

INDIANA TECH



Annual Security and Fire Safety Report 2026

Department of Safety and Security, 1600 E Washington Blvd, Andorfer Commons, Fort Wayne, IN 46803

2026 Annual Security and Fire Safety Report

Indiana Institute of Technology

1600 E Washington Blvd. Fort Wayne, IN 46803

Regional Campuses:

- Hammond, 2901 Carlson Drive, Suite 203, Hammond, IN 46323
- Indianapolis, 3500 DePauw Blvd., Pyramid 3010, Indianapolis, IN 46268
- Jeffersonville, 4500 Town Center Blvd., Suite 101, Jeffersonville, IN 47130
- Mishawaka, 4215 Edison Lakes Pkwy., Suite 150, Mishawaka, IN 46545
- Warsaw, 3624 Commerce Drive, Warsaw, IN 46580

Non-Campus:

- Warrior Park Golf Course, 7102 S. Calhoun St., Fort Wayne, IN 46807
- Sigma Phi Epsilon, 1529 E Washington Blvd., Fort Wayne, IN 46803
- Warrior Park, 377 E. Tillman Road, Fort Wayne, IN 46816

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Annual Security and Fire Safety Report

The Department of Safety and Security is responsible for publishing the Annual Security and Fire Safety Report to inform the Indiana Tech community of safety and security policies, emergency response, crime prevention initiatives, and certain crime statistics. If a policy, procedure, or program differs by location, the different policy, procedure, or program will be detailed by location. If there is no site-specific information, the policy, procedure, or program is the same for all university locations.

Crime statistics, in compliance with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act, are included in this annual report. The reported crime statistics detail the last three full calendar years of collected data for crimes that occurred on campus, in certain off campus buildings, specific public property within the university location, or property otherwise controlled by the Indiana Institute of Technology. Compilation of crime statistics is the responsibility of the Department of Safety and Security. Crime information is collected from university offices such as Safety and Security, Student Services, Residence Life, Title IX Coordinators, Human Resources, and the College of Professional Studies. Local police departments near each campus, such as Fort Wayne Police Department, also may provide information included in the statistics. Additionally, fire statistics are for any fire in a residence hall for the last three calendar years and published in this report.

The Annual Security and Fire Safety Report is updated and published by October 1st of each year for the statistics of the prior calendar year. A notice of availability is sent to every member of the university community once it is published online, along with a digital copy of the document.

Anyone, including prospective students and employees, may obtain a paper copy of the Annual Security and Fire Safety Report by contacting the Director of Safety and Security at 260-399-2838 or e-mailing dkblackford@indianatech.edu. An electronic copy is accessible anytime online at <https://safety.indianatech.edu/crime-stats/>.

The Department of Safety and Security

The Department of Safety and Security is comprised of the Director of Safety and Security, the Security Operations Manager, and a dedicated team of officers. The department is devoted to strengthening the overall quality of life for the Indiana Tech Community by utilizing security technologies with tested safety and security practices. Indiana Tech Safety and Security has the ability to respond quickly to issues across the Fort Wayne Campus through on-foot and vehicle patrols, as well as contracted off-duty police. Officers perform welfare checks, safety escorts, site safety inspections, incident response, emergency services coordination, and other tasks focused on the well-being of our community. Safety and Security Officers are CPR/ AED/ First Aid qualified. Officers remain present and active on the campus grounds 24 hours of every day. All reports collected by Safety and Security process through digital incident management software to keep accurate details and statistics. Branch campuses do not currently have Safety and Security Officers though they may contract local security officers as needed.

Daily Crime and Fire Log

The Department of Safety and Security maintains a daily crime and fire log that records all crimes and fires that occur on campus, at non-campus properties used by the university, or public property within the department's jurisdiction.

The daily crime and fire log is available for public inspection at the Fort Wayne Safety and Security office in the Andorfer Commons building. The daily crime and fire log includes the incident type, date and time the incident occurred, date and time the incident was reported, general location and the status of the incident.

POLICE CONTACTS FOR REGIONAL LOCATIONS

For emergencies at any of our locations, call **911** for emergency services

Fort Wayne Police Department 260.427.1222

1 E Main St Ste 108, Fort Wayne, IN 46802

Hammond Police Department 219.853.6490

509 Douglas St, Hammond, IN 46320

Indianapolis Police Department- Northwest 317.327.6600

4005 Office Plaza Boulevard, Indianapolis, IN 46254

Jeffersonville Police Department 812.283.6633

2218 E 10th St, Jeffersonville, IN 47130

Warsaw Police Department 574.372.9511

2191 Ft Wayne St, Warsaw, IN 46580

PRIMARY CONTACTS FOR REPORTING CRIMINAL ACTIONS

*For life-threatening emergencies, dial **911** before calling a university representative*

FORT WAYNE CAMPUS REPORTING

Safety and Security Fort Wayne

Office Direct Line: **260.399.2805**

Mobile (Call or Text): **260.740.6642**

Email: **security@indianatech.edu**

Director of Safety and Security	260-399-2838
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Title IX Coordinator, Director of Human Resources	260-399-2811
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CPS LOCATION REPORTING

College of Professional Studies students and employees at Branch Campuses are also free to report to the listed Fort Wayne representatives during business hours. Safety and Security should be contacted after hours and weekends.

CPS Director of Admissions	436-999-2839
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Dean, College of Engineering & Computer Sciences	260-399-2810
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Dean, College of Business	260-287-0744
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Dean, College of Arts & Sciences	260-399-2823
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Code Blue Stations

The university has emergency two-way call stations throughout the Fort Wayne campus for use during emergencies. They are the tall yellow poles that can be seen across key areas of campus. By pressing the red button on the stations, users can communicate directly with campus security. Code Blue stations can be used to report immediate incidents when the user does not have access to a phone or when the user does not feel safe.

Reporting Crimes and Other Emergencies

All students, employees, and guests should promptly report criminal incidents, accidents, and other emergencies on the Fort Wayne campus to the Indiana Tech Safety and Security Department or appropriate law enforcement agency; including when the victim of a crime elects to, or is unable to, make such a report. If the crime being reported is violent or life threatening, dial 911 prior to calling Safety and Security. If available, it is encouraged that someone calls 911 while another calls Safety and Security.

Safety and Security:

- Office Phone: 260-399-2805
- Cell Phone: 260-740-6642
- Email: security@indianatech.edu/
- In person:
 - Main security office, Andorfer Commons 144
 - Patrol Officers found on campus grounds
- Code Blue Emergency Stations across campus
- Online report: https://cm.maxient.com/reportingform.php?IndianaTech&layout_id=30
- Online Sexual Misconduct Form:
https://cm.maxient.com/reportingform.php?IndianaTech&layout_id=20

If a crime is taking place at a Branch Campus or away from the Fort Wayne Campus, promptly report the incident to local police, especially if there is violence. Reports to the university should be made to the Fort Wayne Department of Safety and Security or using the online form.

Reporting crime and fire incidents to Safety and Security is important for response and documentation. Clery Act Crimes should be reported for inclusion in the annual security report and for assessment of timely warning notifications. Safety and Security will notify law enforcement of crimes as necessary to protect the university community or the victim. Fort Wayne Police Department may communicate with Safety and Security regarding student-involved incidents that occur within the geographical location of the Fort Wayne Campus including the fraternity house.

After a report is filed, an investigation may be conducted. An incident report may be forwarded to other university officials/ departments if action, assistance, or notification is necessary. These officials/ departments include but are not limited to:

- Title IX Coordinators
- Human Resources
- Academic Affairs
- Finance and Administration
- Diversity and Inclusion

- Residence Life
- Athletics
- Counseling Services
- College of Professional Studies

Warriors on Watch

To increase the safety and well-being of people on the Indiana Tech campus, everyone is encouraged to contact security or the police in any matter when the immediate health or safety of someone is in question. If a student implicates themselves in a university conduct violation as a result of making such a report, the student shall be exempt from disciplinary sanctions provided the following stipulations are met:

- Provide your own full name and contact information.
- Provide full name and contact information of the victim and perpetrators if known.
- Remain with the victim until security or emergency personnel respond unless it jeopardizes your own safety.
- Cooperate with the instructions of security, staff, or emergency personnel both on the scene and during any forthcoming investigation.
- The person reporting is not directly responsible for causing physical harm to the victim except in cases of self-defense.

The victim will also be exempt from punitive sanctions under university conduct policy such as monetary fines, probationary status, dismissal, or similar. Anyone afforded protection under this policy may be assigned required educational components and subsequent applications of the Warriors on Watch policy will be reviewed and is not guaranteed.

*This policy does not prevent entities outside of student conduct who become aware or knowledgeable of any law or policy violations from responding. Additionally, someone attempting to intentionally cause physical harm to another person is not exempt from the conduct process.

Indiana Lifeline Law

The Indiana Lifeline Law provides immunity for some alcohol-related offenses, subject to certain conditions, to people who request medical assistance for someone in need or receive medical assistance due to a request by someone else.

The law provides immunity for the crimes of public intoxication, minor possession, minor consumption and minor transportation of alcohol to people who reveal themselves to law enforcement while seeking medical assistance for a person suffering from an alcohol-related health emergency.

To receive immunity, the person must demonstrate that they are acting in good faith by completing ALL of the following:

- Provide full name and any other relevant information requested by law enforcement officers,

- Remain on the scene until law enforcement and emergency medical assistance arrive, and
- Cooperate with authorities on the scene.

The law does not interfere with law enforcement procedures or limit the ability to prosecute for other criminal offenses such as providing alcohol to a minor, operating while intoxicated or possession of a controlled substance.

Campus Security Authority (CSA)

A Campus Security Authority (CSA) is an official of a university that has significant responsibility for student and campus activities or has responsibility for campus security. The regulation that governs the Clery Act (34 CFR 668.46) more specifically defines a CSA:

- A campus police department or a campus security department of an institution.
- Any individual or individuals who have responsibility for campus security, but who do not constitute a campus police department or a campus security department...such as an individual who is responsible for monitoring entrances into institutional property.
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.
- Pastoral and professional counselors are not considered a campus security authority when acting in their roles as a pastoral or professional counselor. *(While those counselors, acting in the role of professional or pastoral counselor, are exempt from reporting as a Campus Security Authority, there may be a legal obligation to report specific types of crime)*

Campus Security Authorities at Indiana Tech

Campus Security Authorities, that have a criminal activity reported to them, are responsible for reporting the crime to the Department of Safety and Security in a timely manner. The following are considered CSAs at Indiana Tech:

- Security Staff
- Director of Safety & Security
- Regional Location Coordinators (Branch Campuses)
- Associate Deans
- Deans
- Director of Student Engagement
- Coordinator of Student Activities and Involvement
- Student Organization Advisors

- Assistant Director of Accessibility Services
- Director of Residence Life
- Residence Life Area Coordinators
- Resident Assistants
- Director of Athletics
- Coaches
- Executive Director of CPS Operations
- Vice President of Academic Affairs
- Vice President of Culture, Community and Impact
- Senior Vice President of Student Affairs

Voluntary, Confidential Reporting

The university considers each community member as a key part of the Warrior Family and relies on reports of crimes to help the victims as well as prevent future occurrences. You are encouraged to speak to a Campus Security Authority to make formal reports of incidents. Notice to them is official notice to the institution. Formal reporting means that only people who need to know will be informed and information will be shared only as necessary.

Victims have the right to decide if they want to make a report. The university cannot demand any student report a crime for which they are a victim. While it is voluntary to make an initial report, it is imperative that reports be made accurately and as soon as possible. If you are a victim or a witness, the university will be able to allocate resources promptly after a report has been made. If a victim is unable to report, a report can be made by an aware party in an effort to assist the victim.

Institutions must clearly articulate who are “responsible employees” under Title IX for purposes of initiating notice and/or investigation of sexual misconduct and gender-based discrimination. While Campus Security Authorities are related to specific roles within the university for crime reporting, all employees are considered “responsible employees” for sexual misconduct and gender-based discrimination reporting.

Branch Campus students and employees are encouraged to utilize formal reporting through the local Associate Deans. For confidential reporting, they may use the online form or an off-campus resource listed later in this section.

To Report Confidentially

If one desires that details of the incident be kept confidential, they should speak with the Fort Wayne on-campus mental health counselor, nurse practitioner, or off-campus resource who can maintain confidentiality, except where the safety of you or others are at risk. The campus counselor is available to help you, free of charge, and can be seen during regular onsite hours or on an emergency basis. In addition, you may speak with the Faith Services Coordinator, the Campus Ministries representative, the Catholic Services Coordinator or non-Indiana Tech affiliated members of the clergy and chaplains, who will also keep reports made to them confidential.

Reporting to Those That Can Maintain Privacy

Other than the specified confidential resources, employees are expected to report crimes to the institution as they become aware of them. However, even with their reporting responsibility, they will maintain your privacy to the extent they are able by only informing those with a legitimate need, such as a Title IX Coordinator. If you are unsure of someone’s duties and ability to maintain your privacy, ask them before you talk to them. They will be able to assist you in making decisions about who can help you best.

Some of these resources, such as Resident Assistants, share incident reports with their supervisors. They will not share any personally identifiable information about you if you request it to not be included, except in the rare event that the incident reveals a need to protect you or other members of the community from an ongoing threat. If your personal identifiable information is shared, it will only be as necessary with those who need to know. All efforts will be made to protect your privacy from those who do not need to know.

Online Reporting Process

<https://safety.indianatech.edu/reporting/>

You may submit a formal complaint/ incident through our online reporting process using the above webpage, as well as a Title IX/ Sexual Misconduct form.

Off Campus Resources and Reporting

Students may also seek confidential counseling through community resources such as the Sexual Assault Treatment Center, Fort Wayne Women's Bureau, the Rape Crisis Hotline, the YWCA shelter, the National Women's Health Organization, or the Center for Non-Violence. Additionally, students may visit www.notalone.gov for more resources and for guidelines regarding how an investigation of a reported sexual assault must be handled.

Filing a report with the Fort Wayne police department or other local police department will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim.
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam);
- Assure the victim has access to free confidential counseling from counselors specifically trained in sexual assault crisis intervention.

For non-sexual crimes, FWPD or other police agency will:

- Take the report and evidence available; and
- Open an investigation based on provided evidence.

A student should understand that reporting a sexual assault with both the university and the local police department are separate acts, and we encourage students to report to both agencies. The victim of a sexual assault may choose for the investigation to be pursued through the criminal justice system and the university or through only one entity. A chosen or assigned victim advocate will guide the victim through the available options and support the victim in his or her decision. For information on how to contact these resources, go to <https://safety.indianatech.edu/safety-measures/title-ix-reporting/victim-resources/> or speak with the Title IX Coordinator.

Anonymous Complaints

Anonymous complaints will be accepted; however, the university may be limited in its options for investigating or resolving anonymous complaints because of the inability to assess the author's veracity and accuracy of the report. If the report contains enough details and information to assess the potential validity of the report, an investigation will be conducted. All reports will be kept on record including additional reports or accusations that are submitted. Anonymous complaints can be used by Safety and Security for the determination of incident pattern and add to the required yearly Clery Act statistics.

Pastoral and Professional Counselors

Any pastoral counselors and licensed professional counselors on campus, working in that capacity, are not considered campus security authorities (CSAs). Therefore, they are not required to report crimes for inclusion into the annual disclosure of crime statistics. However, certain reports will be reported if required by law. If they deem it appropriate, these counselors may inform students of the university's policies and procedures about reporting crimes on a voluntary basis and seeking help if they are the victim of a crime.

Disclosure Statement

Indiana Institute of Technology will disclose upon written request, to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by Indiana Tech against a student who is the alleged perpetrator of the offense. If the alleged victim is deceased as a result of the offense, the next of kin to the victim shall be treated as the alleged victim for the purpose of this statement.

Emergency Response and Evacuation

The Indiana Tech Crisis Management Team and the Department of Safety and Security will, without delay and considering the safety of the community, determine the content of reported incidents and initiate the notification system upon confirmation of a significant emergency or dangerous situation occurring on campus. These notifications will be sent unless, in the professional judgement of responsible authorities, they compromise the efforts to assist a victim or to contain, respond, or otherwise mitigate the emergency.

Responsible Authorities

Indiana Tech identifies the responsible authorities for campus emergency notifications as the President, Vice President of Finance and Administration, the Associate Vice President of Marketing and Communications, the Senior Vice President of Student Affairs, or the Director of Safety and Security. These responsible authorities may also declare a Campus State of Emergency in a crisis situation.

Timely Warnings

If Indiana Tech Safety and Security becomes aware of criminal incidents that are determined to constitute a serious or continuing threat to the campus community, the Director of Safety and Security, Security, or the Senior Vice President of Student Affairs will send out an alert to the affected community. A Timely Warning is an alert that is timely and will aid in the prevention of similar crimes. It is intended to enable people to protect themselves and should be issued as soon as pertinent information is available. Determination of what to alert and what information is contained in the alert is on a case-by-case basis considering the nature of the crime, continuing danger to the community, and the possible risk of compromising law enforcement efforts. Most commonly, timely warnings will include pertinent information about the crime that triggered the warning, promotes safety, and aids in the prevention of similar crimes. Personally identifiable information may only be transmitted in a Timely Warning alert if it meets the requirements of the Family Educational Rights and Privacy Act (FERPA), "What conditions apply to disclosure of information in health and safety emergencies?", 34 "CFR" 99.36.

Delivery Methods for Timely Warnings

Primary: Warrior Connect App and Email

Secondary: RAVE Indiana Tech Alert System

Tertiary: Flyer

Emergency Notification System

The Indiana Institute of Technology Emergency Notification System enables the University to, quickly and accurately, provide notifications and critical information during an emergency. Emergency notification is triggered by a critical event that is currently occurring on or imminently threatening the campus. Safety and Security officers as well as key members of the Crisis Management Team are trained how to initiate the Emergency Notification System immediately once an emergency has been confirmed. Indiana Tech utilizes RAVE to share vital campus safety information through a variety of media and can provide notification for either a specific

campus or all students and employees. Depending on the situation, alerts and information may be sent through:

- Text messages
- Voice messages
- Email

All current students, faculty, and staff are automatically enrolled in the RAVE database. However, they must have correct contact information on file to ensure direct notification. New employees and students will need to access their RAVE profile through their letmein, to accept the terms and conditions for RAVE alerts.

For updates to contact information, including emergency contacts:

- Students should login to your my.IndianaTech.edu account and update contact information under Directory Update.
- Faculty and staff should log into Paycom and update contact information under the Personal Information tab.

After the initial use of the Emergency Notification System, updates will be published as information becomes available. Updates can be posted through the Emergency Notification System, direct messaging, social media, and/or indianatech.edu.

Determination of critical events and the use of the Emergency Notification System is the responsibility of Safety and Security and/or the Crisis Management Team responsible authorities.

Imminent or Impending Threat

Safety and Security first determines if there is a threat based on the information provided from a report and the proximity to the Fort Wayne campus. If the threat is imminent, regardless of perceived distance, Officers have the authority to secure all entrances and then begin to contact both law enforcement and the Crisis Management Team. If a threat is within one block of the Fort Wayne campus and is a threat to the lives of the campus community, Safety and Security may initiate a campus lockdown (securing of entrances and activation of the Emergency Notification System), contact law enforcement, and then the Crisis Management Team. If the Emergency Notification System has not yet been activated upon contacting the Crisis Management Team, responsible authorities will determine the information to be provided to the campus community in the emergency notification. RAVE is pre-programmed with general messages or can be updated with specific messaging.

For imminent threats, either Safety and Security or a responsible authority will initiate a Shelter in Place, Hold and Secure, Lockdown, or Evacuation:

- A Shelter in Place does not require entrances to be secured but advises individuals to move to indoors and stay in that location until further notice. Classes and indoor activities can continue.
- Hold and Secure causes the buildings to be secured but will allow those with card access to gain entry. A Hold and Secure does not require individuals to hide but advises that those inside stay away from windows and stay together indoors.

- Lockdown secures the entrances to buildings so that no card access will grant entry. Individuals are advised to barricade/ hide for their safety, unless the threat is inside their building. If the threat is inside a building, occupants of that building should either evacuate, hide, or counter the threat. (RUN/HIDE/FIGHT)
- Evacuations require the exit of the specified location to a gathering location outside of each building, such as a fire alarm. Accountability will be taken at the gathering location. If evacuating due to an Active Shooter, occupants are expected to leave the area and seek the next available safest location. Evacuees are encouraged not to flee in their personal vehicles as to not block entrances for emergency responders.

For Tornado Warnings, once Safety and Security has received a Tornado Warning for Allen County, the Emergency System will be activated without hesitation so that individuals can move to designated locations within each building. Designated shelters are the lowest level interior, away from all windows.

Once notified of an imminent or active campus threat, the Crisis Management Team assembles in one of several designated meeting locations to set up a command post. If the Crisis Team is unable to meet in person, they will connect as many members as possible digitally. Crisis Management Sub-teams and Safety and Security work with any necessary responding agencies to ensure continuous communication. Updated information is published through RAVE, the university website, and/or social media. Once an emergency has ended, the Crisis Team will distribute all clears and begin assessment of actions taken, damage to campus, etc. For situations with injury, loss of life, or critical property damage; all clears will not be sent until after EMS and Police have provided their assessment. Affected areas are evacuated and secured during post-emergency activities, as necessary.

Crisis Management Plan

Emergency procedures can be found at <https://safety.indianatech.edu/crisis-management-plan/>.

Indiana Tech Crisis Management Team is comprised of university officials from across the university experience. The Crisis Team is responsible for the review, planning, testing, and organization of emergency policies and procedures including evacuations and emergency system use. Crisis procedures are updated annually on the webpage. While these procedures cover a variety of crises, they do not encompass all possible scenarios. However, advanced planning and related training should help facilitate calm, quick, and thorough responses, should a crisis situation arise.

The objectives of the crisis management plan is to:

- Minimizing loss of life or injury,
- Minimizing damage to property,
- Meet the vital human service needs of students and employees during and after a situation,
- Protect documents and records,

- Restore regular operations of the university as quickly as possible,
- Communicate accurate facts to constituents and the public, and
- Ensure that the university's response is timely, effective, responsible and compassionate.

Testing Emergency Response

Fire drills are conducted four times every year in every Residence Hall and are conducted by the Department of Safety and Security in coordination with Residence Life. Active Shooter Drills are conducted annually by the Department of Safety and Security. The Crisis Management Team determines the frequency that other emergency procedures are drilled from the Crisis Plan.

Publicized drills are scheduled, and notification is sent by the Crisis Management to the campus community. Non-publicized drills are scheduled, and the Crisis Management Team notifies only appropriate parties involved. The Crisis Management or Risk Management sub-teams will provide record and assessment of conducted drills. The authorities responsible will provide oversight and assessment of the outcomes and goals before, during, and after testing. Tests and drills are documented through university incident reporting software for record. The Crisis Management Team also conducts post incident assessments after each emergency to review procedural compliance and improvements.

Location Coordinators oversee regional campus drills and preparedness. They report related information, needs, and results to the Director of Safety and Security. Regional Locations should conduct a Safety Day each year where emergency procedures are reviewed and drills are conducted.

Safety and Security

Access to Campus Facilities

Indiana Tech Fort Wayne is home to multiple buildings, including residence halls, that require either key access or card access. Branch campuses are each a single location without student housing and are most often key access only. Access to campus buildings and grounds is a privilege extended to students, faculty, staff and authorized guests. The university encourages an open environment with limited constraints to ensure reasonable protection of all members of the community. Except for residence halls, most campus facilities are open during weekday business hours. After the campus closes for the day, only those with issued keys or assigned ID card access can enter the space relative to their access. Students and employees are responsible for their guests and are not allowed to loan ID cards or keys to anyone. Individuals who wish to access university buildings or property for events should contact the appropriate department administrator or Conference Services to schedule the event and issue temporary parking passes. Indiana Tech Safety and Security is available at 260-399-2805 for certain after-hours access requests.

Key Control

Indiana Tech has a digital key control tracking software that allows all keys to be recorded as they are issued. Campus keys are high security keys that may only be reproduced by designated university staff. Unauthorized reproduction or sharing of a key is prohibited.

Keys will only be issued to authorized university employees, contractors, or affiliates who have a legitimate need for access as approved by the Department of Facilities.

All keys issued to a resident are the property of the university and must be returned when they check out or changes rooms. If any key is lost, it should be reported immediately. If a key is lost or stolen, the lock on the room door will be changed and a charge may be assessed as outlined on the housing contract or other university policy.

Keys may be confiscated by a security officer if the key owner is not present or there is an imminent risk to the community. To protect residents, only the necessary room keys are assigned to each resident and are not permitted to be shared with anyone, for any reason.

Employees who need keys must speak to their manager and a work order submitted to maintenance.

University Issued ID Cards

The university provides all students and employees with a photo ID access card which grants students access to appropriate buildings, dining services, McMillen Library, and certain labs on campus through an automated card access system. ID access cards are encoded with permissions specific to individual needs that have been approved by the department of safety and security. These access cards are not to be loaned or used by anyone other than the owner.

If an ID card is used by a person other than the pictured student, the card will be deactivated and presumed lost. To reactivate the card, the student to which the card was issued must bring the card to Security for reactivation, and a \$20 charge will be levied to the student for a violation of the policy. Students are encouraged to report lost or stolen ID cards to Safety and Security

immediately. In addition, the photos used for university student ID cards are the property of the university and of the student depicted. Unauthorized use of university ID photographs without the expressed permission from the depicted student or the university is prohibited.

Safety and Security conducts 24-hour monitoring of all card reader systems across campus and can watch real time user feedback as well as secure the building from card reader access if necessary.

Residence Hall Access

The exterior doors to all residence halls remain locked 24 hours a day.

Most residence halls are equipped with an automated card access control system. Warrior Row A and Warrior Row B (townhouses) are controlled with a high security key, which can only be duplicated by an employee of the university who has prior authorization. Automated card access is available to students and authorized employees via a controlled system.

Visitors and student guests may gain access to a dorm if they receive permission from a resident host and are accompanied by that resident for the duration of their stay. The resident host must provide access to the dorm for the guest to be allowed entry. Guests will not be allowed to use the student's ID or keys at any time.

Visitation

Visitors to campus are welcome on the grounds and inside public access buildings while they are open. Visitors will not be able to access buildings after hours or into card-controlled areas without permission from a hosting department. Visitors are expected to have a government issued photo ID card and to make it available to university staff or security upon request. Failure to comply with the request to prove identification will result in the guest being asked to leave campus.

Visitation of student guests is permitted throughout the week and the student host must accompany the visitor at all times. Actions of a visitor are the responsibility of the host.

Public visitors are those who are on campus, not at the request of a hosting community member. They are allowed access to public events and spaces while the building is open. Any request to leave by a community member should be respected. Public visitors found on campus overnight, in a private area without invitation, or a restricted area will be asked to leave campus by security. Classrooms and offices, regardless of if the door is open, are not considered publicly accessible spaces.

A general visitor is someone on campus for business with a department, invited by a student, or are hosting an event in a rented space. This type includes hosted visitors to a dorm. Dorm visitors are permitted to visit a residence hall student for five hours at a time during the day, every 24-hours. General visitors who accompany students on campus, but are not going into a residence hall, may be in publicly accessible areas during business hours. General visitors who have business with a specific department can be in public spaces and the department they are seeing. Event visitors may be in public spaces during business hours, the event space that was rented, and the host may have access to restricted spaces relevant to the event and authorized by the controlling department.

Visiting contractors are required to communicate with the department that they are contracted under regarding when they will be on campus. All temporary contractor visits require that they check in with Buildings and Grounds to be assigned temporary keys and log their presence on campus.

Student Residents wishing to have an overnight guest in their dorm room, whether the guest is a resident or non-resident of Indiana Tech, must follow what was agreed upon in their roommate agreements. This is conducted through and maintained by Residence Life.

For the comfort of all student residents, couple cohabitation is strictly prohibited. This is defined as having a relationship partner staying overnight or longer in your room, in disregard for the visitation policy, and creates the appearance of living together.

A visitor will not be issued keys or an ID card. Responsibility for entering will be that of the host. No student is allowed to be in possession of a key that will gain access to a wing, room, or residence hall other than his/her own. The visitation policy is designed to provide as much freedom as possible to the students living in the residence halls while protecting the rights of all student residents to live in a safe environment and promote academic achievement. Indiana Tech reserves the right to refuse or deny entrance to any guest or visitor when deemed appropriate or because of disciplinary sanctions against the host or visitor.

Safety by Maintaining Facilities

In addition to routine patrols, Safety and Security conducts site inspections each month to record, report, and maintain the safety of the Fort Wayne Campus Community. The Director of Safety and Security conducts annual site inspections of all Branch Campuses. During the site inspections, all maintenance and safety considerations found in facilities and the grounds are reported to the appropriate location manager as well as maintenance requests being submitted. Documentation is collected by the Director of Safety and Security to track progress of reported issues. Students and employees are also encouraged to submit maintenance requests through the maintenance request app in the university single sign-on portal.

Nightwalks

Every semester, students are encouraged to participate in “Night Walks”. The Director of Safety and Security, Director of Residence Life, and other invited university staff host a campus walk around with community members to observe and discuss common safety and security issues affecting the students of the Fort Wayne Campus.

Jurisdiction of Safety and Security

Indiana Tech Safety and Security Officers do not have the power to arrest. A security officer’s primary duty is to observe the campus and provide immediate notification to emergency services if necessary. Officers are also trained in first aid, CPR, and AED to assist in providing timely medical interdiction prior to the arrival of EMS.

Indiana Tech also has contracted Police Officers at certain times throughout each week. These contracted officers are sworn through the State of Indiana and have full police powers, including the power to arrest.

Both Security and contracted Police Officers have primary jurisdiction on any property owned or occupied by Indiana Tech. Officers have the power to enforce university policies, remove

individuals from campus property, and intervene in criminal activity. Safety and Security officials and contracted Police Officers may request government photo identification or university issued IDs at anytime on university property. Failure to show ID may result in being removed from the property.

As stated in the housing contract, the university has the right to conduct general residence hall searches or specific room searches. Specific room searches will be done primarily for suspicion of possession or usage of drugs, alcohol, firearms, explosives, or for the recovery of stolen property. Under certain circumstances, searches may be done in cooperation with the Fort Wayne Police Department and utilizing K9 police units. During searches, students are expected to cooperate with any request to unlock drawers, trunks, or other secured locations within their room. Failure to cooperate with such requests may result in the removal of the lock by a university staff member or the confiscation of the locked item until it can be inspected.

Branch Campus locations may use local contracted security officers. Contracted security personnel at branch locations will report violations and crimes to the institution and call police as necessary. Their jurisdiction is limited to the location and space described in the agreement of service for that location.

Relationship with Local Agencies

Indiana Tech Safety and Security maintains a cooperative working relationship with city, county, and state law enforcement agencies in the geographic locations in which campuses are located. Liaison with federal agencies is conducted by the Director of Safety and Security or designated location coordinator during each event requiring federal criminal investigation. Safety and Security openly cooperates with law enforcement investigations and is able to provide pertinent evidence from any conduct investigation to law enforcement agencies conducting an official investigation. Safety and Security will report violations of civil or criminal laws committed on campus to law enforcement agencies either when requests for specific information is made or when there is a danger to life or property. Law enforcement agencies can arrest on campus for violations of law within their jurisdiction.

Fort Wayne Police Department also provides early warning to the Department of Safety and Security regarding most violent crimes occurring near the main campus and Warrior Park. This is done through a text message alert system directly to the security office patrol phone.

Crime Prevention and Awareness

Indiana Tech uses different media to provide information about crime prevention and fire safety, to publicize campus security procedures and practices, and to encourage community members to be responsible for their own safety and the safety of others.

Safety and Security, Residence Life, and Conference Services host safety and security programs during new student orientation every year for multiple groups. At the beginning of each year, faculty also receive specific training regarding the Crisis Management Plan. The Crisis Management Plan is re-published, and notification provided across all student and employees every year. The Safety and Security webpage within IndianaTech.edu lists procedures, policies, and expectations. The Director of Safety and Security also emails occasional notices regarding safety topics to keep the community informed. Information usually provided includes crime prevention tips, crime statistics, fire prevention techniques, reporting,

and other ways that community members can become self-accountable in crime awareness and prevention. This is in addition to Timely Warnings sent to the campus community.

Indiana Tech also offers additional learning through videos and interactive courses:

Practical Response to Active Shooter- An informative video on active shooters covering RUN/HIDE/FIGHT principles. This video is primarily used during orientation.

Sex Signals - An interactive program during student orientation that discusses factors surrounding sexual assault on college campuses. Students are encouraged to interact and participate in discussions to help guide choices they may face.

Building a Safe Community- Safety and Security hosts an orientation program for students that covers living on and off campus for our student community. We discover the best approaches to developing safe habits at home and at school to build a responsible, safety minded community. Program includes topics such as fire, reporting, safety and security on campus, theft, access control, and emergency procedures.

SafeColleges Online Training- Employees and Students are assigned online courses through SafeColleges that can track progress and completion rates. "Active Shooter" and "Title IX and Sexual Misconduct" is the minimum requirement for all employees. Students are assigned two similar courses covering active shooter and Title IX. Additional training is available including various topics including drug and alcohol abuse, hazing awareness, dating violence, etc.

Missing Student Policy

Reports of missing students should be submitted to the Indiana Tech Safety and Security office. The officer on duty will collect the information and submit a report which will be provided to the Director of Safety and Security. Any data collected by university staff during the investigation process will be provided to security to amend the submitted report.

When a student moves into the residence hall, the student will be asked to identify contact(s) whom a university staff member shall notify if the student is determined missing by the university. This designated person's contact information will be kept confidential, accessible only to authorized campus officials and law enforcement, and may not be disclosed outside of a missing person investigation. Students are advised on the document that if they are under 18 years of age and not emancipated, the institution must notify a custodial parent or guardian when the student is missing, in addition to any additional contact person designated by the student. Investigations concerning reports of a missing student will be handled in accordance with the university crisis management policy.

Registered Sex Offender Information

The federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where information concerning registered sex offenders may be obtained. In Indiana, this information is accessible at <http://www.icrimewatch.net/indiana.php>. You may also visit your local police or sheriff's office for information regarding registered sex offenders in your area.

Policy on Registered Sex Offenders

If a student who is required by law to register as a sex offender is discovered to be residing on campus or is requesting to reside on campus, the Director of Safety and Security or the Director of Residence Life will form a committee to review the details behind the registry requirement. The committee members will decide on whether to allow the individual to reside or continue to reside in residential housing. The individual will be informed of the review process and will be given the opportunity to provide appropriate documentation and information to the committee and may be asked to meet with the committee. The decision of the committee will take into consideration what is in the best interest of the residential life community. If allowed to reside on campus, they will institute and monitor any necessary conditions or stipulations. If the committee decides that the individual should not reside in university housing, the overseeing Director will notify the individual in writing. Committee decisions will be final unless a written appeal is submitted to the Senior Vice President of Student Affairs. The appeal should include reasonable and supportable justification for altering the decision of the committee and must be submitted within seven days of the decision. If appealed, the Senior Vice President of Student Affairs will make a final decision regarding the individual's university housing status. If the individual is permitted to reside in university housing, the student will be required to sign a form consenting to disclosure of information specific to the registry listing requirements and any stipulations regarding housing.

Unattended Children/Minors on Campus

Anyone under the age of 18 (or 17 if a registered student) must always be accompanied by an adult. Children are not allowed to attend classes with their parent/guardian/caregiver. Indiana Tech does not provide supervision of minors on our campus. Campus security will be alerted to unattended minors on campus and will take appropriate action.

Dangerous Items/ Weapons on Campus

Possession of firearms or other dangerous weapons on university property is prohibited, including concealed carry, for all visitors, students, and employees. The following are the only exceptions:

1. Students who are commissioned active-duty police officers with an agency that requires them to be armed while off-duty. These students must inform the Director of Safety & Security and the enrollment manager of the campus at which they will attend classes. The student will need to provide evidence of their firearm requirement for this policy to be waived. The students will also need to inform the instructor of each class they attend and will be expected to conceal the weapon while on campus.
2. Employees who are commissioned active-duty police officers. They must receive permission from their Director/ Dean, Vice President, and the Director of Safety & Security prior to carry on campus. These employees will need to display their badge if they open carry.
3. Contractors of the university who are commissioned active-duty police officers. They must be in uniform, authorized to carry as part of their assignment, and acting within the scope of their contracted duties.

4. On-duty commissioned police officers, either in uniform or plain-clothes, acting within their official duties.

Pellet guns, paintball guns and BB rifles (including plastic versions such as air soft brands) are considered dangerous weapons due to the projectiles potential to cause injury and the possibility for being mistaken as a real firearm. They will not be allowed on campus.

Possession or use of any dangerous substance or article as a potential weapon or possession of any article or substance calculated to injure or discomfort any person, is prohibited. Pepper spray and pocket knives are allowed on campus as long as they are not used to harm or threaten. Use of pepper spray on campus for self-defense should be immediately reported to Safety & Security to assist the investigation and avoid allegation of misuse. Tasers should be avoided due to repeated misuse and known inconsistencies in stopping a threat.

Use or possession of pyrotechnics (fireworks), explosives, or the materials to create explosives on university property is prohibited.

Alcohol and Drugs

Indiana Tech is dedicated to providing a safe and healthy environment for its students and employees. The illegal use of drugs and alcohol can adversely affect the educational environment and may have devastating effects on the personal lives of those who abuse these substances. For this reason, Indiana Tech is a drug free workplace and campus.

The federal Drug-Free Schools and Campuses Act requires institutions of higher education to have specific information available for students regarding drug and alcohol use and prevention. This information must describe: 1) legal sanctions under federal, state, and local law for the unlawful use, possession, or distribution of illicit drugs and alcohol; 2) a description of the health risks associated with the use of illicit drugs and the abuse of alcohol; 3) a description of any drug and alcohol programs that are available to employees or students; and 4) a clear statement that the school will impose disciplinary sanctions on students and employees for violations of the standards of conduct.

This information is available to all faculty, staff and students and is communicated at the time of hire for employees as well as through annual notifications and at the start of each semester for students. More information can be found at <https://www.indianatech.edu/about/policies/drug-and-alcohol-abuse-response-and-prevention-information/>.

Smoke-Free and Tobacco-Free Campus Policy

In order to foster a professional, healthy, safe and clean learning and working environment, Indiana Tech has adopted a smoke-free and tobacco-free policy. Electronic cigarettes, Hookah or other items used for vaping are included in this policy and are not permitted to be used on campus.

Under this policy, the use or sale of any tobacco products is prohibited on college-owned, operated, or leased property or vehicles at any time. It is also a violation to possess any tobacco products, electronic cigarettes, vaping products and such items in the state of Indiana if you are under 21. The policy extends to all university property including inside personal vehicles while parked on the premises.

All employees and students share in the responsibility for adhering to and enforcing the policy. Employees or students who are found in violation of this policy are subject to disciplinary procedures up to and including dismissal. If you see someone violating the policy, it is your responsibility to remind that person that tobacco is not allowed to be used on campus.

Students who would like assistance with tobacco cessation may contact the Wellness Center for additional resources.

Enforcement of the policy is as follows:

- Remind the person that smoking, vaping or tobacco use is not allowed on university property if they are of legal age. If the person in possession is under 21 and a student or employee, security should be notified and a conduct report will be generated.
- If your reminder isn't successful, then please notify a security officer, resident assistant, or staff member.

- Appropriate disciplinary action will be taken.
- Any smoking of tobacco or other products inside a facility is subject to immediate disciplinary actions.

The success of this policy will depend upon the thoughtfulness, consideration and cooperation of everyone.

Campus Alcohol Policy

Students at Indiana Tech are expected to be acquainted with and abide by the state laws and university regulations regarding alcohol and drugs. The university policy prohibits the possession and consumption of alcoholic beverages on campus by persons under the legal age of 21. Empty containers (including boxes, bags, etc.) are prohibited in the possession of persons under the age of 21. Alcohol is prohibited from being served on campus, except during university sponsored events where alcohol is served by an individual licensed to sell or serve alcohol in the State of Indiana. If alcohol is served at an event by an approved, licensed server, it must be consumed within the venue. General consumption of alcohol on university property, by community members or visitors, is prohibited.

Residence Hall Alcohol Policy

All students are expected to know and comply with all state laws, University policies, and other guidelines regarding the consumption of alcoholic beverages. Any person under 21 years of age is underage in the State of Indiana and may not lawfully possess or consume alcoholic beverages. Students may be referred to the University Conduct Process for underage consumption, possession or transportation of alcoholic beverages, possession of false identification which misrepresents their age or identity, or for providing alcoholic beverages to any person who is underage.

Permittable Use – 21 years of age or older:

- In order for a guest who is the legal drinking age of 21 to consume alcohol, the resident host must be 21 years old and present.
- Use only in personal resident hall room.
- Security or residence life staff may request proof of identification and age for anyone in possession or for all present where alcohol is being consumed. Everyone present must comply with the request of the staff member or be found in violation of the policy and subject to disciplinary sanctions or removal from campus. Proof of identification and age includes providing a valid driver's license or a valid passport along with a current Indiana Tech ID card if a student.
- Disruptive or destructive behavior, or over-consumption is prohibited, including public intoxication.
- Safely store product to prevent potential access to underage persons.

The following behaviors are restricted:

- Use of common source containers such as kegs, party balls, water jugs, etc.

- Usage outside of personal residence hall room.
- Quantities are limited to no more than 30 cans/bottles of beer and no more than 1500ml / 51 ounces of liquor/wine and does not exceed 90 proof / 45% abv.
- Drinking games and paraphernalia or any activities that promote excessive alcohol consumption.
- Exceeding visitation policies and guest limitations.
- Advertising of parties/gatherings where alcohol will be consumed.
- Providing alcohol to anyone under the age of 21.

Sanctions for violations:

First offense (2 of 3 options) and disposal of product:

- Fine of \$100.
- 10 hours of community service.
- Online educational course.
- More severe violations may result in additional sanctions as outlined in the student conduct policies.

Second offense:

- Disciplinary probation in combination with first offense sanctions.
- Loss of possession or consumption privileges on campus.

Drug Use on Campus

Indiana Tech does not condone possession or use of drugs, including synthetic versions, on university property. Being present and condoning the use or possession of illegal drugs on university property through failure to report violations is also considered a serious violation of policy. Empty containers or “paraphernalia” are also prohibited. Students in violation of this policy may be suspended or expelled from the university. This includes the use of marijuana, which is restricted by Indiana state law.

Indiana State Law

2025 Indiana Code Title 35 contains the laws which apply to controlled substances.

Employees and students should be aware that most drug offenses are classified as felonies and that conviction of such an offense can have serious consequences, including imprisonment.

2025 Indiana Code Title 7.1 covers the use and possession of alcohol. University policy supports the enforcement of local, state and federal laws governing the use, possession, and distribution of alcohol products.

Student Policy and Conduct

The General Policies Student Code specifically prohibits the *“Possession or use of drugs, including synthetic versions, on university property. Being present and condoning the use or possession of drugs on university through failure to report violations is also considered a serious violation of policy. Empty containers or paraphernalia are also prohibited.”*

The Student Code also outlines that the same policies apply at university sponsored events or travel to locations outside of the campus proper.

Violation of the drug and alcohol provisions of the Student Code may result in one or more of the following criminal consequences and/or sanctions:

- Prosecution under federal and/or state laws as appropriate to the law violated
- Suspension or expulsion for illicit drug use or distribution of drugs
- Disciplinary probation in cases of marijuana possession or use
- Educational online courses for most situations where suspension or expulsion is not applied
- Fines
- Community service

Since a variety of factors must be considered when sanctioning, sanctions may be increased or decreased at the discretion of university personnel responsible for administering the Student Code. Factors affecting the imposition of sanctions include such issues as the severity of the incident, impact upon other individuals or the community, and other prior judicial history.

Faculty and Staff Drug Policy and Discipline

University Policy 702 of the employee policy handbook covers drug and alcohol use. This Policy provides:

- It is Indiana Tech's Policy to provide a drug-free workplace, healthful, and safe workplace. To promote this goal, employees are required to report to work in appropriate mental and physical condition to perform their jobs in a satisfactory manner.
- While on Indiana Tech premises, no employee may use, possess, distribute, sell, or be under the influence of alcohol or illegal drugs. The legal use of prescribed drugs is permitted on the job only if it does not impair an employee's ability to perform the essential functions of the job effectively and in a safe manner that does not endanger the employee or other individuals in the workplace.
- The exception for legal alcohol use would be at a licensed university sponsored event where consumption is responsible and safe.
- Any person accepting employment with the university agrees to abide by the terms of this policy and procedure.

Violations of this policy may lead to disciplinary action, up to and including immediate termination of employment but could involve required participation in a substance abuse rehabilitation or treatment program. Such violations may also have legal consequences.

Drug and Alcohol Abuse Education Programs

Indiana Tech promotes the prevention of drug and alcohol abuse through educational opportunities such as university forums, guest speakers, targeted activities, SafeColleges online training, and awareness events. The university also has brochures and community resources available for students and staff to obtain from the Wellness Center, including counseling for substance abuse. The university distributes our policies regarding alcohol, drug use, and possession at student orientation. These policies are also available online at indianatech.edu for our entire student population. Student organizations such as NSBE and Sigma Phi Epsilon, help to promote responsible behavior by sponsoring awareness programs.

Students who violate campus alcohol and drug policies may also be assigned classes to attend as part of their sanctions. *ALCOHOL EDU* and *CANNABIS EDU* are 60 minute LMS Safe Colleges course designed to be interactive and story driven engagement for alcohol and marijuana awareness. They include understanding short and long term substance use, the benefits of abstaining, and tools for positive choice making by students. *DRUG AWARENESS AND ABUSE* is a 40 minute LMS Safe Colleges course providing awareness into drug risks and outcomes related to substance abuse. Students have access anytime to a total of 19 drug and alcohol awareness courses provided by Safe Colleges.

Indiana Tech also recognizes that rehabilitation of employees and students for drug and alcohol violations is preferred to discipline and, in many cases, not involving illicit narcotic drugs, the university will strive for that type of resolution. Indiana Tech offers faculty, staff, and students a variety of alcohol and drug treatment options. Faculty and staff can contact the University's Employee Assistance Program (EAP) for information and referrals for treatment. In addition to the EAP, there are a variety of community resources that may be able to provide help. Students seeking help may obtain assistance from the counseling center located in Andorfer Commons. The counselors are able to offer a few choices in types of therapy or provide referrals for local community resources. Call the Student Assistance Program at (260)266-8060 for scheduling. Students and employees both have access to Mantra, a wellness resource available through your letmein.

Health Risks

The use of any illicit drug or abuse of alcohol is potentially hazardous to your health. Faculty, staff, and students should evaluate the health risks associated with use of illicit drugs or abuse of alcohol. Synthetically produced drugs may contain impurities, and the true amounts and ingredients are rarely known. The effects of a drug may be significantly different with each use.

The U.S. Drug Enforcement Administration states: "The illegal importation, manufacture, distribution, and possession and improper use of controlled substances have a substantial and detrimental effect on the health and general welfare of the American people."

The National Institute of Alcohol Abuse & Alcoholism (NIAAA) provides comprehensive information and resources associated with alcohol abuse. Some of the major health risks of alcohol abuse include alcohol dependence, lasting effects on the brain, sexual assault, and

suicide. Visit: www.niaaa.nih.gov for more information. For college students in particular, visit: www.collegedrinkinglearningprevention.gov.

Visit <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties> for more specific drug information.

Hazing

This information is provided as part of Indiana Tech's compliance with the federal Stop Campus Hazing Act and Indiana 21-39-9.1. The State of Indiana also prohibits hazing in IC 35-42-2-2 and IC 35-42-2-2.5. Indiana Tech has zero tolerance for the use of hazing in any form by its students, organizations, or athletic programs.

Indiana Tech provides an online training module covering hazing to all employees and students. The module, *Hazing Awareness and Prevention*, is completed on the Safe Colleges LMS. The Wellness Center also conducts periodic awareness campaigns. Student Organizations and Athletic Teams host education for their team/ organization about Hazing, including how to avoid hazing, university values, and reporting procedures at the start of each academic year. Athletics also includes information about the Hazing policy in the Athletics student handbook.

Additionally, groups may request training on bystander intervention hosted by the department of Safety and Security.

For the Stop Campus Hazing Act, the term hazing means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization;
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;"
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct.

The term student organization, for purposes of reporting in the Clery Act, means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution."

To report Hazing, students and employees are encouraged to complete an online incident report at safety.indianatech.edu/reporting or use the phone number provided on the same webpage to speak with Safety and Security. They may also report in person to any Campus Security Authority or the Safety and Security department in Andorfer Commons.

Investigations of Hazing will be conducted using the same process as student conduct. This means that a report will be filed, an investigation will occur including witnesses and the reported parties, video and other evidence collected, and then a formal outcome will be rendered against the individuals involved and possibly the organization itself. Afterwards, the investigation and the outcomes will be detailed in a campus transparency report to be included in the Annual Security and Fire Safety Report.

Campus Hazing Transparency Report

In the event of a Hazing incident on campus, a report called the Campus Hazing Transparency Report will be completed and provided in this section. The report will summarize findings concerning any university recognized student organizations that are found to be in violation of conduct related to a hazing violation.

While the report will not provide any personally identifiable information, it will provide;

- the name of the student organization;
- a description of the violation that resulted in a finding of responsible;
- the date of the incident was report;
- the date that the investigation was started;
- the date the the investigation was concluded;
- and the date when the organization was notified that the incident resulted in a Hazing Violation.

The report will be made available at safety.indianatech.edu/crime-stats and in this report. As of 10/01/2026, there have been zero Hazing violations.

Title IX

University Policy on Gender Based Misconduct

Indiana Tech is dedicated to preparing our students for professional and personal success. The university expects all students, administrators, faculty, and staff to act with integrity while displaying the following principles in actions, words, and appearance on and off campus.

Members of the Indiana Tech community, guests and visitors have the right to be free from all forms of gender and sex-based discrimination, examples of which can include acts of sexual violence, sexual harassment, domestic violence, dating violence, and stalking. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. University believes in a zero tolerance policy for gender-based misconduct. When an allegation of misconduct is brought to an appropriate administrator's attention, and a respondent is found to have violated this policy, serious sanctions will be used to reasonably ensure that such actions are never repeated. 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 to establish a mechanism for determining when those expectations have been violated.

The university policy on sexual misconduct applies to all students and employees, regardless of sexual orientation or gender identity as well as third parties. This policy as well as additional information will be located on the university website under student emergency resources in student affairs. Students may also find more information in the Title IX compliance statement.

The university educates the student community about sexual misconduct through a variety of methods which may include student affairs programming, informational brochures, online training and educational opportunities, university experience classes, freshman orientation, or residence life programming. The police department offers sexual assault education and information programs to university students and employees upon request. Literature on sexual assaults, risk reduction, and university response is available through student services and the university Wellness Center.

The university encourages everyone, especially men, who has the ability to intervene in the prevention of a sexual assault to do so. Speak out against abusive behavior and intervene if someone is at risk of being assaulted.

For the most updated information and the full policy on non-discrimination and sexual misconduct, including how to file a report, visit the university website at <https://www.indianatech.edu/title-ix/>.

A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html> or call 800.421.3481

The full policy detail for Title IX:

<https://www.indianatech.edu/title-ix/policy/policy-details/>

The full procedure detail for Title IX:

<https://www.indianatech.edu/title-ix/policy/procedure/>

Investigative Procedure Flowchart:

<https://safety.indianatech.edu/wp-content/uploads/sites/27/Procedure-Flowchart.pdf>

Title IX and Sexual Misconduct Resources Webpage

<https://www.indianatech.edu/title-ix/victim-resources/>

Other Misconduct Offenses (Will Fall Under Title IX When Sex- or Gender-Based)

1. Intimidation, defined as implied threats or acts that cause an unreasonable fear of harm in another;
2. Hazing, defined as acts likely to cause physical or psychological harm or social ostracism to any person within the university community, when related to the admission, initiation, pledging, joining, or any other group-affiliation activity (as defined further in the Hazing Policy);
3. 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 1st Amendment).

Physical Sexual Misconduct

The expectations of our community regarding sexual misconduct can be summarized as follows: In order for individuals to engage in sexual activity of any type with each other, there must be clear, knowing and voluntary consent prior to and during sexual activity. Consent is sexual permission. 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. Silence—without actions demonstrating permission—cannot be assumed to show consent.

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.”

Consensual Relationships

There are inherent risks in any romantic or sexual relationship between individuals in unequal positions (such as teacher and student, 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 sections of the faculty/staff handbooks. The university does not wish to interfere with private choices regarding personal relationships when these relationships do not interfere with the goals and policies of the university. For the personal protection of members of this community, relationships in which power differentials are inherent (faculty-student, staff-student, administrator-student) are generally discouraged.

Consensual romantic or sexual relationships in which one party maintains a direct supervisory or evaluative role over the other party are unethical. Therefore, persons with direct supervisory or evaluative responsibilities who are involved in such relationships must bring those relationships to the timely attention of their supervisor and will likely result in the necessity to remove the employee from the supervisory or evaluative responsibilities, or shift the student out of being supervised or evaluated by someone with whom they have established a consensual relationship. This includes RAs and students over whom they have direct responsibility. While no relationships are prohibited by this policy, failure to self-report such relationships to a supervisor as required can result in disciplinary action for an employee.

Sexual Violence – Risk Reduction Tips

Risk reduction tips can often take a victim-blaming tone, even unintentionally. With no intention to victim-blame, and with recognition that only those who commit sexual violence are responsible for those actions, these suggestions may nevertheless help you to reduce your risk experiencing a non-consensual sexual act. Below, suggestions to avoid committing a non-consensual sexual act are also offered:

- If you have limits, make them known as early as possible.
- Tell a sexual aggressor “NO” clearly and firmly.
- Try to remove yourself from the physical presence of a sexual aggressor.
- Find someone nearby and ask for help.
- Take affirmative responsibility for your alcohol intake/drug use and acknowledge that alcohol/drugs lower your sexual inhibitions and may make you vulnerable to someone who views a drunk or high person as a sexual opportunity.
- Take care of your friends and ask that they take care of you. A real friend will challenge you if you are about to make a mistake. Respect them when they do.

If you find yourself in the position of being the initiator of sexual behavior, you owe sexual respect to your potential partner. These suggestions may help you to reduce your risk for being accused of sexual misconduct:

- Clearly communicate your intentions to your sexual partner and give them a chance to clearly relate their intentions to you.
- Understand and respect personal boundaries.

- DON'T MAKE ASSUMPTIONS about consent; about someone's sexual availability; about whether they are attracted to you; about how far you can go or about whether they are physically and/or mentally able to consent. If there are any questions or ambiguity, then you DO NOT have consent.
- Mixed messages from your partner are a clear indication that you should stop, defuse any sexual tension and communicate better. You may be misreading them. They may not have figured out how far they want to go with you yet. You must respect the timeline for sexual behaviors with which they are comfortable.
- Don't take advantage of someone's drunkenness or drugged state, even if they did it to themselves.
- Realize that your potential partner could be intimidated by you, or fearful. You may have a power advantage simply because of your gender or size. Don't abuse that power.
- Understand that consent to some form of sexual behavior does not automatically imply consent to any other forms of sexual behavior.
- Silence and passivity cannot be interpreted as an indication of consent. Read your potential partner carefully, paying attention to verbal and non-verbal communication and body language.

In campus hearings, legal terms like "guilt," "innocence" and "burdens of proof" are not applicable, but the university never assumes a student is in violation of university policy. Campus hearings are conducted to consider the totality of all evidence available, from all relevant sources.

The university reserves the right to take whatever legal measures it deems necessary in response to an allegation of sexual misconduct to protect students' rights and personal safety. Such measures include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to the local police. Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the university reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The university will consider the concerns and rights of both the Claimant and the person accused of sexual misconduct.

Sexual Misconduct Offenses Include, But Are Not Limited To:

- Sexual Harassment
- Non-Consensual Sexual Contact (or attempts to commit same)
- Non-Consensual Sexual Intercourse (or attempts to commit same)
- Sexual Exploitation

Employees With Authority to Institute Corrective Measure

The University designates certain employees who have the authority to institute corrective measures on its behalf. Under this policy, their knowledge of Sexual Harassment conveys Actual Knowledge to the University.

The following employees have been designated by the University as having the authority to initiate corrective measure on its behalf:

1. Title IX Coordinator(s)
2. President of the University
3. Vice Presidents
4. Director of Athletics

When one of the above employees learns of alleged sexual harassment, that employee should contact the Title IX Coordinator in the Office of Student Affairs or Human Resources as soon as possible.

Employees may have additional reporting obligations provided by law and/or other University policies.

Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies, and procedures

Employee Duty to Report

All University employees have reporting responsibilities to ensure the University can take appropriate action.

All University employees, except those exempted by legal privilege of confidentiality or expressly identified as a confidential reporter, have an obligation to report incidents of Sexual Assault. Any employee who receives a disclosure of Sexual Assault or becomes aware of information that would lead a reasonable person to believe that a Sexual Assault may have occurred involving anyone covered under this policy, must report all known information immediately.

In addition to the requirement of reporting incidents of Sexual Assault, the following members of the University Community have an additional obligation to report all other incidents of Sexual Harassment, when they receive a disclosure of Sexual Harassment or become aware of information that would lead a reasonable person to believe that Sexual Harassment may have occurred involving anyone covered under this policy. These individuals must report the incident within five workdays of becoming aware of such information:

- Executive officers
- Deans, directors, department heads/chairs (including those serving in assistant or associate roles)
- Graduate and undergraduate chairs
- Supervisors
- Faculty
- Advisors or coaches of university-recognized Student groups or athletic teams
- Any individual, whether an employee or not, who serves as a coach of a club sports team

- All non-student employees except those who serve in non-supervisory positions in dining services, clerical, or custodial/maintenance capacities
- Resident Assistants
- Campus Security Authorities designed by the University under the Clery Act not otherwise specified in this provision
- Individuals serving in any of the positions described above on an acting or interim basis.

Employees are not required to report disclosures of information regarding Sexual Harassment pursuant to this policy in the following circumstances, unless an individual covered under this policy is implicated or the individual is explicitly seeking assistance from the University:

- At public survivor support events including, but not limited to: “Take Back the Night,” candlelight vigils, protests, and survivor speak-outs;
- To Student-employees when they are operating outside of their official work capacity; or
- During an individuals’ participation as a subject in an Institutional Review Board (IRB)-approved human subjects research protocol.

Employees with a duty to report should refer to the chart in Reporting Allegations of Sexual Harassment. Contacting the Title IX Coordinator in the Office of Student Affairs or Human Resources to share all known information will satisfy the employee duty to report.

Employees may have additional reporting obligations provided by law and/or other University policies.

The following categories of employees are exempt from the duty to report Sexual Assault and other Sexual Harassment, due to their legal or professional privilege of confidentiality or their designation by the University as a confidential reporter:

- Professional and pastoral counselors
 - a. A professional counselor is a person whose official responsibilities include providing mental health counseling to members of the University Community and who is functioning within the scope of that license or certification and their university employment.
 1. This definition applies even to professional counselors who are not employees of the university but are under contract to provide counseling at the university.
 2. This also includes an individual who is not yet licensed or certified as a counselor but is acting in that role under the supervision of an individual who is licensed or certified (e.g., a Ph.D. counselor-trainee acting under the supervision of a professional counselor at the university).
 - b. A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition and their role at the university.
 1. In this context, a pastor or priest who is functioning as an athletic director or as a student advocate would not be exempt from the reporting

- Other employees (including contracted employees) with a professional license requiring confidentiality who are functioning within the scope of that license or certification and their university employment.
 - a. For example, a physician with a dual appointment as a clinician and professor would be required to report instances of Sexual Harassment of which they become aware in the scope of their employment as a professor but must keep such information confidential and privileged if learned in the scope of their duties as a physician unless there is a mandatory reporting requirement under state law.

Corrective action may be taken against any individual who has a duty to report and who fails to respond in a manner consistent with the provisions of applicable laws, regulations, policies, and procedures.

Definitions

1. Actual Knowledge

Notice of Sexual Harassment or allegations of Sexual Harassment to a University's Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute Actual Knowledge. This standard is not met when the only official of the University with Actual Knowledge is the Respondent. The mere ability or obligation to report Sexual Harassment or to inform a Student about how to report Sexual Harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University. "Notice" includes, but is not limited to, a report of Sexual Harassment to the Title IX Coordinator. Examples of an Employee with authority to institute corrective measures on behalf of the University include the President, Vice Presidents, Title IX Coordinators, and the Athletic Director.

2. Appointee

An individual deemed to have an affiliation with the university in a non-compensatory capacity as designated in the applicable Human Resources Information System.

3. Claimant

Any person who is reported to have experienced conduct prohibited by this policy, regardless of whether that individual makes a report or participates in the review of that report by the university, and regardless of whether that person is a member of the University Community.

4. Coercion

Coercion is any kind of pressure or persuasion used to influence a person's decision to engage in sexual activity. Coercion can be physical, verbal or emotional

- Physical coercion is the most recognizable kind of pressure and includes actions such as holding someone down or continued kissing or sexual activity even when being told "no" or being pushed away.

- Verbal coercion includes behaviors like threats of physical violence, blackmailing, lying, name-calling or asking repeatedly for sexual involvement after being told “no.”
- Emotional coercion is the most subtle type of pressure and includes actions like making someone feel obligated or guilty for not wanting to engage in sexual activity, using peer pressure, threatening to break up, etc.

6. Consent

Permission that is clear, knowing, voluntary, and expressed prior to engaging in and during an act. 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 clear permission regarding willingness to engage in (and the conditions of) sexual activity

1. Consent to any one form of sexual activity cannot automatically imply Consent to any other forms of sexual activity.
2. Consent may be withdrawn at any time.
3. Previous relationships or prior Consent cannot imply Consent to future sexual acts; this includes “blanket” Consent (i.e., permission in advance for any/all actions at a later time/place).
4. Consent cannot be given by an individual who one knows to be – or based on the circumstances should reasonably have known to be – substantially impaired (e.g., by alcohol or other drug use, unconsciousness, etc.).
 1. Substantial impairment is a state when an individual 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).
 2. This also covers individuals whose substantial impairment results from other physical or mental conditions including mental disability, sleep, involuntary physical restraint, or from the consumption of alcohol or other drugs.
 3. Being impaired by alcohol or other drugs will never function as a defense for any behavior that violates this policy.
5. It is the obligation of the person initiating the sexual activity to obtain Consent.
6. An individual cannot Consent who has been coerced, including being compelled by force, threat of force, or deception; who is unaware that the act is being committed; or who is coerced by a supervisory or disciplinary authority.
 1. Force: violence, compulsion, or constraint; physically exerted by any means upon or against a person.
 2. Coercion: the application of pressure by the Respondent that unreasonably interferes with the Claimant’s ability to exercise free will. Factors to be considered include, but are not limited to, the intensity and duration of the conduct.

7. A person who does not want to Consent to sex is not required to resist or verbally object.
8. Withdrawal of Consent can be manifested through conduct and need not be a verbal withdrawal of Consent (i.e. crying, pulling away, pushing away, not actively participating, laying there, uncomfortable or upset facial expression).
9. Consent may not be given by an individual who has not reached the legal age of Consent under applicable law.

7. Formal Complaint

A complaint filed by the Claimant or the University that triggers the University's full investigation and hearing process under Title IX.

8. Respondent

Any member of the University Community who is reported to have engaged in conduct prohibited by this policy.

9. Retaliation

Any adverse employment or educational action taken against a person because of the person's participation in a complaint or investigation of discrimination or Sexual Harassment.

10. Sexual Exploitation

Occurs when a student takes non-consensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of other sexual misconduct offenses. The following are examples of sexual exploitation: invasion of sexual privacy, prostituting another student, non-consensual video or audio-taping of sexual activity, going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex), engaging in voyeurism, knowingly transmitting an STI or HIV to another student, exposing one's genitals in non-consensual circumstances, inducing another to expose their genitals, sexually-based stalking and/or bullying.

11. Sexual Harassment

1. An employee of the recipient conditioning the provision of an aid, benefit, or service of the recipient on an individual's participation in unwelcome sexual conduct
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 the recipient's education program or activity; or
3. "Sexual assault" as defined in 20 U.S.C.1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. 12291(a)(10), "domestic violence" as defined in 34 U.S.C. 12291(a)(8), or "stalking" as defined in 34 U.S.C. 12291(a)(30).

All such acts constitute of Sexual Harassment under this policy.

Title IX Sexual Misconduct Policy Details

Medium

This policy applies to alleged Sexual Harassment in any medium. Sexual Harassment may manifest in many evolving forms including, but not limited to: physical, verbal, and visual, whether in person or online in any format.

Jurisdiction

1. The University has a compelling obligation to address allegations and suspected instances of Sexual Harassment when it has Actual Knowledge that this policy has been violated. The University must inform the Respondent of the allegations and may take any further action it deems appropriate, including pursuing an investigation even in cases when the Claimant is reluctant to proceed. The Claimant will be notified in advance when such action is necessary.
2. The University's disciplinary response may be limited if the Respondent is a visitor or other third-party or is not subject to the University's jurisdiction.

Location

1. This policy applies to alleged Sexual Harassment that takes place in a University's educational program or activity, against a person in the United States. This includes locations, events, or circumstances over which the University exercised significant control over both the Respondent and the context in which the Sexual Harassment occurred.
2. This policy also applies to alleged Sexual Harassment that occurs off-campus, including virtual spaces, in any building owned or controlled by a Student organization that is officially recognized by the University. This includes privately owned Greek affiliated organization facilities.
3. In situations not covered above, but where the Sexual Harassment undermines the security of the University Community or the integrity of the educational process or poses a serious threat to self or others, other applicable University procedures for general misconduct may be applied.

This policy is not intended for, and will not be used to, infringe on academic freedom or to censor or punish members of the University Community who exercise their legitimate First Amendment rights.

Receiving Supportive Measures

Members of the University Community impacted by Sexual Harassment are encouraged to use counseling and support services, listed in the Resources section at <https://www.indianatech.edu/title-ix/victim-resources/>.

Investigation and Resolution Options

Initial Assessment

The Title IX Coordinator reviews all reports of Sexual Harassment under this policy for an initial assessment of the reported information. The available resolution options will be guided by the availability of information or evidence suggesting that a policy violation may have occurred; the University's obligation to investigate and provide appropriate remedies to eliminate, prevent, and address the effects of the prohibited conduct; and the desire of the Claimant to participate in an investigation or other resolution.

Informal Resolution

Informal resolution may be utilized in some circumstances if the University deems appropriate and both parties agree to it. Informal resolutions may not be used when the respondent is an employee of the University.

Investigative Resolution

The Title IX Coordinator may resolve a report of Sexual Harassment through investigative resolution when the alleged Sexual Harassment, if true, would be prohibited under applicable University policy. In instances when informal resolution is inappropriate, when the party requests, or when the University requires formal investigation, the University will consider the concerns and rights of all parties and provide a prompt, fair, impartial, and equitable process. This process includes the investigation, hearing, and adjudication of the outcome.

Remedies

When the University makes a finding of a policy violation, it will take steps, whether individual or systemic, to stop the alleged Sexual Harassment, prevent its recurrence, and remedy the discriminatory effects on the Claimant and others, as

Corrective Actions/Sanctions

When the Respondent is a Student, potential sanctions include formal reprimand, disciplinary probation, suspension, dismissal, and other appropriate educational sanctions.

When the Respondent is an employee, corrective actions may be taken pursuant to the Employee Policies and Procedures Manual, Campus Employment Guide – Students, and/or the University Code of Ethics. Disciplinary corrective actions may include coaching, development plans, reduction in supervisory duties and leadership responsibilities, changes in salary, termination, and other appropriate corrective actions.

Student employees may be subject to corrective action and sanctions under Student and/or employee policies depending on the nature of the case. For instance, a Student employee who is dismissed from the university may also be subject to termination or other corrective actions.

Any corrective actions or sanctions will not take effect until any appeals have been completed.

Interim Supportive Measures

Supportive measures will be made available to both the Claimant and Respondent whether or not a Formal Complaint is filed to ensure equal access to the University's education and

employment programs and activities. The Title IX Coordinator or designee will conduct an individualized assessment and will review requests from the Claimant and Respondent to determine supportive measures that are appropriate and reasonably available at no cost to the Claimant or Respondent. Supportive measures may include, but are not limited to:

- No contact directives
- Referral to campus and community resources for victim advocacy, counseling, health services, legal assistance, immigration assistance, disability services
- Academic support including extensions of time and other course-related adjustments
- Modification of work or class schedules
- Change in work or housing locations
- Change in reporting relationship
- Consideration of leave requests

During the period of any investigation a Respondent can be put on administrative leave if they are an employee of the University. If the Respondent is a Student of the University, they may be removed from educational activities or a change in modality may be required following an individualized safety and risk analysis if it's determined that the Respondent poses an imminent threat to the physical health or safety of anyone due to the allegations made. If a Student is removed from educational activities in this way, they have the right to challenge the determination of the safety and risk analysis.

The Title IX Coordinator or designee will coordinate the provision of interim supportive measures. Parties will not be required to arrange such measures by themselves but may need to participate in communication with supervisors, faculty, and other University employees with a need to know.

The University will maintain as confidential any supportive measures provided to the Claimant or Respondent to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures.

Other Remedial Measures

When the university is unable to proceed with investigative resolution, such as lack of information in the report or request by the Claimant that an investigation not move forward, the university may take other remedial measures as appropriate to remedy the effects of the alleged Sexual Harassment and/or prevent its recurrence. Remedial measures may also be implemented when it is determined that inappropriate behavior occurred, but that the behavior did not rise to the level of a policy violation.

Remedial measures may include and are not limited to:

- Providing training on Sexual Harassment
- Increasing security in a designated space
- Changing policy or procedure

- Conducting climate checks.

Procedure

The full Title IX procedure can be found at <https://www.indianatech.edu/title-ix/policy/procedure/>. This includes information on assessment, investigation, hearings, appeals, dismissals, and resolutions.

Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Education and Awareness

The university educates the student community about sexual assaults through distributed brochures and educational opportunities that may include student affairs programming, university experience classes, freshman orientation, online training, or residence life programming. The police department offers sexual assault education and information programs to university students and employees upon request. *TECH TALKS* is a series of programs and speakers for the Indiana Tech Community to improve awareness and community action. Subjects cover a wide range of crime topics including opioids, sex trafficking, sexual assault, and domestic violence. At Orientation, students participate in *SEX SIGNALS*, an interactive sexual assault program. Incoming employees are required to take module training on subjects including child abuse, sexual harassment, and Title IX.

Online training through SafeColleges can be assigned to students and employees. All students and employees are assigned *TITLE IX AND SEXUAL MISCONDUCT*, which provides a look into related misconduct to build a better understanding for the community. Other training is available including courses on dating violence, sexual violence, and sexual harassment.

Literature on sexual assaults, risk reduction, and university response is available through the the Wellness Center.

Bystander Intervention

Bystanders commonly do not know what steps to take to stop behavior, even when they know something is wrong. Indiana Tech encourages all community members to watch for signs that someone is being taken advantage of or being hurt.

The university encourages anyone, especially men, who has the ability to intervene in the prevention of a sexual assault to do so. Speak out against abusive behavior and intervene if someone is at risk. Some of the following could lead to or indicate concerning behavior:

- Excessive drinking
- “Spiking” drinks
- Drug use
- Repeatedly saying no or showing discomfort, but being peer pressured regardless
- Someone leaving with an intoxicated person they did not arrive with
- Sudden disappearance of someone from the group
- Sudden change in intoxication level
- Violent actions or threats
- A person becoming increasingly angry or violent

If a bystander is not comfortable speaking up but is witnessing dangerous behavior, reports can be made to Safety and Security, Residence Life, or any other campus Security Authority. If there is a crime taking place, all bystanders are encouraged to call 911 or Safety and Security for quick intervention. Bystanders should not wait for someone else to make the call to stop a crime. Reporting does not mean that the alleged perpetrator will retaliate against the reporter. Indiana Tech will maintain confidentiality whenever possible.

Bystanders are not expected to physically stop a crime if it is not safe to do so. If a bystander becomes physically involved, the bystander should immediately report the crime and cooperate with the investigation.

Bystander Intervention training for individuals is available through the Safe Colleges LMS. For organizations, the Department of Safety and Security can host in person training for the group. To request training, contact the Director of Safety and Security.

Dating and Domestic Violence

Indiana Tech does not condone any type of violence from employees and students. Any report of dating or domestic violence will be taken seriously and investigated. Reports may be forwarded to local police depending on the nature of the offense and the location of the incident.

The university reserves the right to take whatever legal measures it deems necessary in response to an allegation of dating or domestic violence in order to protect students' rights and personal safety. Such measures include, but are not limited to, modification of living arrangements, interim suspension from campus pending a hearing, and reporting the matter to the local police. Not all forms of dating or domestic violence will be deemed equally serious offenses, and the university reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The university will consider the concerns and rights of both the complainant and the person accused.

Indiana Tech recognizes that dating and domestic violence can take several forms, and the victim can be any gender. Victims of dating or domestic violence should report the incident immediately to local police or the university. Resources for assistance can be determined once a report has been made. This includes campus restrictions, room changes, and security escorts.

The involved parties may describe dating or domestic situations differently. For any violence, it is best to make a report. This includes bystanders who may not know if the couple is in a relationship or not but witnesses violent or threatening behavior.

Sanction Statement

Any student found responsible for violating the policy on Non-Consensual or Forced 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 campus conduct code violations.*

Any student found responsible for violating the policy on Non-Consensual or Forced Sexual Intercourse will likely face a recommended sanction of suspension or expulsion.*

Any student found responsible for violating the policy on sexual exploitation or sexual harassment will likely receive a recommended sanction ranging from warning to expulsion, depending on the severity of the incident, and taking into account any previous campus conduct code violations.*

*The conduct body 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 initial hearing officers nor any appeals body or officer will deviate from the range of recommended sanctions unless compelling justification exists to do so.

Medical Treatment for Students

Indiana Tech Fort Wayne, in conjunction with Parkview Health Network, provides a Health and Wellness Clinic located in the Andorfer Commons Student Affairs Suite. Hours are Monday through Friday, 11:00 am to 2:00 pm. Services are provided free of charge at the on-campus location.

Fort Wayne Emergency Care near Campus:

- Lutheran Downtown Hospital – 702 Van Buren St – 260.425.3000
- Parkview Randallia Hospital – 2200 Randallia Drive – 260.373.4000

No Contact Orders

Indiana Tech can issue either Persona Non Grata or No Contact orders during an investigation. No Contact Orders are an agreement between the parties involved and the University that they will not make contact with each other. If the agreement is violated, the university will enact sanctions on the students or employees involved, who broke the agreement. A no contact order can only be valid between university community members. Restraining orders, which are legally binding, need to be obtained from a court system. Violations of restraining orders should result in police being called by the holder. The university will honor the first restraining order provided to the university if two or more community members have orders against each other. Indiana Tech will review the orders, as they are made aware to the University and if they interfere with the community. Persona Non Grata's can be issued by the university against any community member or non-community member. They are a trespass from the University against a person. If the person violates the order, the person will be trespassed from the premises by Police.

Student Assistance Program (SAP)

The university provides a Student Assistance Program for all currently registered students. The SAP provides limited counseling and referral services to Indiana Tech students and is a contracted service with Parkview Behavioral Health. The services include scheduled hours for onsite personal counseling, clinical documentation, program development, depression or mental health screening, and support for university educational efforts through awareness campaigns. All students are eligible to use the services. After four sessions per 12-month period, a student may be referred to appropriate professionals unless an exception is approved by the Director of Residence Life, who oversees the Wellness Center.

The Wellness Center is located in the Student Affairs suite in Andorfer Commons and the scheduled hours for available counseling may vary by semester and will be distributed to students via email. For more information regarding the hours of availability or service provisions, please contact the Student Affairs office. In cases of emergency or urgency outside of normal hours, a referral for off-site counseling at the Parkview offices may be requested or recommended. All federal HIPAA and FERPA guidelines will be maintained. All information gathered by the Parkview Counselor is confidential and not shared with the university except in cases that may pose a threat to the safety of an individual or others for which only essential information will be provided to specific university officials.

Reporting Title IX Misconduct, Dating Violence, and Domestic Violence

Any person may report sexual harassment. As examples, this includes:

- Students
- Employees
- Parents
- Any University Community member or other individual who is directly involved in, observes, or reasonably believes that Sexual Harassment may have occurred.

Reports can be made to the Title IX Coordinator in the following ways:

- **Online:** www.indianatech.edu/titleix
- **In-person:** Keene 120
- **Phone:** 260-399-2811
- **Email:** JAHendryx@IndianaTech.edu

Making a report to the University and to law enforcement are mutually exclusive events. Making a report to the University does not preclude the individual from filing a report of a crime with law enforcement nor does it extend time limits that may apply in criminal processes. Filing a report with law enforcement is not a prerequisite of making a report with the University. However, individuals may request assistance from the Title IX Coordinator or designee to notify law enforcement.

- **University Safety & Security:** 260-399-2805
- **Fort Wayne Police Department:** 260-427-1222
- **Emergencies:** 911

Students may also seek confidential counseling through community resources such as the Sexual Assault Treatment Center, Fort Wayne Women's Bureau, the Rape Crisis Hotline, the YWCA shelter, the National Women's Health Organization, or the Center for Non-Violence. Additionally, students may visit www.notalone.gov for more resources and guidelines regarding how investigations regarding a reported sexual assault must be handled.

Filing a report with the Fort Wayne police department will:

- Ensure that a victim of sexual assault receives the necessary medical treatment and tests, at no expense to the victim;
- Provide the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later (ideally, a victim of sexual assault should not wash, douche, use the toilet, or change clothing prior to a medical/legal exam);
- Assure the victim has access to free confidential counseling from counselors specifically trained in sexual assault crisis intervention.

Obtaining a forensic examination from a hospital will not require filing a police report. Completing an examination can help preserve evidence that may otherwise be lost if you decide to report at a later time.

Confidentiality and Privacy

The University recognizes the importance of confidentiality and privacy. See the Resources section for a list of confidential support, non-confidential support, and medical resources. Information received in connection with the reporting, investigation, and resolution of allegations will be treated as private and will only involve individuals whom the University determines are necessary to conduct an appropriate investigation, to provide assistance and resources to parties, to perform other appropriate University functions, or when the University is required to provide information under the

If an incident is disclosed or reported to the University and the individual requests that no investigation be conducted or disciplinary action be taken, the Title IX Coordinator or designee will explain that the University prohibits Retaliation and explain the steps the University will take to prevent and respond to Retaliation if the individual participates in a resolution process. The Title IX Coordinator or designee will evaluate the request to determine whether the University can honor the request while still providing a safe and nondiscriminatory environment.

A decision to proceed despite an individual's request will be made on a case-by-case basis after an individualized review, and the Claimant will be notified if such a decision is made. If the University proceeds with an investigation, the Claimant is under no obligation to proceed as a part of the investigation.

All individuals involved in the process should observe the same standard of discretion and respect towards each other.

Intentional False Reporting – False Allegations

It is a violation of this policy for anyone to make a false allegation of Sexual Harassment in bad faith. Corrective actions or sanctions may be imposed on individuals who in bad faith make false allegations of Sexual Harassment.

The absence of a finding of a policy violation is not equivalent to finding that the Claimant acted in bad faith.

Retaliation

Retaliation is prohibited by University policy and law. The University will not tolerate Retaliation in any form against any individual who makes an allegation, files a report, serves as a witness, assists a Claimant, or participates in an investigation of discrimination.

Retaliation is a serious violation, in which the offender can be subject to discipline, up to and including termination of employment and/or suspension or dismissal of a Student, independent of the merits of the underlying cause.

Allegations of Retaliation should be reported to the Title IX Coordinator.

Reports of Retaliation related to a Title IX case will be investigated as a separate case utilizing the same Title IX investigation process.

Process Abuse

No member of the University Community may:

- Obstruct, prohibit, exert improper influence over, or interfere with any individual making a report, participating in a process, or carrying out a responsibility
- Make, in bad faith, materially false statements in or related to a process
- Disrupt or interfere with the orderly conduct of any proceeding
- Fail to comply with any directive, sanction, or corrective action pursuant to the title ix policy

Training

All employees are required to take Sexual Harassment training as directed by Human Resources and the Students are also provided training opportunities covering Sexual Harassment and the university Title IX policies.

Federal Statistics Reporting Obligations

Certain campus officials have a duty to report sexual assault, domestic violence, dating violence and stalking for federal statistical reporting purposes (Clery Act). All personally identifiable information is kept confidential, but statistical information must be passed along to campus law enforcement 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 Campus 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. Mandated federal reporters include: student/conduct affairs, campus law enforcement, local police, coaches, athletic directors, residence life staff, student activities staff, human resources staff, advisors to student organizations and any other official with significant responsibility for student and campus activities. 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 victim and may be done anonymously.

Federal Timely Warning Reporting Obligations

Victims of sexual misconduct should also be aware that university 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. The university will make every effort to 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. The reporters for timely warning purposes are the same as detailed at the end of the above paragraph.

Disclosure of Annual Crime Statistics

Statistics are based on Indiana Tech records and those gathered annually by written request from applicable law enforcement agencies. Statistics are reported using the Uniform Crime Reporting (UCR) Program and other definition determined by the Clery Act. Annual Crime Statistics have been divided into categories by individual campus locations for the last three years. Categories in this section are Criminal Offenses, Violence Against Women Act (VAWA) Offenses, Arrests and Referrals for Disciplinary Action, Hate Crimes, and Unfounded Crimes.

Clery Act Criminal Offense Definitions

Murder and non-negligent manslaughter: Defined as the willful (non-negligent) killing of one person by another.

Manslaughter by Negligence: The killing of another person through gross negligence.

Sexual Assault (Sex Offenses): Any sexual act directed against another person, without consent of the victim, including the victim being incapable of giving consent. Includes Rape, Non-Consensual Fondling, Incest, and Statutory Rape.

Aggravated Assault: Physical harmful contact with another person, which results in serious bodily harm and/ or is committed with a deadly or dangerous weapon and usually involves the intent to cause serious bodily harm to the victim.

Burglary: Unlawful entry of a structure to commit a larceny or felony theft; breaking and entering with the intent to commit theft.

Motor vehicle theft: Theft or attempted theft of motor vehicles. Does not include thefts from a vehicle.

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

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

Hate crimes: Crimes, due to evidence, showing that the victim was intentionally selected because of the perpetrator's bias against the victim by race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and/ or disability.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance.

Liquor Law Violations: The violation of state laws prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Weapons Possession: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.

Referred for disciplinary action: The referral of a person for disciplinary action who was not arrested but violated state and/ or federal laws involving alcohol, drugs, or weapons.

Violence Against Women Act (VAWA) Crimes

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

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress.

Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Stop Campus Hazing Act

Hazing: Intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including: (1) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity; (2) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity; (3) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; (4) causing, coercing, or otherwise inducing another person to perform sexual acts; any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; (5) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and any activity that induces, causes, or

requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Geographic Definitions

On campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residential halls; and

any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as food or other retail vendor). This includes the regional branch campuses.

Non campus: Any building or property owned or controlled by a student organization that is officially recognized by the institution; or

Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

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

FORT WAYNE CAMPUS ANNUAL CRIME STATISTICS

Main Campus with Traditional and Residential Programs

Criminal Offenses

Offense	On Campus*			Residential Facilities*			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	5	1	0	4	1	0	0	0	0	0	0
Fondling	0	2	0	0	2	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	1	0	0	1	0	0	0	0	0	0	0	0
Aggravated Assault	0	3	0	0	2	0	0	0	0	0	0	0
Burglary	1	0	0	1	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	1	1	0	0	0	0	0	0	0	0	1
Arson	0	0	0	0	0	0	0	0	0	0	0	0

* Residential Facilities are a subcategory of On Campus Statistics and counted in both sections of each category.

Violence Against Women Act (VAWA) Offenses

Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	1	3	1	1	2	0	0	0	0	0	0	0
Stalking	1	1	1	0	1	0	0	0	0	0	0	0

Stop Campus Hazing Act

Hazing Violation	0	0	0	0	0	0	0	0	0	0	0	0
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Arrests and Referrals for Disciplinary Action

Arrest, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Weapons: Carrying, Possessing, Etc.	2	1	0	2	1	0	0	0	0	0	0	0
Referral, Drug Abuse Violation	8	7	11	8	7	11	0	0	0	0	0	0
Referral, Liquor Law Violation	29	29	20	29	29	20	0	0	0	0	0	0

HAMMOND CAMPUS ANNUAL CRIME STATISTICS

Regional Location with Classroom

Criminal Offenses

Offense	On Campus*			Residential Facilities*			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

* Residential Facilities are a subcategory of On Campus Statistics and counted in both sections of each category.

Violence Against Women Act (VAWA) Offenses

Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

Stop Campus Hazing Act

Hazing Violation	0	0	0	0	0	0	0	0	0	0	0	0
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Arrests and Referrals for Disciplinary Action

Arrest, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0

INDIANAPOLIS CAMPUS ANNUAL CRIME STATISTICS

Regional Location with Classroom

Criminal Offenses

Offense	On Campus*			Residential Facilities*			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

* Residential Facilities are a subcategory of On Campus Statistics and counted in both sections of each category.

Violence Against Women Act (VAWA) Offenses

Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

Stop Campus Hazing Act

Hazing Violation	0	0	0	0	0	0	0	0	0	0	0	0
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Arrests and Referrals for Disciplinary Action

Arrest, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0

JEFFERSONVILLE CAMPUS ANNUAL CRIME STATISTICS

Regional Location with Classroom

Criminal Offenses

Offense	On Campus*			Residential Facilities*			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

* Residential Facilities are a subcategory of On Campus Statistics and counted in both sections of each category.

Violence Against Women Act (VAWA) Offenses

Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

Stop Campus Hazing Act

Hazing Violation	0	0	0	0	0	0	0	0	0	0	0	0
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Arrests and Referrals for Disciplinary Action

Arrest, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0

MISHAWAKA CAMPUS ANNUAL CRIME STATISTICS

Regional Location with Classroom

Criminal Offenses

Offense	On Campus*			Residential Facilities*			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

* Residential Facilities are a subcategory of On Campus Statistics and counted in both sections of each category.

Violence Against Women Act (VAWA) Offenses

Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

Stop Campus Hazing Act

Hazing Violation	0	0	0	0	0	0	0	0	0	0	0	0
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Arrests and Referrals for Disciplinary Action

Arrest, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0

WARSAW CAMPUS ANNUAL CRIME STATISTICS

Regional Location with Classroom

Criminal Offenses

Offense	On Campus*			Residential Facilities*			Non-Campus			Public Property		
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Murder/ Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0

* Residential Facilities are a subcategory of On Campus Statistics and counted in both sections of each category.

Violence Against Women Act (VAWA) Offenses

Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0

Stop Campus Hazing Act

Hazing Violation	0	0	0	0	0	0	0	0	0	0	0	0
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Arrests and Referrals for Disciplinary Action

Arrest, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Weapons: Carrying, Possessing, Etc.	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Drug Abuse Violation	0	0	0	0	0	0	0	0	0	0	0	0
Referral, Liquor Law Violation	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crimes and Unfounded Crimes

Hate crimes

A Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purpose of the Clery Act, bias will be reported for race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability. Hate crimes include any bias found in the following offenses; Murder/ Non Negligent Manslaughter, Sexual assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Larceny-Theft, Simple Assault, Intimidation, and Destruction/ Damage/ Vandalism of Property.

2023 – No offenses for any Indiana Tech campus were found to meet the criteria for a Hate Crime.

2024 – No offenses for any Indiana Tech campus were found to meet the criteria for a Hate Crime.

2025 – No offenses for any Indiana Tech campus were found to meet the criteria for a Hate Crime.

Unfounded Crime

For Clery Act Purposes, crimes may only be counted as unfounded after a full investigation by sworn or commissioned law enforcement personnel and they make a formal determination that the report is false or baseless. A crime cannot be counted as unfounded if there was no investigation or if the investigation was not completed. If an investigation fails to prove that the crime occurred but is not determined to be false or baseless, it would be considered inconclusive or unsubstantiated.

2023 – No offenses for any Indiana Tech campus were found to meet the criteria for Unfounded.

2024 – No offenses for any Indiana Tech campus were found to meet the criteria for Unfounded.

2025 – No offenses for any Indiana Tech campus were found to meet the criteria for Unfounded.

Annual Fire Safety Report

The Higher Education Opportunity Act requires a fire log and Annual Fire Safety Report be maintained by institutions that participate in federal student financial aid programs. The Daily Crime and Fire log maintains record of any on campus fire and is located at the Safety and Security Office in Andorfer Commons. The log is publicly available for viewing at the Safety and Security office.

The Annual Fire Safety Report includes: number and causes of fires at all on campus housing facilities, number of fire related deaths or injuries, value of fire related property damage, information on evacuation procedures, fire safety education, training programs, fire safety systems in each residence hall, number of scheduled fire drills, and policies on portable electrical appliances, smoking, and open flames. Three years of statistics are required to be published in each Annual Fire Safety Report. The report details fire information as it relates to on campus housing only.

Fires – On Campus Student Housing Facilities

Facility Name	Street Address (Fort Wayne)	Number of Fires		
		2023	2024	2025
Evans-Kimmell Hall	1600 E Washington Blvd	0	0	0
Kalbfleisch	982 Schick Street	0	0	0
Oropeza Hall	1600 E Washington Blvd	0	0	0
Pierson Hall	1600 E Washington Blvd	0	0	0
Summit Hall	1401 E Washington Blvd	0	0	0
Troder Hall	1332 E. Wayne Street	-	0	0
Warrior Row A	979 University Street	0	0	0
Warrior Row B	982 Walter Street	0	1	0
Yergens-Rogers Hall	1515 E Washington Blvd	0	0	0

Reporting

Call 911 for any fire emergency. Report all fires at any campus to the Department of Safety and Security. Director of Safety and Security, Director of Facilities Management, and the Director of Residence Life should be notified for any residence hall fire. The Crisis Management Team will also be notified as necessary. The listed officials will further notify university departments to include: Finance and Administration, Student Services, Facilities, and Residence Life.

Residence Hall Fire Safety

The Safety and Security department, in conjunction with Residence Life, conducts fire drills (evacuations) from each residence hall during the academic year. The university requires complete evacuation of buildings during a fire alarm. Individuals who ignore fire alarms or

required evacuations may face conduct charges. Since false alarms may lower the evacuation response from students, the university will analyze the causes of false alarms and work to reduce their occurrence. By reducing the number of false alarms, we hope to maintain students' diligence in responding.

Students should familiarize themselves with the primary and secondary evacuation routes, as well as all fire safety equipment installed in the residence hall. The elevators are not to be used in the event of the fire alarm system activation. Once outside, evacuees should move to a clear area designated for the building. Evacuees should keep streets, fire lanes, hydrant areas and walkways clear for emergency vehicles and personnel.

Fort Wayne Fire Department will receive the signal and be dispatched to the residence location. Safety and Security will also receive notification from the alarm monitoring company and will respond to meet the fire department. Officers and Firefighters may enter a residence hall unannounced to determine the source of a fire signal.

Fire Safety Equipment

Each Residence Hall has the following;

- Sprinkler heads in each room, hallway, and lobby
- Audio Sirens/ Visual Flashers
- Smoke detectors throughout suites
- Fire Extinguishers in hallways
- Evacuation plans in hallways and lobbies
- Pull stations in hallways, lobbies, and near exits.

Sprinkler heads are installed to control fires. They are installed at ceiling levels and are automatically activated once a pre-determined temperature is reached. Once a sprinkler system has activated, a water pressure sensor will set off the fire alarm strobes and sounds.

Smoke detectors can be found throughout residence halls on the ceiling. Smoke detectors will automatically detect smoke and air particulates associated with smoke. All residence halls have smoke detectors for the early warning of residents.

Audio sirens/ visual flashers are red devices on walls usually near exits. They are a part of the Fire Notification System and may flash a bright light and sound with either a siren or a voice notification.

Pull stations are red devices located near exits along the walls. An evacuee should find the handle and pull in the direction indicated on the pull station. The audio sirens and visual flashers should then be activated with the use of the pull station.

Fire Extinguishers are accessible in hallways across campus. Fire extinguishers are inspected monthly by the Department of Safety and Security. Fire extinguisher maintenance is conducted by the Department of Facilities Operations.

The activated fire alarm system will automatically send a signal to a 24-hour alarm monitoring company that will be routed to Fort Wayne Fire Department and Safety and Security.

Fire Evacuations

Each dorm conducted 4 scheduled drills during the calendar year 2024.

If a fire is discovered and the fire alarm system has not been activated, the student should pull down the handle of a manual pull station to activate the alarm, then contact Safety and Security to report the fire.

All persons within a building should immediately evacuate the building and report to the designated area so attendance can be taken and for further instructions. Fire extinguishers should only be used by trained personnel. Do not attempt to fight the fire. All residents should evacuate immediately when a fire is discovered, or the fire alarm system activates. Students are encouraged to use the nearest exit or emergency exit. Do not use the elevator. Fire evacuation routes can be found on the “fire evacuation route” placards located throughout each dorm.

For inclement weather, after an RA or Residence Life Staff member takes attendance, students may be instructed to relocate to a nearby building where they should wait for the all clear.

Designated Accountability Locations

Evans-Kimmel Hall Frank and Anne Oropeza Hall	Grass near the handicap parking by the baseball field, southwest of the building.
Kalbfleisch Hall Troder Hall	Grass area north of Summit Hall next to sandpit.
Pierson Hall	Scully Square, north of Pierson Hall
Summit Hall Yergens-Rogers Hall	Parking area near trash collection point, north of Summit Hall
Warrior Row A/B	Alley to the north of Warrior Row A/B

Programs, Training, and Policies for Fire Safety

Smoke Free Campus Policy

The entire Indiana Tech campus is tobacco/smoke free including residence hall student rooms. Vaping, Hookah or the use of electronic cigarettes and other similar devices are also prohibited on campus. Failure to abide by the tobacco/smoke free policy in residence halls will result in a fine being applied to the person(s) violating the policy and potentially the occupants of the room for failing to report the violation. Anyone caught in the act of smoking within the facility will be considered in violation of their contract and may be asked to move off campus if multiple offenses occur. This will result in the forfeiture of all fees for housing.

The use of items to prevent the detection of smoking will be treated as a violation of the tobacco/smoke free policy. This includes the use of towels at the base of doors, smokeless ash trays, etc.

In addition to the tobacco/smoke free policy, the burning of any item in the residence halls is not permitted. This includes candles, incense, etc. If it cannot be determined who is responsible for usage of such items within the student rooms, a fine will be issued to all occupants of the room.

Tampering with life safety devices, such as mechanically disabling a smoke detector, is strictly prohibited regardless of the student's reasons.

Appliances Policy

Electrical appliances that may constitute a fire hazard may not be used within the residence hall. This includes, but is not limited to: portable heaters, air conditioners, hot plates, crock-pots, deep fat fryers, and soldering irons. Appliances such as radios, TVs and stereos with frayed cords, damaged plugs, etc., are also not permissible. Any questions regarding specific items should be directed to the Department of Residence Life.

Campus Grill Policy

The university asks that the following safety guidelines to adhere to when using any grill, anywhere on campus:

- Grills should only be used on a firm, flat and stable surface at least six feet from any building or vehicles.
- No lighter fluid or propane tanks are allowed inside any building.
- Gasoline should not be used as a combustible for grilling purposes; use only recommended barbecue lighter fluid.
- Never spray lighter fluid on burning coals.
- If it is windy, light the grill with the wind blowing away from you.
- Make sure you have a container of water close by in case of an emergency.
- Never move a grill once it has been lit.
- Be mindful of any children or pets in the area.

- Grills should not be left unattended.
- Coals should be disposed of after they cool.

Maximus' Patio and the courtyard located near the Warrior Row townhouses are grilling areas with tables for students. To keep this area clean and safe for people to use, the following guidelines should be followed:

- Food and trash should be cleaned up after using the grills.
- Loose clothing should not be worn while grilling.
- Charcoal is the only approved cooking method.
- Charcoal fires should be thoroughly extinguished with water before leaving them unattended.
- Be mindful of proper cooking times and temperatures when cooking food on the grill.
- Lighter fluid may not be taken inside any campus facility for storage.

Fire Drill and Exercise Procedure

A fire drill is a supervised practice of mandatory evacuation of a building for a fire. All occupants of a building will be required to evacuate to the Designated Accountability Location for accountability. Resident Assistants (RAs) and Residence Life staff are generally responsible for the accountability of evacuees from residence halls. Faculty, risk management staff, and building coordinators are generally responsible for the accountability of evacuees from academic and administration buildings. All managers and administrative assistants should be prepared to assist with directing foot traffic or accounting of evacuees if asked.

The Risk Management Committee or the Director of Safety and Security will notify staff and faculty prior to conducting any fire drills during regular business hours so that they can schedule accordingly. Residence Life will coordinate notification for any residence hall drill. Notification of students is not required prior to a drill.

Each residence hall will require four fire drills throughout the academic year. One will take place within 10 days of the start of classes. One is required to take place between sunset and sunrise per the International Fire Code.

Fire drills for each academic building will take place at least once per school year. It is preferred, but not required, that drills be conducted within the last 10 minutes of the last day class. Generally, academic building drills will take place in November for Risk Management Month.

Academic and Administration Drills

A Risk Management Committee Member and the Director of Safety and Security will designate a number of assistants to match the number of exits for each building. Each assistant will need a radio and a stopwatch. The Risk Management Committee member in charge will have a "Fire Drill Record" sheet provided by the Department of Safety and Security. Safety and Security will coordinate placing the alarm system on test and initiating the alarms and strobes. Initiation will be coordinated via radio so that all assistants can start their stopwatch at the same time. Assistants will watch exits and note the times from the stopwatch of the last person to exit as well as total number of evacuees. The Director of Safety and Security will walk the interior to

verify that everyone has been evacuated. Once the building is empty, the Director will then call over the radio to stop time. All event assistants and organizers will meet to record the number of evacuees and total time of evacuation.

Branch campus fire drills are not required but are encouraged. Those are coordinated and conducted by the regional location coordinator, following the same steps as listed above.

Residence Hall Drills

The Operations Manager of Safety and Security will coordinate placing the alarm system on test and initiating the alarms and strobes. Initiation will be coordinated via radio so that all assistants can start their stopwatch at the same time. Assistants will watch exits and note the times from the stopwatch of the last person to exit as well as total number of evacuees. The Operations Manager of Safety and Security will walk the interior to verify that everyone is evacuated. Once the building is empty, the Operations Manager will then call over the radio to stop time. All event assistants and organizers will meet to record the number of evacuees and total time of evacuation.

Once complete, an All Clear will be given so that evacuees can return to normal activity. The Director of Safety and Security will ensure that the alarm system resets, and the system is off test.

The “Fire Drill Record” sheet records: Date, Time, Person Conducting Drill, Weather Conditions, Notification Method, Special Conditions, Problems Encountered, Number of Occupants Present (Children/ Adults), Total Time to Evacuate, and Staff on Duty and Participating. This information is recorded in the Maxient Incident Reporting System.

Notes of any issues or necessary additional details will be added to the back of the sheet. Once the drill is complete, the Director of Safety and Security will collect the “Fire Drill Record” and input the data to an online form for record keeping.

Training

Fire extinguisher and evacuation training is available by request through the Safety and Security office. Resident Assistants are trained by the Department of Residence Life in fire evacuations and response. Student awareness is maintained throughout each year by fire drills, email reminders, and resident floor meetings. Students are introduced to Indiana Tech procedures during orientation with the Safety and Security presentation, *BUILDING A SAFE COMMUNITY*.

Fire Safety Improvements

Indiana Institute of Technology Facilities Department maintains a list of projects relating to the improvement, addition, or replacement of fire systems and programs. The current focus has been updating the oldest fire systems with newer fire sensors that include heat and smoke, as well as updating fire panels to have redundant dial out systems.