 0           | 0           | 0           |
| Aggravated Assault                    | 0           | 0           | 0           |
| Burglary                              | 0           | 0           | 0           |
| Motor Vehicle Theft                   | 0           | 0           | 0           |
| Arson                                 | 0           | 0           | 0           |

| <b>Criminal Offenses (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter          | 0           | 0           | 0           |
| Negligent Manslaughter                     | 0           | 0           | 0           |
| Sex Offenses- Forcible                     | 0           | 0           | 0           |
| Rape                                       | 0           | 0           | 0           |
| Fondling                                   | 0           | 0           | 0           |
| Sex Offenses- Non-Forcible                 | 0           | 0           | 0           |
| Incest                                     | 0           | 0           | 0           |
| Statutory Rape                             | 0           | 0           | 0           |
| Robbery                                    | 0           | 0           | 0           |
| Aggravated Assault                         | 0           | 0           | 0           |
| Burglary                                   | 0           | 0           | 0           |
| Motor Vehicle Theft                        | 0           | 0           | 0           |
| Arson                                      | 0           | 0           | 0           |

| <b>Hate Crimes (On Campus)</b>           | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |
| <b>Hate Crimes (Non-Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |

| <b>Hate Crimes (Public Property)</b>     | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Murder/Non-Negligent Manslaughter        | 0           | 0           | 0           |
| Rape                                     | 0           | 0           | 0           |
| Fondling                                 | 0           | 0           | 0           |
| Incest                                   | 0           | 0           | 0           |
| Statutory Rape                           | 0           | 0           | 0           |
| Robbery                                  | 0           | 0           | 0           |
| Aggravated Assault                       | 0           | 0           | 0           |
| Burglary                                 | 0           | 0           | 0           |
| Motor Vehicle Theft                      | 0           | 0           | 0           |
| Arson                                    | 0           | 0           | 0           |
| Simple Assault                           | 0           | 0           | 0           |
| Larceny-theft                            | 0           | 0           | 0           |
| Intimidation                             | 0           | 0           | 0           |
| Destruction/damage/vandalism of property | 0           | 0           | 0           |
| <b>VAWA Offenses (On Campus)</b>         | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                        | 0           | 0           | 0           |
| Dating Violence                          | 0           | 0           | 0           |
| Stalking                                 | 0           | 0           | 0           |
| <b>VAWA Offenses (Non-Campus)</b>        | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                        | 0           | 0           | 0           |
| Dating Violence                          | 0           | 0           | 0           |
| Stalking                                 | 0           | 0           | 0           |
| <b>VAWA Offenses (Public Property)</b>   | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Domestic Violence                        | 0           | 0           | 0           |
| Dating Violence                          | 0           | 0           | 0           |
| Stalking                                 | 0           | 0           | 0           |

| <b>Arrests (On Campus)</b>          | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Non-Campus)</b>         | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| <b>Arrests (Public Property)</b>    | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Weapons, carrying, possessing, etc. | 0           | 0           | 0           |
| Drug abuse violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |
| Liquor law violations               | 0           | 0           | 0           |

| <b>Disciplinary Action (On Campus)</b>       | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--|-------------|-------------|-------------|
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Non-Campus)</b>      | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |
| <b>Disciplinary Action (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
| Illegal Weapons Possession                   | 0           | 0           | 0           |
| Drug Law Violations                          | 0           | 0           | 0           |
| Liquor Law Violations                        | 0           | 0           | 0           |

| <b>Unfounded Crimes (On Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|-------------------------------------|-------------|-------------|-------------|
| Total unfounded crimes              | 0           | 0           | 0           |

| <b>Unfounded Crimes (Non-Campus)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|--------------------------------------|-------------|-------------|-------------|
| Total unfounded crimes               | 0           | 0           | 0           |

| <b>Unfounded Crimes (Public Property)</b> | <b>2017</b> | <b>2018</b> | <b>2019</b> |
|---|-------------|-------------|-------------|
| Total unfounded crimes                    | 0           | 0           | 0           |

# GCSOM MAIN CAMPUS MAP

