



**BAPTIST HEALTH
SCIENCES UNIVERSITY**

2021 ANNUAL SECURITY AND
FIRE SAFETY REPORT

TABLE OF CONTENTS

2021 ANNUAL SECURITY REPORT	4
INTRODUCTION	4
COVID 19 RESPONSE	5
CAMPUS SECURITY DEPARTMENT	5
SECURITY AND SAFETY PROCEDURES	6
CAMPUS PHYSICAL SECURITY	7
CAMPUS SAFETY TIPS.....	9
EDUCATIONAL PROGRAMS.....	10
TIMELY WARNING NOTICES/EMERGENCY NOTIFICATIONS.....	10
REPORTING CRIME AND OTHER EMERGENCIES	11
DEFINITIONS OF REPORTABLE CRIMES.....	12
EMERGENCY RESPONSE AND EVACUATION PROCEDURES	14
SEXUAL ASSAULT.....	15
MISSING PERSON PROCEDURE FOR STUDENTS RESIDING ON CAMPUS.....	17
OFF-CAMPUS STUDENT ORGANIZATIONS	17
MAINTENANCE OF CAMPUS FACILITIES.....	18
DRUG AND ALCOHOL POLICY.....	18
UNIVERSITY RESOURCES FOR DRUG PREVENTION AND TREATMENT.....	20
WEAPONS.....	22
CRIMINAL CONVICTIONS.....	23
HARASSMENT POLICIES	23
BYSTANDER INTERVENTION.....	24
SEXUAL ASSAULT RESPONSE.....	24
TENNESSEE SEXUAL OFFENDER REGISTRY	25
MEMORANDUM OF UNDERSTANDING	25
APPENDIX A - Crime Statistics	26
APPENDIX B - Federal Penalties and Sanctions.....	28
APPENDIX C – Clery Map.....	36
2021 FIRE SAFETY REPORT	37
FIRE STATISTICS: 2018-2020	38
FIRE SAFETY.....	38
FIRE SAFETY SYSTEMS IN RESIDENTIAL FACILITIES	39

IN THE EVENT OF A FIRE.....	39
HEALTH AND SAFETY INSPECTIONS	40
FIRE SAFETY AND EDUCATION PROGRAMS	40
FIRE REPORTING.....	40
PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY	41
FIRE LOG 2020.....	41

2021 ANNUAL SECURITY REPORT

INTRODUCTION

We at Baptist Health Sciences University are concerned about the welfare, security and safety of every individual at the University. While our current campus crime statistics remain low, maintaining a secure and safe campus environment can only be achieved through a cooperative effort of the entire University community.

This publication is prepared in compliance with section 485 (F) of the Higher Education Act Public Law 101-542, as amended in 1992, 1998, and 2013; the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act) - Public Law 101-542; and the College and University Security Information Act (Tennessee law TCA 38-10-101 et. seq). The information provided herein was provided by the Campus Safety Program and is intended to assist the University community, working in harmony with Campus Security, to foster a safe environment in which we can live, study and work productively. The information contained within this report was compiled from reports by, but not limited to, Campus Safety, Residence Life, other Campus Security Authorities and Local Law Enforcement.

Baptist Health Sciences University has a total of 153 full-time equivalent employees and a student body of 935, including 55 students who live in the residence hall. The primary physical facility for Baptist Health Sciences University is located at 1003 Monroe Avenue, Memphis, Tennessee, and contains 116,000 square foot with an atrium design. The Campus Hub building includes both educational facilities and residence quarters with single and double occupancy rooms. The facility contains classrooms; conference rooms; recreational facilities, the library; and faculty, staff, and administrative offices. The Health Sciences Library offers online indexes, an online catalog, journals, books, and various multi-media resources. It contains two student study rooms and a media room and serves as the open access site for computer usage at individual workstations. There are no recognized off-campus organizations affiliated with Baptist University.

The nursing facility is located at 1127 Union Avenue and consists of approximately 25,000 square foot of simulation laboratories, classrooms, and faculty offices. Simulation laboratories provide resources for patient care simulation, including state of the art simulation mannequins.

Energized radiological science laboratories are located in the University Annex next door to the Campus Hub building, which is approximately 11,800 square foot. These laboratories allow imaging students to perfect their skills in a simulated environment prior to performing patient care. There were testing stations installed in the Annex to provide accommodations for students needing reduced noise and distractions for tests.

The Health Sciences building, located approximately one block from the main facility at 22 N. Pauline, which is approx.: 31,500 square foot. This building includes, Center for Academic Excellence, care classrooms, testing space and laboratories.

The Collaboration Building, located south of the Nursing building, includes faculty and staff offices, classrooms, an atrium, and conference rooms. The facility is approx.: 75,000 square foot. The campus building located at 20 South Dudley includes leased building space. The facility is approximately 65,000 square foot.

COVID 19 RESPONSE

In response to the COVID-19 pandemic, Baptist University created health and safety protocols that can be found on the University website providing information regarding policies, vaccines, response, and prevention for all members of the campus community. See [Covid-19 Campus Update](#).

CAMPUS SECURITY DEPARTMENT

Baptist Health Sciences University Campus Security Department is organized under the Director of Safety and Organizational Compliance. The security department consists of 10 uniformed security officers along with a Captain and Lieutenant. The department strives to provide high quality security, safety, and crime prevention services that meet the needs and standards of a progressive academic institution. The department is responsible for providing security and safety for the entire University community. Security officers provide security services consisting of limited access control, vehicular patrol, and foot patrol. These security officers do not carry firearms, but they do have powers of citizen arrest. Campus Security has close and highly effective working relationships with Tennessee state and Memphis city police, who can provide additional services to the campus in a timely fashion, if required. Incidents are reported to the Memphis Police Department when appropriate and in keeping with reporting requirements. Security officers are on duty 24/7 and make frequent driving and/or foot patrol of all campus property. The security officers are certified as private protective security officers by the state of Tennessee.

As previously noted, maintaining a safe and secure campus is not the sole responsibility of Campus Security. We encourage all individuals on this campus to be conscious of their surroundings and assist in making security and safety a matter of routine in their activities. It is the responsibility of each student and employee to report actions that are or appear to be suspicious, threatening, or have the potential for violence. This information is to be reported immediately to Security through the Information Center (572-2468). In case of emergency, please dial (572-2911). Baptist University encourages accurate and prompt reporting of all

crimes to campus security, when the victim of a crime elects to, or is unable to, make such a report. In the event a situation poses immediate danger, individuals are to call 911. Security personnel are available at designated times for escorts to campus buildings and automobiles.

SECURITY AND SAFETY PROCEDURES

The primary goal of the Baptist Health Sciences University Campus Security is to maintain a safe and secure campus for all students, faculty, staff and visitors. Members of the University community have a number of opportunities to learn about campus security procedures and the prevention of crimes. Campus Security works closely with various student organizations, administrative offices, and the Department of Student Services to maintain a secure environment and encourages all students, employees, and visitors to be vigilant about their own security and safety.

It is the policy of Baptist Health Sciences University to encourage all members of the University community to immediately report all criminal acts, suspicious circumstances, persons, and all emergencies to Campus Security located at the campus main entrance. Reporting may be done in person; by telephone from on-campus phones by dialing 2-2468; or by telephone from off-campus phones by dialing 901-572-2468 or 572-2911 in case of an emergency. Campus Security provides highly visible, uniformed security patrols in marked vehicles, and on foot. Criminal actions may also be reported to any professional staff member of the University. Victims of crimes are encouraged to report these matters to the campus security and police. The Security department is non-sworn and they cannot unfound a crime once it has been reported.

Campus Security makes every effort to prevent crime and maintain order throughout the campus. Security officers have the ability to request an immediate response of fire apparatus, rescue vehicles, or police as warranted by the situation. Department personnel work closely with and assist the police whenever a serious incident occurs, or when an arrest on campus is warranted. Incidents requiring Campus Security and/or Police Officer response may result in criminal charges, University judicial action, or both.

In addition to maintaining a close relationship with local law enforcement agencies related to incidents occurring on campus, Campus Security maintains routine contact with these agencies regarding activities off campus that could adversely affect the University and its community. In addition, frequent dialogue is maintained with other University departments regarding matters of mutual interest.

CAMPUS PHYSICAL SECURITY

Students and employees are issued identification badges, these badges are required to access all campus buildings and parking lots. The identification badge is to be worn on the upper torso where it can be easily seen.

Hours of building and parking lot access have been defined.

Building Access:

A. Campus Hub

M–F	6:00 am – 10:30 pm
Sat	6:00 am – 10:30 pm
Sun	1:00 pm – 6:00 pm
Residents have 24 hour access	

B. Health Sciences Building

M–F	6:00 am – 10:30 pm
Sat	6:00 am – 6:00 pm
Sun	CLOSED

C. Annex

Student Center

M–Sun	Students have 24 hour access
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Education Area

M–F	6:00 am – 10:30 pm—Annex Classrooms
Sat	6:00 am – 6:00 pm
Sun	CLOSED

D. Nursing Building

M–Fri	6:00 am – 10:30 pm
Sat	6:00 am – 6:00 pm
Sunday	Closed

E. Library Access

M–Th	7:30 am – 10:30 pm
F–Sat	7:30 am – 6:00 pm
Sun	1:00 pm – 6:00 pm

F. Collaboration Building

M–Fri	6:00 am – 10:30 pm
Sat	6:00 am – 6:00 pm
Sunday	Closed

Parking Access:

Monroe Parking Lot

M–F	6:00 a.m. - 10:30 p.m.
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Sat. 6:00 a.m. - 10:30 p.m.
Sun. 1:00 p.m. - 6:00 p.m.

Garage and Parking Lots Court and Camilla

Monday - Saturday 6:00 a.m. - 10:30 p.m.
Sunday Closed

Union Parking Lot (Union Avenue lot entered off Eastmoreland or Union Avenue) - This lot is designated students, faculty and staff, and registered visitors only. Lot is also shared space with Hospital Wing and BMHCC Warehouse.

Vendors and guests must sign in and are given a temporary identification badge if visiting campus buildings. Upon completion of the visit, the badge is returned. Guests are to be escorted at all times while on campus.

Closed-circuit television monitors are in place at the Information Center and the security office allow viewing the interior entrance areas of all campus facilities and the exterior of all buildings and parking lots. Emergency Phones (Code Blue) are located at the corner of Madison and Pauline and at the entrance of the nursing building.

All student housing is located within the Campus Hub Building. Both single and double rooms are available based on student request and availability. Women's housing is located on the second, third and fourth floors and men's rooms are on the fifth floor. Honors Program Housing is located on the 2nd floor. Each room has two desks with chairs, two twin beds, two sets of drawers, and ample closet space for two. All rooms have a private bathroom, telephone line, and internet access. Cell phones must be used for long distance calls. Students are issued individual keys to their rooms and are encouraged to keep their doors locked at all times. With the atrium design of this building, there are no windows in rooms which open to the outside, however each room allows entry to a balcony some of which are to the outside. Per local fire code, students are not allowed to use non-school issued furniture, such as bed frames and mattresses.

Room assignments are made with priority given to any full-time freshman students. Fulltime students from outside the Memphis area will be given second priority. Remaining rooms will be assigned by application receipt date. Students must agree to abide by all rules and regulations governing the Residence Hall in order to be accepted for residence privileges and must be registered for credits at the Baptist Health Sciences University. Requests for roommate changes are submitted to the Residence Life Specialist. At this time, there are no family housing options at Baptist University.

The main access doors to the residence areas, located near the Information Center, are required to be locked 24/7, thereby providing students reasonable safety, security, and privacy. Students use Proxy identification cards to access these doors. Visitation hours in the Residence

hall are from 12:00 noon to 10:30 pm daily. Guests must sign-in at the Information Center and present a valid driver's license or photo ID upon entering and signing into the building. Guests are housed in the residence only in rare instances (e.g. inclement weather) and with the approval of the Director of Student Services.

Campus security provides 24/7 coverage at the Information Center in the Campus Hub Building. All of these employees received orientation training and complete the annual safety and security training required of all employees. Components of this training include emergency preparedness, fire safety, general safety, standards of conduct, information security, alcohol and drug information, and confidentiality.

There are ten security officers plus two supervisors who provide 24/7 coverage for the University. All of the security personnel complete the state of Tennessee training and are certified as private protective security officers. In addition, they all hold weapons training certifications in chemical agent, handcuff, and baton certificates. Security personnel also complete the annual safety and security training for employees. All security officers are non-sworn.

Students in University housing are provided a handbook, which describes the requirements and expectations of living on campus. All residents sign a housing agreement prior to moving in the Residence Hall. Resident Assistants monitor each hall and hold regular hall meetings.

The only holiday or break period in which students are required to vacate the residence is during the Christmas break (between the fall and spring terms) and during the summer break (usually around the 4th of July). Residents will be asked to vacate the building during these two times. Residents are required to sign in and out on a log at the Information Center. Anytime students are in the residence, there is 24/7 coverage at Information Center.

CAMPUS SAFETY TIPS

Although the crime rate at Baptist Health Sciences University is very low, students are encouraged to be alert and use common sense to protect themselves and others from becoming victims of crime. These safety tips are provided for students:

- Take the safest route to and from campus, not the fastest route.
- Travel in groups of two or more at night and always walk in well-lit, heavily traveled areas.
- Stay on the part of the sidewalk that is farthest away from shrubs, dark doorways, and alleys.
- Share your class schedule with friends and family, effectively creating a buddy system.

- When you go out, let someone know where you are going and when you plan to be back.
- Know where the emergency telephones are located.
- Wherever you are, stay alert to your surroundings and the actions of people around you.
- Follow your instincts. If something does not feel right, change directions, go to an emergency phone or into a public building, or call Campus Security 901-572-2468 or (Emergency) 572-2911.
- Do not leave your belongings unattended, even for a few minutes.
- Avoid displaying large amounts cash or other tempting targets such as jewelry or expensive clothing.
- Always lock your car and keep valuables out of sight. Check the back seat before getting in.
- Park in well-lit, well-traveled areas of the parking lot.
- Memorize the phone number of the Campus Security (901-572-2468) or (Emergency) 572-2911.

EDUCATIONAL PROGRAMS

Crime prevention programs begin with University orientation and are routinely conducted throughout the year. Crime prevention education programs for resident students begin upon their arrival and continue throughout the year. These programs range from indoctrination on rules, regulation and policies to routine “floor meetings” with Resident Assistants.

The University disseminates various brochures and advisories such as Safe Colleges which are published to remind students and employees of means to promote their own security and safety. Campus Safety and Security information is also provided during Baptist University Experience coursework. Information on the Clery Act is provided annually during employee mandatory training. Campus Security Authority training is also provided annually to identified campus CSA’s.

TIMELY WARNING NOTICES/EMERGENCY NOTIFICATIONS

In order to aid in the prevention of crimes, the Vice President of Administrative Services, or any administrator on call will issue timely warnings via electronic format regarding crimes or other incidents considered to be a threat to students and employees. If a crime occurs that fits the classification within this policy and a timely warning notice is not issued, the reason will be documented and maintained on file. Baptist University will take into consideration, the safety of the community and or victims when sending content of the warning. Such reports will be timely and withhold any names of individuals involved. Emergency Notifications may occur for various reasons including facility emergencies and inclement weather. These messages will be sent via

email and Omnilert. Messages will also include updates and all clear announcements. The VP of Administrative Services, VP of Financial Services, Manager of Information Technology, or Administrator on call will issue emergency notification whenever the need arises (day, evening or night). All students and employees are encouraged to sign up for the Omnilert emergency notification system, which sends text and email messages in case of a campus emergency, or closing due to inclement weather.

REPORTING CRIME AND OTHER EMERGENCIES

For the purpose of complying with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, Campus Security Authority or CSA is defined as (1) a campus law enforcement unit; (2) an individual or organization specified in an institution's statement of campus security policy as the individual or organization to whom students and employees should report criminal offenses; and (3) an official of an institution who has significant responsibility for student and campus activities but does not have significant counseling responsibilities. Those officials at Baptist Health Sciences University who have significant responsibility for student and campus activities, but do not have significant counseling responsibilities, include the following:

- Members of the Baptist Health Sciences University Campus Security Department.
- The President, the Vice Presidents, the Provost, and the Academic Deans who do not have significant counseling responsibilities other than those that are academic in nature.
- Dean of Student Services and Student Services staff with significant responsibility for student and campus activities.
- Directors in the organizational area of Financial and Business Services and Administrative Services with significant responsibility for employment and employee relations.
- Advisors to student organizations.

The University implements a confidential reporting system, if warranted, for the purpose of recording annual crime statistics. Counselors, at the time of in-take with the victim, routinely discuss Judicial/Administrative options that include University Campus Security, Police and Judicial Affairs.

The University Counselor and Director of Campus Ministries inform counselees of procedures to report crimes in a voluntary, confidential manner if appropriate.

Annually, information is requested in writing from Campus Security Authorities and the local police department to be combined into the annual crime statistics report for the campus. Crime statistics are gathered and reported to students, faculty, staff, and the Department of Education no later than October 1st of each year. These statistics are also available to prospective students, faculty, and staff.

Baptist Health Sciences University maintains a Clery Crime Log, updated within two business days of the Security Department receiving a crime report. In compliance with the Clery Act, Baptist College does not include crimes that occur outside of Clery geography or patrol jurisdiction. Upon request the crime log, consisting of the last 60 days may be viewed during normal duty hours (8am – 5pm). Request to view periods older than 60 days will be honored within 48 hours of the request. The crime log may be viewed at the Baptist College Security Department located in the Annex on main campus.

DEFINITIONS OF REPORTABLE CRIMES

Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) Program is the source of the definitions. The definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons Carrying, Possessing, Etc. Law Violations, Drug Abuse Violations, and Liquor Law Violations are from the Summary Reporting System (SRS) User Manual from the FBI's UCR Program. The definitions of Fondling, Incest, and Statutory Rape are from the FBI's National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR.

Murder/Manslaughter: defined as the willful killing of one human being by another.

Negligent Manslaughter: defined as the killing of another person through gross negligence.

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

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

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

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

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

Aggravated Assault: defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: unlawful entry of a structure to commit a felony or a theft. Motor Vehicle Theft: theft or attempted theft of a motor vehicle. Arson: any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Weapon Law Violations: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Drug Abuse Violations: Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

HATE CRIMES: A hate crime is a criminal offense committed against a person or property, which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation or ethnicity/ national origin.

- Race: A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).
- Gender: A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

- Sexual orientation: A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).
- Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry.
- National Origin: A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

EMERGENCY RESPONSE AND EVACUATION PROCEDURES

In the event of a fire or other emergency that requires the evacuation of the Baptist University campus community, Baptist University expects that all campus community members and guest will evacuate by the nearest exit, closing doors behind them and in the case of a fire, activating the fire alarm system as they leave. Once safely outside a building, it is appropriate to contact Baptist University security and to call 911. Students and/or staff will be informed of where to relocate to by staff and security if circumstances warrant moving them from the designated assembly areas. If the emergency is one other than a fire (bomb threat, gas leak, flooding, etc.) the senior administrator on scene or the senior security officer on scene will start the evacuation procedures following the steps and policies as outlined in the Baptist Health Sciences University Campus Safety Program.

Campus Security along with the Safety Committee lead seven emergency evacuation drills per year. Evacuation drills are monitored by Security and the Safety Committee to evaluate egress and behavioral patterns. Reports are prepared by participating departments that identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to facilities management and the Safety Committee for consideration. Students receive information about evacuation and shelter-in-place procedures through informational sessions and signage posted throughout campus facilities.

Baptist University does an annual exercise to test the Emergency Preparedness guidelines and a critique is completed by the Safety Committee. The 2015 drill exercised the entire University and security staff with an Active Shooter Drill conducted by the FBI, Shelby County Sheriff's Department, and the Memphis Police Department. The 2016 and 2017 exercise was an Earthquake drill in conjunction with "The Great American Shake Out". The 2018 drill was completed by the Planning Council and established the University Lockdown procedure. The 2019 annual drill was a Campus Lockdown. Since March 2020, Baptist University leadership has monitored and developed protocols in response to the Covid-19 pandemic. The University Safety

Officer has developed an after-action report that will be utilized as the University exercise for the calendar year 2020.

College emergency procedures are located on the Emergency Operations Plan:

[Baptist University Emergency Operations Plan](#)

SEXUAL ASSAULT

The University is committed to the safety and security of the students in our campus community. It is the University's intent to provide appropriate support and information to any student who may be a victim of sexual assault.

The University educates the student community about sexual assault through mandatory orientations for new students entering the University each fall and spring trimester. Additional information and education is available through the Office of Student Services. Local agencies also offers sexual assault education and information programs to University students and employees upon request.

If you are a victim of a sexual assault, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. It is also important to make an informed decision of whether or not to report the assault. While it is your choice, the University strongly recommends that any victim of a sexual assault report the incident in a timely manner to Campus Security, the Title IX Coordinator (Dr. Adonna Caldwell) and to University authorities through the Dean of Student Services (Nancy Reed). Campus Security can be reached by calling 901-572-2468 or Emergency 572-2911, the Title IX Coordinator can be reached at 907-572-2592 and the Dean of Student Services at 901-572-2662. If you wish to have assistance from a member of the University staff in reporting the incident to law enforcement officials, University personnel will assist in notifying authorities.

Please note that filing a police report of the incident with Campus Security is a separate step from choosing to prosecute and does not obligate the victim to continue with legal proceedings or University disciplinary action. The Memphis Police Sex Crimes Unit, which is specially trained to assist in cases involving sexual assault and the special needs of victims, is also notified. Again, this does not obligate the victim to prosecute but provides valuable assistance from individuals specially trained to assist victims in the event of a sexual assault.

Time is a critical factor for evidence collection and preservation. Therefore, it is important that a victim of a sexual assault do not bathe, douche, or change clothes.

Whether or not you choose to report, you should seek medical treatment and/or counseling for the following reasons:

- To ensure that you receive any necessary treatment and tests and to minimize emotional and physical trauma
- To provide the opportunity for collection of evidence helpful in prosecution which cannot be obtained later
- To assure access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention

Crisis intervention and counseling for sexual assault victims is available through the Memphis Sexual Assault Resource Center at (901) 272-2020. Services provided through MSARC include:

- Emotional, legal, and medical support
- Collection of physical and material evidence
- Emotional support to family members
- Equitable access to the criminal justice system
- Court escort service

Counseling is also available through the University counselor, who is available and can be paged through the Information Center. In addition, Concern is also available to students as a resource at after 5:00 p.m. Available 24 hours, 7 days a week.

The victim of a sexual assault may choose for the investigation to be pursued through the criminal justice system and the University disciplinary process, or only the latter. The Dean of Student Services has the discretion to suspend a student accused of sexual assault, pending further investigation.

Both the person filing the complaint and the person accused have certain rights in the University disciplinary process. This includes, in part, that the victim and the accused will each be allowed to choose one person who has no formal legal training to accompany them through the hearing. Both the victim and accused will be informed of the outcome of campus disciplinary proceedings, including any sanction that is imposed. The University will also provide, upon written request, the final results of any institutional disciplinary proceeding dealing with a crime of violence including but not limited to sexual assault, or a non-forcible sex offense, to the alleged victim, or their next of kin if the victim dies as a result of the crime or offense.

A student found guilty of violating the University policies concerning sexual assault could be criminally prosecuted and may be suspended or expelled from the University on the first offense.

Student victims have the option to change their academic and/or on-campus living situations after an alleged sexual assault, if such changes are reasonably available. Examples of

such accommodations would include requesting a room change, terminating a housing contract to seek off-campus housing, or changing to a different section of a scheduled course.

Contact Information:

- Campus Security 22468 on campus, or (901) 572-2468
- Dean of Student Services 22662 on campus, or (901) 572-2662
- Sex Crimes Unit, MPD (901) 545-5330
- Sexual Assault Resource Center (901) 272-2020
- University Counselor 22600 on campus, or (901) 572-2660
- Concern 901-458-4000, or 800-445-5011 24/7 for after hours crisis

MISSING PERSON PROCEDURE FOR STUDENTS RESIDING ON CAMPUS

Students residing in campus housing will provide at the time of check-in information regarding who to contact in the event the student is determined to be missing. This information will be considered confidential and may only be accessed on a need-to-know basis. A form will be provided in the resident's check-in packet, and forms will be collected by RA's and filed at the information center in a confidential file marked "Missing Persons Contact Information—Residence Hall."

When a resident is determined to be missing for 24 hours, appropriate University personnel will be notified, beginning with the Director of Student Services who supervises campus housing. He or she will immediately submit a Missing Person Report to Baptist University campus security.

If investigation shows the student has been missing for 24 hours, the Director of Student Services or the Administrator-On-Call will notify the contact person whom the student provided. Additionally, if the student is under 18 years of age and not considered emancipated, the University will immediately contact the custodial parent or legal guardian. In the event the student is over 18 or is emancipated, and no contact has been registered, campus security will inform the appropriate law enforcement agency.

OFF-CAMPUS STUDENT ORGANIZATIONS

Baptist Health Sciences University does not recognize any off-campus student organizations.

MAINTENANCE OF CAMPUS FACILITIES

Campus Security works closely with the Departments of Facilities Maintenance and Student Services to provide a safe and well-lit campus. Further, security officers monitor campus lighting to enhance security. Additionally, administrative members of various departments routinely conduct surveys to assess the operability and adequacy of lighting throughout the campus. The Department of Facilities Maintenance maintains the ability to respond on a 24-hour basis to correct significant discrepancies related to safety and security. This response facilitates prompt repairs to building and room access equipment, fire and safety equipment, lighting and other deficiencies that present an immediate risk to the University community. Utilizing portable radios, security officers are able to notify the main desk regarding situations requiring the immediate attention of the Facilities Maintenance Department.

Campus security is an integral part of all facility maintenance, construction, and landscaping projects, and security officers are included in the planning phases of each to ensure all security considerations are implemented.

DRUG AND ALCOHOL POLICY

Baptist Health Sciences University strives to create an environment, which promotes the health and wellness of students and to provide for safe and effective care to clients by students who are drug and alcohol free. It is the intent of Baptist Health Sciences University to establish and clearly communicate a drug and alcohol policy with the end result that all students will be free of any chemical impairment.

Students are prohibited from being under the influence of illegal drugs, unprescribed controlled drugs, alcohol or inhalants while in the classroom, the clinical setting, on campus, or while participating in Baptist Health Sciences University sanctioned or sponsored activities. For the purpose of this policy, “campus” includes all sites associated in any way, either directly or indirectly, with Baptist Health Sciences University, Baptist Memorial Hospital and/or Baptist Memorial Health Care Corporation. Students taking any prescribed or over-the-counter medications which may alter their ability to function in a competent manner while in the classroom or the clinical setting must report their medication use to their respective instructor (s) prior to entering the setting.

It is the intention of Baptist Health Sciences University to test students in an unbiased and impartial manner. Testing may be done for any or all of the following reasons:

- Randomly throughout enrollment
- Reasonable suspicion

- Pre-clinical Testing
- Post-incident/unusual occurrence

If, at any time, a student refuses to submit to testing during the random or reasonable suspicion screening, that student will be considered to be in violation of University policy, that student will be subject to further disciplinary actions, up to and including dismissal from the University. If, at any time during the random screening, a student fails to report to the collection site at a designated time, that student will be subject to further disciplinary actions, up to and including dismissal from the University.

The Student Handbook gives additional information regarding the Drug and Alcohol Policy. Appendix B of this report outlines federal penalties and sanctions for illegal trafficking and possession of a controlled substance. Appendix B outlines the health risks associated with the use of illicit drugs and alcohol.

Additional information can be obtained by contacting the Higher Education Center for Alcohol and Other Drug Prevention directly:

The Higher Education Center for Alcohol and Other Drug Prevention Education Development Center, Inc.

55 Chapel Street
Newton, Massachusetts 02158-1060
Web site: <http://www.nsvrc.org/organizations/143>
Phone: 800/676-1730
E-mail: HigherEdCtr@edc.org

Employees: Drug and Alcohol Free Workplace (Fitness for Duty)

Employees are prohibited from being under the influence of illegal drugs, unprescribed controlled drugs, alcohol or inhalants while in the classroom, the clinical setting, on campus, or while participating in Baptist Health Sciences University sanctioned or sponsored activities. For the purpose of this policy, “campus” includes any and all sites associated in any way, either directly or indirectly, with Baptist Health Sciences University, Baptist Memorial Hospital, and/or Baptist Memorial Health Care Corporation.

Definition and Expectations

Fitness for duty is defined as reporting for work and performing job duties safely and appropriately without any adverse effects due to the use of drugs, including alcohol. Drug violations off campus also render an employee unfit.

The University prohibits the following:

- Reporting to work under the influence of alcohol, illegal drugs, any other controlled substances or prescription drugs not medically authorized or used in a non-prescribed manner.
- Using, purchasing, selling, transferring, distributing or possessing on the University or BMHCC premises any alcohol, illegal drugs or substances, prescription drugs not medically authorized or any other substance which might impair job performance or pose a threat to students, other employees, patients or the public at large.

Refusal to Submit

Refusal to cooperate with the University policy prohibiting the use of drugs and alcohol will result in disciplinary action up to and including termination of employment. In addition, the following and/or similar drug offenses generally result in discharge:

- Possession with apparent intent to sell or distribute drugs
- Selling or distributing drugs, stealing/misappropriation of drugs
- Diversion of drugs (from patient(s))

Drug violations off premises may also render an employee unfit for duty.

Testing

It is management's responsibility for being alert to changes that may indicate existing or potential problems with an employee's ability to safely perform his/her job.

To assure a drug free workplace, the University reserves the right to require employees to submit to drug/alcohol testing at any time. In such cases, Administrative Services must be contacted immediately. An employee's refusal to submit to drug/alcohol testing is grounds for termination. A positive test will result in corrective action up to and including termination of employment.

UNIVERSITY RESOURCES FOR DRUG PREVENTION AND TREATMENT

- Counselor 901-572-2660
- CONCERN 901-458-4000

CONCERN is an assistance program for employees and students that provides confidential, cost-free problem solving help. CONCERN is a resource funded by the University and can help with such areas as marital and family relationships, alcohol or drugs, emotional concerns, grief, gambling, elder care and financial problems.

Community Resources for Drug Prevention and Treatment

- Alcoholics Anonymous 901-454-1414
- Lakeside Behavioral Health 901-377-4733
- Cocaine Anonymous 901-725-5010
- Memphis Recovery Center 901-272-7751
- Narcotics Anonymous 901-276-5483
- Drug Helpline 888-633-3239

The National Council on Alcoholism and Drug Dependence

<https://www.ncaddesgpv.org/>

Drug and Alcohol Education

The educational offerings at Baptist University include online trainings as well as several information sessions which include general safety and awareness. Throughout the year, various seminars and guest speakers are scheduled for ongoing awareness. Additionally, all faculty and staff must complete annual training on the topic of safety and security. Drug and Alcohol awareness and related health and legal risk are components of the trainings.

Loss of Title IV Federal Student Aid

A federal or state drug conviction can disqualify students for Title IV Federal Student Aid funds at other institutions.

Convictions only count if they were for an offense that occurred during a period of enrollment for which a student was receiving Title IV Federal Student Aid Funds – they do not count if the offense was not during such a period. Also, a conviction that was reversed, set aside, or removed from the student’s record does not count, nor does one received when the student was a juvenile, unless the student was tried as an adult.

The chart below illustrates the period of ineligibility for Title IV Federal Student Aid funds, depending on whether the conviction was for sale or possession and whether the student had previous offenses. A conviction for sale of drugs includes convictions for conspiring to sell drugs.

Length of ineligibility for Title IV Federal Student Aid Funds	
Possession of Illegal Drugs	Sale of Illegal Drugs

1st offense - 1 year from date of conviction	1st offense - 2 years from date of conviction
2nd offense - 2 years from date of Conviction	2nd offense - Indefinite period
3+ offenses - Indefinite period	3+ offenses - Indefinite period

If the student was convicted of both possessing and selling illegal drugs, and the periods of ineligibility are different, the student will be ineligible for the longer period.

The student regains eligibility the day after the period of ineligibility ends or when the student successfully completes a qualified drug rehabilitation program or when the student passes two unannounced drug tests conducted by a drug rehabilitation program, which meets regulatory criteria. Further drug convictions will make the student ineligible again.

WEAPONS

As provided in Tennessee Code Annotated 39-17-1309, any unauthorized or illegal possession of, use of, or wearing of firearms or dangerous weapons of any kind is not permitted on Baptist Health Sciences University property. State law prescribes a maximum penalty of six (6) years imprisonment and a fine not to exceed three thousand dollars (\$3,000) for carrying weapons on school property.

Weapons shall include, though not exclusively, the following:

- An explosive or an explosive weapon. Explosive weapon means any explosive, incendiary or poisonous gas bomb, grenade, rocket, mine, or shell, missile or projectile that is designed, made or adapted for the purpose of inflicting serious bodily injury, death, or substantial property damage.
- A device principally designed, made or adapted for delivering or shooting and explosive weapon.
- Any knife that has a blade which opens automatically by applied pressure, gravity, or inertia or other knives with a blade length exceeding four inches (4”).
- Any other device used for infliction of serious bodily injury or death which has no common lawful purpose.

Campus security officers do not carry firearms, but do carry batons.

Employees are prohibited from possession of firearms, weapons, or other objects which have the appearances of being a firearm or weapon in University buildings. This prohibition also applies to employees traveling on official business for the University or who are conducting business on behalf of the University.

CRIMINAL CONVICTIONS

Students are required to disclose criminal convictions other than minor traffic violations as a part of the University application process. Situations are reviewed on a case-by-case basis. Incumbent students are required to complete screening for criminal background data. All new admissions to the University will complete this screening prior to beginning their first trimester.

The Student Standards of Conduct document prohibits violation of state or federal laws(s) on or off campus. Violation of this prohibition can result in dismissal without appeal.

All employees complete screening for criminal background data as part of the employment process.

Both students and employees are screened annually for QIG/GSA violations.

HARASSMENT POLICIES

Baptist Health Sciences University is committed to fostering a positive and productive learning environment for students and employees. In keeping with this commitment, the University will not tolerate harassment of any sort based upon age, gender, race color, religion, national origin, handicap, or disability in the University environment. Harassment consists of unwelcome conduct whether verbal, physical, or visual that insults or shows disrespect toward a person's protected status as defined above.

The University strongly encourages students or employees who have experienced, witnessed, or have knowledge of any such behavior/conduct to report incidents immediately to their academic dean, supervisor, and a member of the University leadership team or to the Vice President of Administrative Services (Dr. Adonna Caldwell). This applies to students, co-workers, visitors, physicians, patients, customers, vendors, or any other individual with whom one comes in contact within the University environment.

These guidelines apply to all supervisory and non-supervisory personnel, faculty, students and all others within the University environment. Baptist Health Sciences University will not condone harassment, reprisals, or violations of the spirit or intent of the law and is committed to take prompt, swift action to remedy any discriminatory practices.

CONSENT: AS DEFINED IN REFERENCE TO SEXUAL ACTIVITY

Consent is informed, freely given, and mutually understood. Consent requires an affirmative act or statement by each participant. If coercion, intimidation, threats and/or physical force are used, there is no consent. If a person is mentally or physically incapacitated or impaired so that the person cannot understand the fact, nature or extent of the sexual situation, there is no consent; this includes conditions due to alcohol or drug consumption or being asleep or unconscious. Whether one has taken advantage of a position of influence over another may be a factor in determining consent.

PREVENTION AND AWARENESS PROGRAMS RELATING TO DOMESTIC VIOLENCE, SEXUAL ASSAULT, DATING VIOLENCE AND STALKING

Baptist University provides resources for education about, and prevention of, Prohibited Sexual Conduct. All incoming students will receive educational materials at orientation. Students who will be living in the University residence halls will be required to complete an online training course within a specified time frame from their move-in date. Throughout the year students will be invited to participate in programming on the prevention of Prohibited Sexual Conduct. Students, faculty and staff are urged to take advantage of on-campus awareness, prevention and education resources (both University-supported and student-led) and are encouraged to participate actively in prevention and risk reduction efforts.

On Campus Training may be provided by:

- **Administrative Services** (901) 572-2592 provides training programs regarding sexual harassment for the campus community. Information is available at <https://www.baptistu.edu/> or
- **Baptist University Security Department** (901) 572-2777 conducts educational programs and distributes educational literature to students and employees; or
- **Student Services** (901) 572-2670 may conduct educational programs and distribute educational literature to students and employees.

BYSTANDER INTERVENTION

Baptist University encourages all members of the Baptist community to be Active Bystanders against sexual violence. Baptist University will offer annual training to new and returning students, faculty and staff what Bystander Intervention is, and how it can be used to prevent/reduce Prohibited Sexual Conduct from occurring.

SEXUAL ASSAULT RESPONSE

Victims of a sexual assault crime are encouraged to immediately get to a place of safety and then seek medical treatment. They are strongly encouraged to report the incident in a

timely manner. Campus officials will assist in contacting the Rape Crisis Center, and counseling is available through the University Counselor or Director of the Office of Faith and Services as well.

Sexual assaults reported to University security officers will be reported to the Memphis Police Department, in keeping with state law.

POLICIES AND PROCEDURES RELATING TO SEXUAL OFFENSES AND VIOLATIONS OF TITLE IX

The following policies covering Baptist University actions before during and after a sex offense occurs may be found at:

[Title IX | Baptist Health Sciences University](#)

- SMPP 1.0 Title IX: Sexual Harassment, Sexual Assault, Sexual Misconduct, Relationship (Dating) Violence and Stalking Administrative Policy and Procedures
- SMPP 1.1 Sexual Harassment
- SMPP 1.2 Consensual Sexual or Romantic Relationships in the Workplace and Educational Setting
- SMPP 1.3 Prohibited Sexual Conduct: Sexual Misconduct, Sexual Assault, Stalking and Relationship Violence

TENNESSEE SEXUAL OFFENDER REGISTRY

Tennessee state laws enforcement agency information concerning registered sex offenders may be obtained at the following URL:

<https://www.tn.gov/tbi/general-information/tennessee-sex-offender-registry.html>

MEMORANDUM OF UNDERSTANDING

Baptist Health Sciences University does not have any Memorandums of Understanding with any other agencies or organizations.

APPENDIX A - Crime Statistics

The following statistics represent those categories that are reportable under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and were reported to Campus Security for the calendar year indicated. **Baptist Health Sciences University – Crimes on Campus**

Offenses	Year	On Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Murder/Non Negligent Manslaughter	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Negligent Manslaughter	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Robbery	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Aggravated Assault	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Burglary	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Motor Vehicle Theft	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Arson	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Liquor Law Arrests	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Drug Law Arrests	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Weapons Law Arrests	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Liquor Law Viol. Referred for Disciplinary Act.	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	1	0	0	1	1	0
Drug Law Violations Referred for Disciplinary Action	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Weapons Law Violations Referred for Disciplinary Action	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0

VAWA Offenses	Year	On Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Domestic Violence	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Dating Violence	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Stalking	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0

Sex Offenses	Year	On Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Rape	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Fondling	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Statutory Rape	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Incest	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0

Hate Crimes	Year	On Campus	Non-Campus	Public Property	Total	Residential Facilities*	Unfounded Crimes
Larceny Theft	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Simple Assault	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
Intimidation	2020	0	0	0	0	0	0
	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0
	2020	0	0	0	0	0	0

Destructive, Damage or Vandalism of Prop.	2019	0	0	0	0	0	0
	2018	0	0	0	0	0	0

APPENDIX B - Federal Penalties and Sanctions

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Trafficking Penalties (As of January 1, 1996)

Controlled Substances Act Schedule	1st Offense	2nd Offense	Quantity	Drug	Quantity	1st Offense	2nd Offense
I and II	*Not less than 5 years. Not more than 40 years *If death or serious injury, not less than 20 years or more than life *Fine of not more than \$2 million individual, \$5 million other than individual	*Not less than 10 years. Not more than life *If death or serious injury, not less than life *Fine of not more than \$4 million individual, \$10 million other than individual	10-99 gm pure or 100-999 gm mixture	Methamphetamine	100 gm or more pure of 1 kg or more mixture	*Not less than 10 years. Not more than life. *If death or serious injury, not less than 20 years or more than life. *Fine of not more than \$4 million individual, \$10 million other than individual	*Not less than 20 years. Not more than life *If death or serious injury, not less than life *Fine of not more than \$8 million individual, \$20 million other than individual.
			100-999 gm mixture	Heroin	1 kg or more mixture		
			500-4,999 gm mixture	Cocaine	5 kg or more mixture		
			5-49 gm mixture	Cocaine Base	50 gm or more mixture		
			10-99 gm pure or 100-999 gm mixture	PCP	100 gm or more pure or 1 kg or more mixture		
			1-9 gm mixture	LSD	10 gm or more mixture		
			40-399 gm mixture	Fentanyl	400 gm or more mixture		
			10-99 gm mixture	Fentanyl Analogue	100 gm or more mixture		

APPENDIX B (cont.)

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Trafficking Penalties (As of January 1, 1996)

Controlled Substances Act Schedule	Drug	Quantity	1st Offense	2nd Offense
I and II	Others (law does not include marijuana, hashish, or hash oil)	Any	*Not more than 20 years *If death or serious injury, not less than 20 years, not more than life *Fine \$1 million individual, \$5 million not individual	*Not more than 30 years *If death or serious injury, life *Fine \$2 million individual, \$10 million not individual
III	All (included in Schedule III are anabolic steroids, codeine and hydrocodone with aspirin or Tylenol®, and some barbiturates)	Any	*Not more than 5 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 10 years *Fine not more than \$500,000 individual, \$2 million not individual
IV	All (included in Schedule IV are Darvon®, Talwin®, Equanil®, Valium®, and Xanax®)	Any	*Not more than 3 years *Fine not more than \$250,000 individual, \$1 million not individual	*Not more than 6 years *Fine not more than \$500,000 individual, \$2 million not individual
V	All (over-the-counter cough medicines with codeine are classified in Schedule V)	Any	*Not more than 1 year *Fine not more than \$100,000 individual, \$250,000 not individual	*Not more than 2 years *Fine not more than \$200,000 individual, \$500,000 not individual

APPENDIX B (cont.)

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Trafficking Penalties - Marijuana (includes hashish and hashish oil) (as of January 1, 1996)

Description	Quantity	1st Offense	2nd Offense
Marijuana	1,000 kg or more mixture; or 1,000 or more plants	*Not less than 10 years, not more than life *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$4 million individual, \$10 million other than individual	*Not less than 20 years, not more than life *If death or serious injury, not more than life *Fine not more than \$8 million individual, \$20 million other than individual
Marijuana	100 kg to 999 kg mixture; or 100-999 plants	*Not less than 5 years, not more than 40 years *If death or serious injury, not less than 20 years, not more than life *Fine not more than \$2 million individual, \$5 million other than individual	*Not less than 10 years, not more than life *If death or serious injury, not more than life *Fine not more than \$4 million individual, \$10 million other than individual
Marijuana	50 to 99 kg mixture ----- 50 to 99 plants	*Not more than 20 years *If death or serious injury, not less than 20 years, not more than life *Fine \$1 million individual, \$5 million other than individual	*Not more than 30 years If death or serious injury, not more than life Fine \$2 million individual, \$10 million other than individual
Marijuana	Less than 50 kg mixture	*Not more than 5 years *Fine not more than \$250,000, \$1 million other than individual	*Not more than 10 years *Fine \$500,000 individual, \$2 million other than individual
Hashish	10 kg or more		
Hashish Oil	1 kg or more		

APPENDIX B (cont.)

Federal Penalties and Sanctions for Illegal Trafficking and Possession of a Controlled Substance

Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance

21 U.S.C. 844(a)

1st conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provision for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000, or both, if:

(a) 1st conviction and the amount of crack possessed exceeds 5 grams.

(b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.

(c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a) (2) and 881(a) (7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment.

(See special sentencing provisions re: crack)

21 U.S.C. 881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 844a

Civil fine of up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a

Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain Federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual Federal agencies. *Note: These are only Federal penalties and sanctions. Additional State penalties and sanctions may apply.*

APPENDIX B (cont.)

Health Risks Associated with the Use of Illicit Drugs and Alcohol

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Narcotics					
Heroin	High	High			Yawning
Morphine	High	High			Loss of appetite
Codeine	Moderate	Moderate	Euphoria	Slow and shallow breathing	Irritability
Hydrocodone	High	High	Drowsiness	Clammy skin	Tremors
Hydromorphone	High	High	Respiratory depression	Convulsions	<ul style="list-style-type: none"> • Panic • Cramps
Oxycodone	High	High	Constricted pupils	Coma	Nausea
Methadone and LAAM	High	High	Nausea	Possible death	Runny nose
Fentanyl and Analogs	High	High			Chills and sweating
Other Narcotics	High-Low	High-Low			Watery eyes
Depressants	High-Low	High-Low			Anxiety
Chloral Hydrate	Moderate	Moderate	Slurred speech	Shallow respiration	Anxiety

Barbiturates	High-Moderate	High-Moderate	Disorientation	Clammy skin	Insomnia
Benzodiazepines	Low	Low	Drunken behavior without odor of alcohol	<ul style="list-style-type: none"> • Dilated pupils • Weak and rapid pulse 	<ul style="list-style-type: none"> • Tremors • Delirium
Glutethimide	High	Moderate		Coma	Convulsions
Other Depressants	Moderate	Moderate		Possible death	Possible death

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Stimulants					
Cocaine	Possible	High	Increased alertness	Agitation	Apathy
Amphetamine/ Methamphetamine	Possible	High	Euphoria Increased pulse rate and blood pressure Excitation	Increased body temperature Hallucinations Convulsions	Long periods of sleep Irritability Depression

Methylphenidate	Possible	High	Insomnia	Possible death	Disorientation
Other Stimulants	Possible	High	Loss of appetite		
Marijuana	Unknown	Moderate	Euphoria Relaxed inhibitions	Fatigue Paranoia	Occasional reports of insomnia
Tetrahydrocannabinol	Unknown	Moderate	Increased appetite	Possible Psychosis	Hyperactivity
Hashish and Hashish Oil	Unknown	Moderate	Disorientation		Decreased appetite
Hallucinogens	Unknown	Unknown	Unknown	Unknown	
Mescaline and Peyote	None	Unknown	Altered perception of time and distance	More intense "trip" episodes	
Amphetamine Variants	Unknown	Unknown		Psychosis	
Phencyclidine and Analogues	Unknown	High		Possible death	
Other Hallucinogens	None	Unknown			

Drugs	Physical Dependence	Psychological Dependence	Possible Effects	Effects of Overdose	Withdrawal Syndrome
Anabolic Steroids	Unknown	Unknown	Unknown	Unknown	Unknown
Testosterone (Cypionate, Enanthate)	Unknown	Unknown	Virilization, Acne	Unknown	Possible depression
Nandrolone (Decanoate, Phenpropionate)	Unknown	Unknown	<ul style="list-style-type: none"> • Testicular atrophy • Gynecomastia • Aggressive behavior 	Unknown	Unknown

Health Risks Associated with the Use of Illicit Drugs and Alcohol

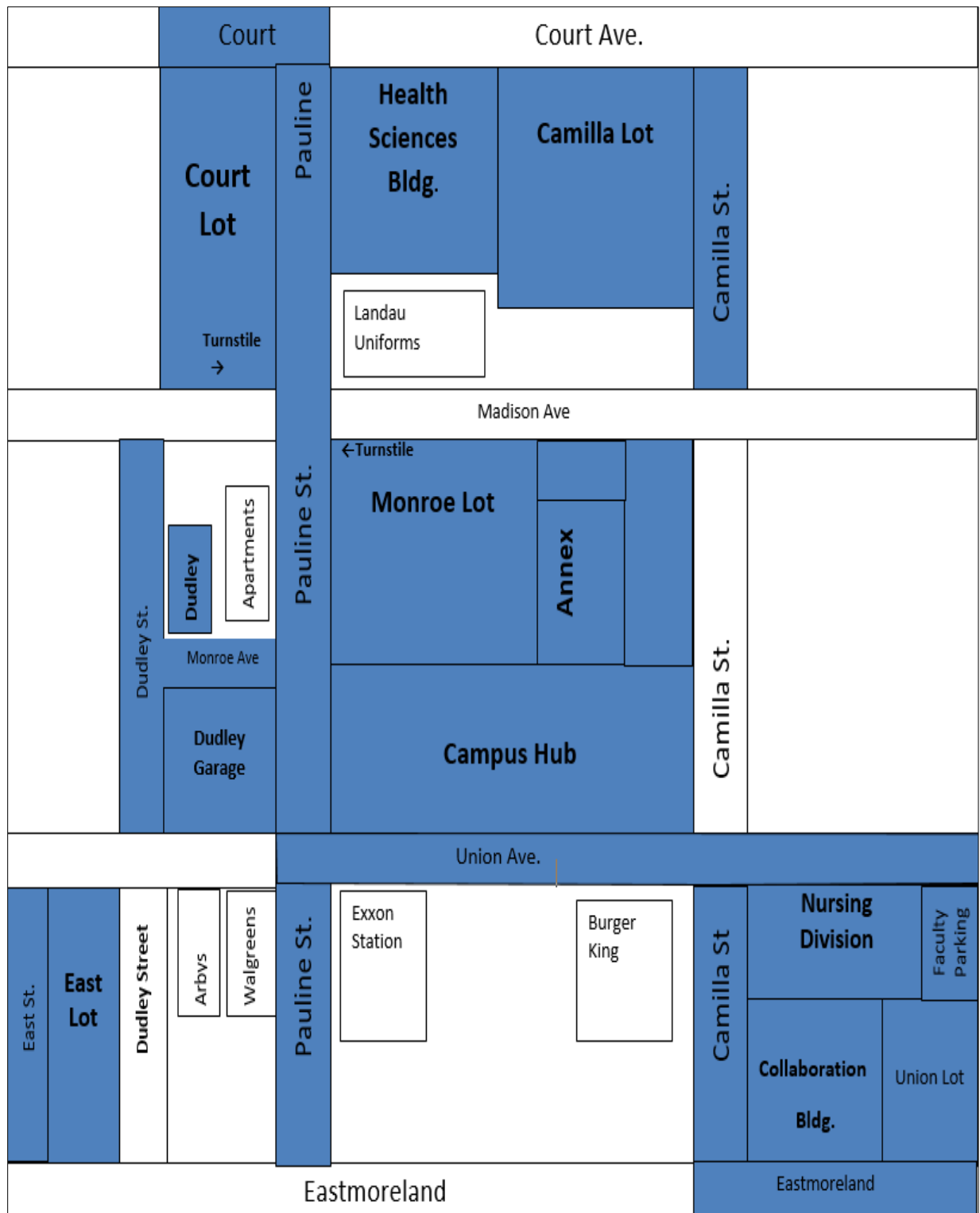
Alcohol Effects

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver. Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other youngsters of becoming alcoholics.

APPENDIX C – Clery Map

CLERY BOUNDARIES 2020 (Shaded Areas)



2021 FIRE SAFETY REPORT

Three Year Fire Report Review 2018-2020

FIRE STATISTICS: 2018-2020

Number of fires reported on campus for 2018-2020: 0

Year	Fires on Campus	Cause	Injuries resulting in treatment at a medical facility	Value of damages	Was it Arson	# of Deaths
2020	0	NA	NA	NA	NA	NA
2019	0	NA	NA	NA	NA	NA
2018	0	NA	NA	NA	NA	NA

FIRE SAFETY

Baptist Health Sciences University publishes this fire safety report as part of its annual Clery Act Compliance. This report contains information regarding the fire safety practices and standards for Baptist University, including statistics concerning the number of fires, the cause of each fire, the number of injuries and deaths related to a fire, and the value of the property damage caused by a fire. This report is available for review on the Baptist University website at <https://www.baptistu.edu/campus-life/campus-safety-security/safety-reports>. A copy may be reviewed by making a request to Campus Security at (901)572-2468.

A daily fire log is available for review 24 hours a day at the Campus Security office, from 8 a.m.–5p.m. Monday through Friday, excluding holidays. The fire log includes information about fires that occur in residential facilities, including the nature, date, time, and general location. A fire is defined as any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner. If a fire occurs in a campus building, community members should immediately notify Campus Security at (901)572-2911 or 911 and ensure a pull stations is activated. When calling, please provide as much information as possible about the location, date, time and cause of the fire. If a member of the Baptist University community finds evidence of a fire that has been extinguished, and the person is not sure whether Campus Security has already been notified, the community member should immediately notify security to investigate and document the incident.

The University takes fire safety seriously and has established fire safety programs for students living in on-campus residence halls. Fire evacuation plans have been developed for our current residence hall and copies of these plans can be found throughout the Campus Hub facility. The University also has specific fire safety programs for employees and contractors working on campus, such as CPR training and fire extinguisher training. Copies of emergency

response procedures including evacuation plans are posted across campus in all campus buildings.

FIRE SAFETY SYSTEMS IN RESIDENTIAL FACILITIES

Fire safety system for each on-campus student housing facility.

Building	Address	Fire Alarm Monitoring	Sprinkler System	Fire Extinguishers	Smoke Detection	Evacuation Plan and Placard	Number of fire drills annually
Campus Hub	1003 Monroe Ave	Security Consultants	Y	Y	Y	Y	1*

***Note:** In March 2020, students residing in the Campus Hub resident facility moved out due to safety measures in response to the Covid-19 pandemic. Only one fire drill was completed for the calendar year.

IN THE EVENT OF A FIRE

Fire alarms alert community members of potential hazards and community members are required to heed their warning and evacuate buildings immediately upon hearing a fire alarm in a facility. Individuals who fail to evacuate a building promptly are subject to be written up for a Campus Policy Violation.

Follow the following procedures in the event of a fire:

- Pull the fire alarm
- Leave the building immediately using the closest emergency exit
- Close doors behind you
- Call Campus Security (901)572-2911) or 911 when safe to do so
- Assemble in pre-determined Evacuation Assembly Location of the building
- Re-enter the building only when instructed by officials or Campus Security

Residence Hall Building-northwest corner of the Monroe Parking Lot (intersection of Madison and Pauline).

HEALTH AND SAFETY INSPECTIONS

Below are Baptist University policies or rules on portable electrical appliances, smoking, and open flames in student housing facilities taken from the Residence Hall Handbook.

- There must be no tampering with the fire alarm system, including covering or obstructing the room smoke detector and/or alarms.
- No smoking is allowed in the building, including outside balconies.
- Throwing cigarette butts off the outside balconies is a fire hazard and will result in appropriate disciplinary action.
- No burning candles are allowed in the building. This includes candles on birthday cakes and/or candles in Residence Hall rooms.
- Under Life Safety Code 17-1, pursuant to T.C.A.-3.1, The following items are not allowed in Residence Hall rooms or balconies: hot plates, electric toasters, toaster ovens, fry pans, fry daddies, electric skillets, electric heaters (chill chasers), or non-Baptist issued bed frames and/or mattresses.
- Building decorations that are not allowed in the building include straw, hay, or angel hair. No decorations can be placed on a fire door. No items can be suspended from the ceiling. No decorations can obstruct a hallway, corridor, or exit door. No items can be hung from the balcony.
- No item can be placed on the balcony ledge, nor may any personal items be visible above balcony ledge.
- Do not overload electrical outlets in the Residence Hall room. No multiple plug adapters are permitted. Power strips may be used if they contain a built-in circuit breaker.

FIRE SAFETY AND EDUCATION PROGRAMS

Baptist University Student Services and Safety Committee sponsors a number of fire safety and education programs including drills, sending out awareness communications, as well as providing hands-on fire extinguisher training to faculty, staff, and students.

FIRE REPORTING

Below are the titles of each person or organization to which individuals should report that a fire has occurred:

University Personnel:

President - Dr. Betty Sue McGarvey

Vice President of Administrative Services – Dr. Adonna Caldwell

Vice President of Business Services - Leanne Smith

Vice President of Academic Affairs and Provost – Dr. Barry Schultz

Vice President of Enrollment Management and Student Affairs – Dr. Tammy Fowler
Dean of Student Services – Nancy Reed
Director of Alumni and Marketing – Megan Bursi
Maintenance Supervisor – Mike Bennett
Director for Safety and Organizational Compliance – James Knox
Senior Manager of Information Technology – Terri Campbell
Director of Student Services & Housing – Jeremy Wilkes

Organizations

Baptist Memorial Healthcare Corporation
Memphis Fire Department
Other groups as necessary

PLANS FOR FUTURE IMPROVEMENTS IN FIRE SAFETY

At this time, Baptist University has not identified any future improvements for fire safety.

FIRE LOG 2020

This yearend document lists all reported in any Baptist Health Sciences University building.

January No reported fires.

February No reported fires.

March No reported fires.

April No reported fires.

May No reported fires.

June No reported fires.

July No reported fires.

August No reported fires.

September No reported fires.

October No reported fires.

November No reported fires.

December No reported fires.