# UNIVERSITY OF NEW HAMPSHIRE FRANKLIN PIERCE
# School of Law- Concord, NH

2023 Annual Security Report & Annual Fire Safety Report

**UNH Franklin Pierce School of Law**
Security Services
2 White Street
Concord, NH 03301
September 26, 2023
http://law.unh.edu

# Table of Contents


Resources at a Glance…… 3
- Safety and Security…… 3
- Campus Offices/ Title IX contacts……..... 3
- Health Resources……..... 3
- Sexual Assault, Domestic Violence and Stalking Survivor Resources…… 3
- Mental Health Resources…… 4
- Substance Abuse Resources/Legal Resources…….. 4
- Visa & Immigration/ Financial Aid Resources…… 4

Campus Crime Statistics…… 6
- Concord Campus…… 7

Campus Safety…… 15
- Law Enforcement and Crime Reporting…… 15
  - UNH Security Services…… 15
  - General Crime and Emergency Reporting……..... 16
  - Off Campus Safety and Security…….. 19
- Safety and Security on Campus…… 20
  - Safety on Campus…….. 20
  - Security on Campus……... 24
    - Access to and Security of University Buildings……... 24
    - Missing Student Notification…… 26
    - General Crime Prevention Tips…… 27
- Communication about Campus Crimes and Safety…… 28
  - Wildcat Rave Alerts……..... 28
  - Crime Warnings…… 31
  - Information about Sex Offenders…… 33
- Crime Prevention and Security Awareness Education……... 34

Sexual Assault, Domestic Violence, Dating Violence and Stalking…… 35
- Prevention and Awareness Program…… 39
- Bystander Intervention and Risk Reduction……..... 43
- Reporting and Resources…….. 44
- Restraining Orders and No Contact Directives…….. 48
- Notice of Accommodations and Confidential Resources…… 53
- Protecting Confidentiality…… 55
- Commonly asked Questions Regarding Reporting and Resources……... 56

University of New Hampshire Disciplinary Procedures…… 61
- Employee…… 62
- Student…… 66

State of New Hampshire Crime Statutes and Definitions…….. 81

Sexual Harassment…… 86

UNH Alcohol and Drug Resources, Information, Policy and Laws…….. 88

UNH 2022 Annual Fire Safety Report…… 100

# RESOURCES AT A GLANCE

## Safety and Security

**UNH Police Department**
Emergency……..911
Non-Emergency…….. (603) 862-1427
18 Waterworks Rd., Durham, NH 03824
www.unh.edu/upd

**City of Concord Police Department**
Emergency……..911
Non-Emergency…….. (603) 225-8600
35 Green Street, Concord, NH 03301
www.concordnh.gov/807/Police

**Campus Service Officers- UNH Law School**
Free walking escorts for students, faculty
And staff…….. (603) 862-1427

**Concord Fire Department/Medical**
Emergency……..911
Non-Emergency…….. (603) 225-8650
24 Horseshoe Pond Lane Concord, NH, 03301
www.concordnh.gov/477/Fire-Department

## Campus Offices

**Security Services**……. (603) 862-1427
2 White Street, 2nd floor Reception Desk
Concord NH 03301

**Security Office**……. (603) 513-5277
2 White Street, Rm 104, Concord NH 03301
Supervisor & Security Officers
John.maclennan@unh.edu

**Dean for Students Office**……..… (603) 513-5171
2 White Street, Concord

**Office of Community Standards**…….. (603) 862-3377
5 Quad Way Hitchcock Hall, Durham, NH 03824
community.standards@unh.edu

**Office of Clery Compliance**…….. (603) 862-3700
18 Waterworks Rd. UNH PD. Durham, NH 03824
ajordan@unh.edu, mark.collopy@unh.edu, or
kevin.cyr@unh.edu

**Office of Human Resources**……... (603) 862-0501
103 Main St. Nesmith Hall, Durham, NH 03824
Hr.services@unh.edu

**Employee Assistance Program (EAP)**
Confidential resource available 24/7……1-800-424-1749
www.EAPhelplink.com

**Housing**……..... (603) 513-5171
Dean for Student's Office, Concord

**Parking Permits/Registrar's Office**..... (603) 513-5171
Dean for Student's Office, Concord

**Community, Equity & Diversity** …..... (603) 862-1058
Thompson Hall Rm G14, Durham NH 03824
affirmaction.equity@unh.edu

**Civil Rights & Equity Office(CREO)** (603) 862-2930
Bo Zaryckyj
105 Main St Thompson Hall Rm 305
Durham, NH 03824
Voice ……. …... (603) 862-2930
TTY Users……7-1-1
unh.civilrights@unh.edu

**After Hours health options:**
**Concord Hospital Urgent Care**……. (603) 230-1200
60 Commercial Street, NH 03301 (5 min from campus)
Hours: 8am-8pm

**Concord Hospital**……..…… **(**603) 225-2711
250 Pleasant Street Concord NH 03301 (4. min from campus)
Open 24 hours per day

**Concord Hospital ER**……. **(**603) 225-2711
250 Pleasant Street, concord NH, (4 min from campus)
Open 24 hours per day

**Health & Wellness**…….. (603) 862-9355
4 Pettee Brook Ln. Durham NH 03824
Walk-in Hours M-TH 8:00am-4:30 pm
Friday 9:00am-4:30 pm, Saturday 10:00am-4:30pm

**Sexual Assault, Domestic Violence, Dating Violence and Stalking Resources:**

**SHARPP**……..…… (603) 862-3494
2 Pettee Brook Lane Durham, NH 03824
Hours 8am-4:30pm M-F
24/7 hours crisis line…… (603) 862-7233

Confidential on-campus advocacy and support for victims, of sexual assault, domestic violence, dating violence and/or stalking.

**NH Coalition against Domestic Violence**
**Haven/Concord Office**…….…….. (603) 225-7233
79 S State St, Concord NH 03301
24-HR Domestic Violence Hotline……..1-866-644-3574
24-HR Sexual Assault Hotline……1-866-277-5570

**6th Circuit – District Division - Concord**
32 Clinton Street, Concord, NH 03301
Hours: Monday-Friday, 8:00am to 4:00pm
……1-855-212-1234
Concord District Court on line forms,
https://www.courts.state.nh.us/district/forms/index.htm

**City of Concord Police Department**
Emergency……..911
Non-Emergency……... (603) 225-8600
35 Green Street, Concord, NH 03301

## Mental Health Resources

**Afterhours call: (844)743-5748)** goes to Concord Hospital.

**Riverbend Community Mental Health** (603) 228-1600
278 Pleasant St, Concord NH, 03301
**Emergency Help Line/24 hrs.** 1-844-743-5748

**Concord Hospital**…….. (603) 225-2711
250 Pleasant Street, Concord, NH 03301
Open 24 hours a day for mental health emergencies

**National Suicide Prevention Hotline**…1-800-273-8255
Substance Abuse and Mental Health Services Administration. www.samhsa.gov

**Veterans Crisis Line**…….. 1-800-273-8255
Or text 838255 for immediate help US department of Veteran Affairs: www.veteranscrisisline.net

## Substance Abuse Resources

**Health & Wellness**…….… (603) 862-9355
4 Pettee Brook Ln. Durham, NH 03824
Walk-in Hours M-TH 8:00am-4:30pm
Friday 9:00am-4:30pm, Saturday 10:00am-4:30pm

**Substance Abuse and Mental Health Services Administration (SAMHSA)**……...1-800-662-4357
www.samhsa.gov

## Legal Resources

**Legal Advice and Referral Center**……1-800-639-5290
**NH Legal Assistance**……. 1-800-562-3174
**Law Line**…….…1-800-868-1212

**Military and Veteran Services**….....1-603-862-0643
unh.veterans@unh.edu

## Visa and Immigration Resources

**Office of International Students & Scholars**
10 Library Way, Conant Hall Rm 315 Durham
…….. (603) 862-1288
Email: oiss@unh.edu

## Financial Aid Resources

**Associate Director of Financial Aid**
Jennifer Pereira…….……(603) 513-5105
2 White St Rm 187 Concord, NH
Hours: Monday- Friday, 8:30am-4:30pm
financialaid@law.unh.edu

# Chief's Welcome

Dear UNH Community,
Thank you for taking the time to read the 2023 Annual Security Report and Annual Fire Safety Report (AFSR). The AFSR, provided to you in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, is full of useful information about safety and security at the University of New Hampshire, Franklin Pierce School of Law in Concord, New Hampshire. Within this guide you will find crime statistics for the previous three calendar years, statistics for on-campus residential housing fires for the previous three calendar years, campus safety and disciplinary policies, alcohol and drug policies, and policies that specifically address prevention of and response to sexual assault, domestic violence, dating violence, and stalking.

While the UNH Franklin Pierce School of Law is generally a safe place to study and work, it is not without the challenges that other institutions of similar size and scope face. There are many resources available to help you make informed decisions about your safety and security at the UNH Franklin Pierce School of Law. The UNH Police Department is active on Instagram, Facebook, and Twitter. UNH communicates to staff, students, faculty and guests through Rave alerts, directed communication and press releases regarding incidents happening in or around campus. We also provide multiple community events such as Citizen Police Academy, Rape Aggression Defense (women's self-defense training) and Coffee with a Cop.

By making yourself familiar with the UNH Franklin Pierce School of Law safety and security policies you are taking a significant step in protecting yourself and your community. This AFSR contains a great deal of resources for students and employees who are in crisis, and we encourage you to reach out should you or someone else need our assistance.

Sincerely,

Paul H. Dean

Paul H. Dean
Chief of Police/ Associate VP for Public Safety and Risk Management
University of New Hampshire Police Department

# Compilation of the 2023 Annual Security Report and Annual Fire Safety Report for the University of New Hampshire Franklin Pierce School of Law

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires the distribution of an Annual Security Report and Annual Fire Safety Report to all current faculty, staff, and students and notice of its availability to prospective students, faculty, and staff. This document, referred to as the "Annual Security Report and Annual Fire Safety Report" or "AFSR" is one of many mechanisms designed to inform current and potential UNH community members of crime; arrest and referral statistics; current crime response; reporting; prevention and awareness policies, including policies regarding sexual assault, domestic violence, dating violence, and/or stalking; campus disciplinary policies and relevant state laws; and of campus safety and security. This "AFSR" includes crime, arrest and referral statistics for the previous three calendar years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned or controlled by the University of New Hampshire, and on public property within or immediately adjacent to and accessible from the campus. The fire report at the end of the document contains current University of New Hampshire Housing fire safety protocols and fire statistics for the previous three calendar years.

This report is prepared by the Clery Compliance Office at the University of New Hampshire Police Department (UNH PD). To gather information for this report, UNH PD collaborated with the Concord Police and Fire Departments, Human Resources, the Department of Student Life, the Civil Rights & Equity Office (CREO), the Dean of Students' Office, Community Standards, Health & Wellness, the Sexual Harassment and Rape Prevention Program (SHARPP) and other departments on campus.

Statistics are gathered through reports to the University of New Hampshire Police Department (UNH PD), the Dean of Students Office, the Civil Rights & Equity Office, the Office of Human Resources, the Sexual Harassment and Rape Prevention Program (SHARPP) and reports submitted by Campus Security Authorities. UNH PD also requested crime statistics from outside law enforcement agencies that may have jurisdiction over UNH non-campus property. UNH PD and the Dean of Students Office collaborated in compiling the crime, arrest and referral statistics to ensure statistics are not missed or double counted. A copy of this report is disseminated to students, faculty, and staff in an e-mail sent in late September of each fall semester. Crimes are classified using the FBI Uniform Crime Reporting Handbook, the National Incident Based Reporting System Handbook and the Guidance from the Department of Education.. New Hampshire law is used to define drug, liquor and weapons law violations, as well as incidents of domestic and dating violence.

# Campus Crime Statistics Charts

The following are the statistical charts for calendar years 2020, 2021, and 2022 for the UNH Franklin Pierce School of Law. Differences in the statistics themselves reflect the number of crimes reported, not necessarily a difference in the rate of crime itself. The data does not reflect prosecution, convictions or the outcome of disciplinary actions.

Crime statistics published in this document reflect crimes that are reported to have occurred in one of the four federally defined locations. Crimes that are reported to have occurred outside of the following locations are not included in this report. The four federally defined locations are:

**On-campus property** is defined as 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 residence halls; and any building or property that is within or reasonably contiguous to campus, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as book store or food vendor).

**On-campus student housing** is defined as any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonable contiguous geographic area that makes up the campus.
The UNH Franklin Pierce School of Law currently owns and/or controls four (4) residential housing buildings, located at:

10 Blanchard Street, Concord
12 White Street, Concord
14 White Street, Concord
25 Essex Street, Concord

**Public Property** is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within campus, or immediately adjacent to and accessible from campus.

**Non-campus property** is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property that is 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 reasonable contiguous geographic area of the institution. This category includes property that is outside of Concord, outside of New Hampshire, and outside of the United States.

## Clery Definitions of crimes and categories

**Murder and Non-negligent Manslaughter** is defined as the willful (non-negligent) killing of one human being by another. NOTE: Deaths caused by negligence, attempts to kill, assaults to kill, suicides, accidental deaths, and justifiable homicides are excluded from this category.

**Manslaughter by Negligence** is defined as the killing of another person through gross negligence.

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

**Aggravated Assault** is 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. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

**Burglary** is defined as the unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony, breaking and entering with intent to commit a larceny, housebreaking, safecracking, and all attempts to commit any of the aforementioned. An incident must meet three conditions to be a burglary: a) there is evidence of unlawful entry (trespass), b) the unlawful entry must occur within a structure that has 4 walls, a roof and a door, c) the structure was unlawfully entered to commit a felony or theft.

**Motor Vehicle Theft** is defined as the theft or attempted theft of a motor vehicle. All cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joy riding count as a motor vehicle theft.

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

**Weapon law violation** the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Manufacture, sale, or possession of deadly weapons, carrying deadly weapons, concealed or openly, using, manufacturing, etc. silencers, furnishing deadly weapons to minors, aliens possessing deadly weapons. This type of violation also applies to weapons used in a deadly manner. For example, the person is in violation of state and local laws.

**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. Drug abuse violations include arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs.

**Liquor Law Violations** the violation of state or local laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; underage possession, 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; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition).

**Sexual Assault** is defined as an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident- Based Reporting System user manual from the FBI UCR program, a sex offense is "any sexual act directed against another person, without the consent of the victim, including instances, where the victim is incapable of giving consent."

> **Rape** is defined as the penetration, no matter how slight, of the vagina, or anus, with any body part of object, or oral penetration by sex organ of another person without the consent of the victim. This definition includes any gender of victim or perpetrator.

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

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

**Statutory Rape** is defined as sexual intercourse with a person who is under the statutory age of consent. Age of consent in NH: under the age of 16.

Relationships which constitute incest: (ancestor, descendant, brother or sister, of the whole or half blood, or an uncle, aunt, nephew or niece). The relationship referred to herein include blood relationships without regard to legitimacy, stepchildren, and relationships of parent and child by adoption NH RSA 639-A:2.

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

**Dating Violence** is defined as violence committed by a person who is or has been in a social relationship of romantic or intimate nature with the victim, where the existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the following factors: length of relationship, type of relationship, frequency of interaction between the persons involved in the relationship. For the purposes of this definition:

A. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
B. Dating violence does not include acts covered under the definition of domestic violence.

**Stalking** is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others, or to suffer substantial emotional distress. For the purposes of this definition:

A. Course of conduct means two or more acts, including, but not limited to acts 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.
B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

**Hate Crimes** a hate crime is a criminal offense committed that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, religion, disability, sexual orientation, gender identity, ethnicity, or national origin. Hate crimes include any offense that is motivated by bias: 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.

If a hate crime occurs where there is an incident involving intimidation, vandalism, larceny-theft, simple assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of this compliance document.

A bias-related (hate) crime is not a separate, distinct crime in New Hampshire, but it is the commission of a criminal offense which was motivated by the offender's bias. For example, a subject assaults a victim, which is a crime and if the facts of the case indicate that the offender was motivated to commit the offense because of his bias against the victim's race, sexual orientation, etc. the assault is then classified as a hate crime.

**Larceny-theft** is defined as the unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

**Destruction/damage/vandalism or property** is defined as to willfully destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

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

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

A hard copy of this report can also be obtained by contacting Allison Jean at ajordan@unh.edu or by calling 603-862-3700. The official URL to access this report on line is: http://law.unh.edu/

## 2022 University of New Hampshire-Concord Law School Campus Crime Statistics

Notes on 2022 Statistics:

- Possession of ¾ of an ounce or less of marijuana is a civil violation in the state of New Hampshire, not a criminal offense and therefore tickets issued for possession of marijuana are not classified as "arrests," as per Clery Act Regulations.
- The State of New Hampshire does not recognize dating violence as it all falls under the category of Domestic Violence. Therefore, there will not be any dating violence statistics.

| Statistics 2022 | On Campus Property | On Campus Residential | Public Property | Non-Campus Property |
|---|---|---|---|---|
| **Arrests** | | | | |
| Liquor Law Violations | 0 | 0 | 0 | 0 |
| Drug Law Violations | 0 | 0 | 0 | 0 |
| Weapon Law Violations | 0 | 0 | 0 | 0 |
| Disciplinary Referrals | | | | |
| Liquor Law Violations | 0 | 0 | 0 | 0 |
| Drug Law Violations | 0 | 0 | 0 | 0 |
| Weapon Law Violations | 0 | 0 | 0 | 0 |
| Criminal Offenses | | | | |
| Murder and Non-Negligent Manslaughter | 0 | 0 | 0 | 0 |
| Manslaughter by Negligence | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 |

| | | | | |
|---|---|---|---|---|
| Aggravated Assault | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 |
| Sexual Assault (Sex offenses) | On-Campus Property | On-Campus Residential | Public Property | Non-Campus Property |
| Rape | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 |
| VAWA Offenses | | | | |
| Domestic Violence | 0 | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 | 0 |
| Stalking | 2 | 0 | 0 | 0 |

## Hate Crimes

In 2022, there were no hate crimes reported that qualified for inclusion in this report.

## Unfounded Crimes

There were no unfounded crimes in 2022.

## 2021 University of New Hampshire-Concord Law School Campus Crime Statistics

Notes on 2021 Statistics

- Possession of ¾ of an ounce or less of marijuana is a civil violation in the state of New Hampshire, not a criminal offense and therefore tickets issued for possession of marijuana are not classified as "arrests," as per Clery Act Regulations.
- The State of New Hampshire does not recognize dating violence as it all falls under the category of Domestic Violence. Therefore, there will not be any dating violence statistics.

| **Statistics 2021** | **On Campus Property** | **On Campus Residential** | **Public Property** | **Non-Campus Property** |
|---|---|---|---|---|
| **Arrests** | | | | |
| Liquor Law Violations | 0 | 0 | 0 | 0 |
| Drug Law Violations | 0 | 0 | 0 | 0 |
| Weapon Law Violations | 0 | 0 | 0 | 0 |
| Disciplinary Referrals | | | | |
| Liquor Law Violations | 0 | 0 | 0 | 0 |
| Drug Law Violations | 0 | 0 | 0 | 0 |
| Weapon Law Violations | 0 | 0 | 0 | 0 |
| Criminal Offenses | On-Campus Property | On-Campus Residential | Public Property | Non-campus Property |

| | | | | |
|---|---|---|---|---|
| Murder and Non-Negligent Manslaughter | 0 | 0 | 0 | 0 |
| Manslaughter by Negligence | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 |
| Sexual Assault (Sex offenses) | | | | |
| Rape | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 |
| VAWA Offenses | | | | |
| Domestic Violence | 0 | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 | 0 |

## Hate Crimes

In 2021, there were no hate crimes reported that qualified for inclusion in this report.

## Unfounded Crimes

In 2021 there were no unfounded crimes at the Concord Law School.

## 2020 University of New Hampshire- Concord Law School Campus Crime Statistics

Notes on 2020 Statistics:

- Possession of ¾ of an ounce or less of marijuana is a civil violation in the state of New Hampshire, not a criminal offense and therefore tickets issued for possession of marijuana are not classified as "arrests," as per Clery Act Regulations.
- The State of New Hampshire does not recognize dating violence as it all falls under the category of Domestic Violence. Therefore, there will not be any dating violence statistics.

| **Statistics 2020** | **On Campus Property** | **On Campus Residential** | **Public Property** | **Non-Campus Property** |
|---|---|---|---|---|
| **Arrests** | | | | |
| Liquor Law Violations | 0 | 0 | 0 | 0 |
| Drug Law Violations | 0 | 0 | 0 | 0 |
| Weapon Law Violations | 0 | 0 | 0 | 0 |
| Disciplinary Referrals | | | | |
| Liquor Law Violations | 0 | 0 | 0 | 0 |
| Drug Law Violations | 0 | 0 | 0 | 0 |
| Weapon Law Violations | 0 | 0 | 0 | 0 |

| Criminal Offenses | | | | |
|---|---|---|---|---|
| Murder and Non-Negligent Manslaughter | 0 | 0 | 0 | 0 |
| Manslaughter by Negligence | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 |
| Sexual Assault (Sex offenses) | | | | |
| Rape | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 |
| VAWA Offenses | | | | |
| Domestic Violence | 0 | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 | 0 |

## Hate Crimes

In 2020, there were no recorded hate crimes reported that qualified for inclusion in this report at UNH's Law School.

## Unfounded Crimes

In 2020 here were no unfounded crimes at UNH's Law School.

# CAMPUS SAFETY

In the Campus Safety chapter, you will find information on policies for safety and security on campus, general crime reporting, access to campus facilities, missing students, communications about emergencies and information about the various units and teams that help keep the UNH Franklin Pierce School of Law safe.

## SAFETY AND SECURITY ON CAMPUS: LAW ENFORCEMENT AND CRIME REPORTING

**UNH Franklin Pierce School of Law Security Services:**

The UNH Franklin Pierce School of Law has a campus security division that is responsible for providing continuous year-round security to the UNH Law School community. Campus security officers patrol the campus and parking lots on a regular basis. Campus security officers also receive in-service training.

Campus security officers are **NOT** sworn law enforcement personnel and do **NOT** have the power of arrest, except for the Security Services supervisor **(Sergeant John MacLennan)** who is a sworn UNH Police Department law enforcement sergeant. Security also works very closely with the Concord NH Police Department and Concord NH Fire Department.
Security officers are on duty, during the hours of operation consistent with the Law Library, to assist members of the University community. The primary responsibility of Security Services is to ensure the security of campus facilities. Security patrols the campus buildings and parking lots, and they provide key services to authorized personnel. They also administer the non-academic materials lost and found, deal with parking issues, provides safety escorts, and maintain the Campus Crime and Fire Safety Logs. (These logs can be obtained at the front desk of the law school).

UNHPD and UNH Law Security maintain a strong working relationship with the Concord Police Department and other surrounding state and local law enforcement agencies. Staff participate in local and statewide meetings to share information and resources, as deemed necessary. UNHPD has a memorandum of understanding with the City of Concord. The Concord Police Department provides all police services to the UNH Law School.

UNH Law School encourages accurate and prompt reporting of all crimes to the UNH Police Department at 603-862-1212, or the Concord Police Department at 911 for emergencies or 603-225-8600 for non-emergency services.

The University of New Hampshire Communications Center, is staffed by professional emergency dispatchers who operate on a twenty-four hour basis. The center receives calls for both emergency and routine services. Communication specialists instantly dispatch the appropriate response and can communicate with local, county, state and federal agencies when required.

## Crime and Emergency Reporting

Crimes and emergencies that occur on the law campus should be reported to the **Security Office Emergency dispatch center** by dialing 603-862-1212 or **911 in the event of an emergency.** For non-emergency security concerns you may reach the supervisor of security services by dialing 603-513-5277. You can also report in person at the Security Office at 2 White Street Concord, NH. For the purpose of making a timely crime alert evaluation and for potential inclusion of a crime statistic in the Annual Security and Fire Safety Report, criminal offenses should be reported to UNHPD immediately at 603-862-1212. Crimes can also be reported to any CSA including the **Civil Rights & Equity Office (CREO), Human Resources Office or the Dean of Students.**

Crimes that occur off campus can be reported to the **Concord Police Department** via the non-emergency number **(603) 225-8600** or by calling **911** from an off-campus location within Concord, or by going to the police department located at 35 Green Street, Concord, NH 03301. UNH encourages all campus community members to accurately and promptly report all crimes to law enforcement.

Crimes and violations of the student code of conduct should be reported to the **Office of Community Standards** by calling (603) 862-3377, by going in person to Hitchcock Hall, 5 Quad Way, Durham, NH 03824 or by filling out a form on line at: https://www.unh.edu/ocs/complaint. If the complaint involves harassment, sexual harassment, domestic violence or discrimination, reports should be made to the **CREO Office** by calling (603) 862-2930 or by going in person to Thompson Hall, 105 Main St. Durham, NH 03824. To file an online report go here www.unh.edu/incidentreportform . Community Standards and CREO offices will assist the victim in notifying the local law enforcement agency of sexual assault, domestic violence, and/or stalking.

Crimes and violations of employment policies should be reported to University of New Hampshire's **Human Resources Department**. An anonymous reports can be filed by calling 1-800-592-8455 or by filling a complaint on line at:
https://secure.ethicspoint.com/domain/media/en/gui/48734/index.html. If requested human resources will provide assistance in notifying law enforcement of sexual assault, domestic violence, and/or stalking.

Victims of sexual assault, domestic violence, dating violence and/or stalking who do not wish to report the crime to law enforcement officials, Office of Community Standards, Civil Rights & Equity Office,, or Human Resources are still encouraged to get help and support. Please see the sexual assault, domestic violence, dating violence, and stalking chapter in this report for more information.

Child abuse should be reported to the UNHPD or NH Child Protective Services. For information regarding employees' obligations to report child abuse, please visit: https://www.usnh.edu/unh/iii-administrative-policies/f-protection-minors for more information on reporting requirements.

**All Emergency calls should be made to 911** from any campus or off campus telephone. These calls will be directed either to the Concord Police or Fire Department depending on the nature of the emergency. The Concord Police or Fire Department will respond along with the UNH campus security to address the problem.

Regular business calls of a non-emergency nature can be made to the Concord Police Department at 603-225-8600, the UNH-Law Security Office at 603-513-5277 or UNH Police Dispatch Center 603-862-1212.

If you call the Concord Police, UNH Law Security Office or the UNH Police Dispatch Center, please provide the following information:

- Your name
- Location and description of the incident you are reporting
- A description of any vehicles or suspects involved in the incident
- A call back number where you can be reached.

## Response to a Reported Crime

UNHPD dispatchers are available 24 hours a day. In response to a call regarding a reported crime, security officers will respond along with Concord police officers. The police will take the required action to investigate the crime, search for suspects, collect available evidence, file a report, and work with their prosecutors. In response to an emergency UNH Security Services will respond with Concord Police or Fire Department to evaluate and summons the appropriate resources to respond to the incident. When applicable the Dean of Students will be notified if disciplinary action is needed and/or CREO Office will be informed of all Title IX cases. If assistance is needed from other local, state, or federal law enforcement agencies Concord Police will be responsible for notifying them.

Response to crimes reported to the Dean of Students Office or Human Resources Department may include initiation of a disciplinary action or notice to law enforcement if the crime involves a minor.

Under NH State Law, University officials must report crimes including hazing, child and elder abuse, and treatment given for gunshot wounds. In addition, there is a legal duty on the part of employees at UNH to report suspected cases of sexual harassment of students by employees of UNH to supervisors and/or other appropriate individuals or offices. UNH Officials will also help the victims to report, if asked to do so.

## Voluntary Confidential Reporting

University of New Hampshire does not provide voluntary, confidential crime reporting for the purpose of including crime statistic disclosures in the AFSR. As a matter of policy UNH Franklin Pierce School of Law directs people to report Clery Crimes to Campus Security for the purpose of including a statistic in AFSR; though people may report crimes to any Campus Security Authority. However, the University of New Hampshire Law School may be obligated to contact the Concord Police Department to investigate when there is a report of sexual assault, domestic violence, dating violence and/or stalking.

UNH's Sexual Harassment and Rape Prevention Program (SHARPP) is a free and confidential resource for UNH community members who have experienced interpersonal violence. Individuals can contact SHARPP 24/7 at (603)-862-7233. SHARPP provides general numbers for the purpose of collecting data for the AFSR, however no identifying information is given.

Victims or witnesses can call (603) 862-3686 to report any suspected hazing confidentially or anonymously.

Under New Hampshire statute **91-A: Access to Government Records**, the Concord Police Department reports are public records; therefore, they cannot hold reports of crime in confidence. So, UNH does not allow voluntary confidential reporting to the UNH or Concord police departments.

The purpose of an anonymous report is to possibly take steps to promote safety. In addition, UNH can keep an accurate record of the number of incidents involving students; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crimes statistics for the institution.

Persons wishing to contact the Campus Security or UNHPD anonymously may call (603) 862-1427, or they can file a complaint over the Wildcat (RAVE) Guardian APP.

Finally, persons may submit an electronic report about incidents of bias, discrimination, and/or harassment. A report can be made anonymously, or the reporter can request that contact be made. The electronic report may be accessed through the Civil Rights & Equity Office website with the reporting link placed conspicuously on its home page. That URL is www.unh.edu/incidentreportform. The report submissions are **not** monitored 24-hours a day.

## Professional and Pastoral Counselors

Campus "professional counselors," when acting as such, are not considered to be Campus Security Authorities and are not required to report crimes for inclusion in the AFSR or for a crime warning evaluation. Any Clery crime can be confidentially discussed with these employees. Psychological and Counseling Services (PACS) provides aggregate data for the Clery AFSR at the end of the year. While the University recognizes various area clergy as Chaplains there are no specific policies in place regarding reporting of crimes.
Health & Wellness also follows applicable professional guidelines and statutes. Please consult with a staff member or visit their website at www.unh.edu/health/ for more information.

Please see the chapter in this AFSR entitled "Sexual Assault, Domestic Violence, Dating Violence, and Stalking" for more information regarding official reporting and confidential resources for sexual assault, domestic violence, dating violence and/or stalking.

## Off-Campus Safety and Security

The Concord Police Department (CPD) has primary jurisdiction in all areas off campus in the City of Concord. Other county, state and federal agencies also provide law enforcement services in the Concord area.

If criminal activity takes place at a non-campus location that is rented or owned by the University, or in a student organization housing off campus, community members should contact the local police department with jurisdiction. In Concord contact the Concord Police Department in person at 35 Green Street Concord, NH or by phone at 603-225-8600.

## Clery Crime and Fire Log

UNH Law Security Services maintains a Clery Crime and Fire log of crimes and on-campus residential housing fires which occur within UNH Franklin Pierce Law School's primary jurisdiction and about which the UNH Clery staff receive notification. The information presented in the log includes the call number, which is an event reporting number by which UNH Law Security Services may identify an incident. The absence of a call number means that the crime was not reported to the UNH Law Security Services, and UNH Law Security Services may consequently not be investigating this crime.

The log also includes the date and time which a crime or fire was reported to UNH Law Security Services or the University, and the date and time at which a crime or fire occurred, or an estimate thereof. The location column identifies the street address or building at which the crime or fire occurred. The building or street address may not be specifically identified when this could compromise the privacy of the victim of a sexual or intimate partner violence. The offense column defines the nature of the crime or fire. The disposition reveals the current state of UNH Law Security Services criminal investigation into the offense, if one is taking place.

Log entries are entered and updated in the log within two business days of UNH Law Security Services receiving the information and within one business for update of a disposition. In order to protect an ongoing criminal investigation or the identity of a victim, the chief of police or designee may classify information as confidential and prohibit its release. **Log entries for the law school are available at the Security Office, 2 White Street Concord, NH on the 2nd floor.**

# SAFETY AND SECURITY ON CAMPUS

## Emergency Response and Evacuation

The Emergency Management Division of UNHPD, was established in 2012 in order to manage all areas of emergency preparedness on the UNH Campuses. The Unit coordinates with various university and community entities to ensure that UNH students, faculty, staff, and visitors are prepared to respond to emergencies, recover from them, and mitigate against their impact. The Emergency Management Division also works closely with several campus partners to develop and implement UNH's crisis communication plan.

Crisis and disaster events requires campuses to not only prepare for such events, but also require an understanding of response capabilities and limitations. It is impossible to predict exactly when a crisis or disaster will occur, or the extent to which it might affect the campus. Through deliberate planning, preparing, and training UNH can greatly minimize losses from these events.

UNH maintains an Emergency Response Plan that outlines responsibilities of campus departments during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of each unit and/or position.

The Emergency Management Division works with each department to create and update emergency response and continuity of operations plans. The Emergency Management Division provides resources and guidance for the development of these plans.

When an emergency occurs, the Emergency Operations Plan (EOP) is activated. The EOP delineates the response procedures for emergencies and disasters that could impact the campus. When the EOP is utilized, two response organizations are established: The Emergency Operations Center (EOC) and the Senior Management Group (SMG). The EOC is staffed by pre- identified campus personnel identified as members of the University Emergency Group (UEG). They are trained to coordinate the campus' response and recovery efforts. Members of the UEG are vetted UNH personnel in the middle to upper management positions from the major functional areas of the University, including, but not limited to Facilities Operations and Maintenance, Telecommunications, Energy and Campus Development, Concord Fire Department, Media Relations, Health and Wellness, UNH Police Department, Hospitality Services, Transportation, Environmental Health and Safety, the President's Office, Mayor's Office, and representatives from the UNH Manchester and UNH Law School. The EOC facilitates sheltering of evacuees, debris removal, restoration of services, and supports on-scene personnel. The primary EOC location is in the UNHPD conference room, however, should an emergency occur in Concord, the EOC may be located in Concord. The Senior Management Group (SMG) consists of the President, Provost, Vice President of Finance and Administration, Chief of Staff, Chief of Police, Dean of Students, Associate Provost for Academic Affairs and administrative staff from the president's office. Their primary responsibilities include setting policy and providing supports to the EOC and on-scene personnel.

The Emergency Management Division in cooperation with the Department of Environmental Health and Safety provide training and information on five mission areas of emergency management: prevention, protection, mitigation, response and recovery. There is at least one emergency response tabletop drill conducted each year.

Annual emergency response and evacuation tests are planned in conjunction with other emergency agencies. Each year, the University conducts emergency response drills and exercises such as tabletop exercises and field exercises, and tests of the emergency notification systems on campus. These tests are often announced and publicized via campus mail, and various newsletters in conjunction with the tests themselves.

The Emergency Management Division has primary responsibility for the development and facilitation of emergency exercises at UNH. An After Action Report-Improvement Plan is written following each exercise that lists the scenario, participants, date, time, location, whether the test was announced or unannounced, areas of strengths, areas of improvement, and corrective actions. The campus is committed to evaluating response capabilities through the exercise and After Action Report process, with the goal of correcting areas of improvement identified during the exercise.

## Emergency Evacuation

The emergency evacuation procedures are tested at least once a year. Students and employees learn the locations of the emergency exits in the building and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. The UNHPD does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, security staff on scene will communicate information to students and staff regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At UNH Law School evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants "practice" drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

**General Evacuation Procedures**

At the sound of a fire alarm or if you are instructed to evacuate, leave your work/living area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, activate the alarm, evacuate to a safe location using the nearest exit, and notify Concord Police and Concord Fire by dialing 911.

1. Remain Calm
2. Do NOT use elevators. Use the stairs.
3. Assist the physically impaired. If he/she is unable to exit without using an elevator, secure a safe location near a stairwell and immediately inform Concord Police or the responding fire department of the individual's location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building! Wait for instructions. The Concord Police or Fire Department will announce when it is safe to re-enter the building.

**Shelter-in-Place Procedures- What it means to "Shelter-in-Place"**

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building that you are in, and with a few adjustments this location can be made even safer and more comfortable until it is safe to go outside.

**Basic "Shelter-in-place" guidance**

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belongings (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs

instead of the elevators). Once you have evacuated, seek shelter at the nearest University building quickly. If police or fire department personnel are on the scene, follow their directions.

**How will you know to "Shelter-in-Place?"**
A shelter-in-place notification may come from several sources, UNHPD via RAVE, housing staff members, other University employees, local police, or other authorities utilizing the University's emergency communications tools.

**How to "Shelter-in-Place"**
No matter where you are, the basic steps of Shelter-in-Place will generally remain the same. Should the need ever arise, follow these steps unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside, It should be:
    a. An interior room
    b. Above ground level; and
    c. Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (University staff will turn off the ventilation as quickly as possible).
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to Concord PD so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Check the UNHPD website (www.unh.edu/upd/) for updates and further instructions.
9. Make yourself comfortable.
10. Do not leave unless specifically instructed to evacuate by emergency personnel.

## Blue Light Emergency Phones

UNH School of Law does not have any blue light emergency phones on their campus.

## Safety Escorts

Campus Security Officers will provide an escort to parking lots as requested. Students or employees may request a walking escort by calling 603-862-1212.

## Mental Health

UNH Law has partnered with Riverbend Community Mental Health to provide an on-site counselor for students once a week. The counselor's hours and availability are announced each week via email. If a student would like to meet with a counselor off-campus, they can call the Riverbend Admissions line at 603-228-1600 and share that they are a UNH law student who would like to meet with a counselor.

If a student is in a period of mental health crisis, they are encouraged to call **Riverbend's 24/7 Mobile Crisis Service at 1-833-710-6477**. A trained professional will help the student (or a support person) to find immediate help or resources.

Student health and wellness is a top priority as we know that law school can be a stressful endeavor. If you find that you are in need of additional assistance to help balance the many priorities that students have, please contact Lauren Berger, Assistant Dean of Students, at lauren.berger@law.unh.edu

## Behavioral Intervention Team (BIT):

The Assistant Dean may consult and collaborate with other UNH Law School employees as appropriate and on a need-to-know basis and shall have the authority to contact law enforcement officials and behavioral health consultants as necessary. The Assistant Dean is authorized to designate a Behavior Intervention Team (BIT) to assist in addressing the issue. The Team may use a variety of tools to mitigate a safety or other risk. The Assistant Dean shall consult with appropriate law school administrators to;

a) Coordinate a response to the situation;
b) Determine what to communicate to others affected by the situation; and
c) Determine if and how the community will be notified of action steps being taken.

Information dissemination will be based on a need-to-know determination by the BIT Team who will balance privacy with safety interests.

**Notification to Faculty, Administration, and Others**. If the safety threat is not immediate, the Assistant Dean, in consultation with the BIT Team, shall decide whether and how to notify appropriate personnel regarding an individual's threatening behaviors. The team shall comply with FERPA but in doing so, shall consider the extent to which the conduct falls within FERPA or not, and the extent to which FERPA permits communications to prevent harm to others.

**On-going Monitoring**. The Assistant Dean of Students will review on-going cases and the general school environment to determine if certain individuals need follow up contact and to determine if school events, policies, or activities should change to minimize the threat of harm to others.

## International Safety and Security

Please visit UNH's International Health and Safety website for information about resources, policies and support for international travel by UNH students, faculty, and staff coordinated by All Things International at UNH. You can access this information on this site: https://www.unh.edu/global/about. Travelers with specific questions should contact the Office of International Student and Scholars at Conant Hall Room 315, 10 Library Way, Durham, NH, or they can call them at (603) 862-1288

# SECURITY ON CAMPUS ACCESS TO AND SECURITY OF UNIVERSITY BUILDINGS

### Academic & Administrative Building Security

Academic and administrative offices are secured at the end of their operating hours. All buildings are secured each night and are open only during normal operating hours Monday – Friday 8:00 a.m.-6:00 p.m. to members of the community and visitors. The library is open to accommodate the library hours.

After-hour entry for students is by use of their UNH Student ID during library hours only. Faculty and staff have access 24/7. Building hours during semester breaks, University holidays, and the summer may be reduced or modified from the normal operating hours.

**HOUSING:**
UNH Law has 4 buildings that offer residential housing apartments for students. Each building is secured 24/7 and only those with a need have access to these buildings.

Building are equipped with fire detection systems and alarms that will alert the Concord Fire Department in case of a fire. Security Officers during hours of operations for the law school.

**Security and Maintenance of Campus Facilities**
Security is provided in the maintenance of the UNH facilities through a number of mechanisms, including limitations on hours of operation, policies on keys, restricting access to those bearing proper identification as university staff or students. Specific security mechanisms may vary with the type of university facility. Each building has a manager that will report problems.

UNH maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated with lighting. UNH Security Services works closely with facilities management to address burned out lights promptly as well as malfunctioning door locks or other physical conditions that enhance security. Other members of the University community are helpful when they report equipment problems to UNH Law School Security Services at (603) 513-5277 or to facilities management at (603) 513-5186. Facilities personnel are present during normal operating hours and/or on call to address the physical needs of the building should any situation or emergency arise.

**MISSING STUDENT NOTIFICATION- STUDENTS LIVING IN APARTMENTS**
**Missing Student Notification Policy and Procedures 20 USC 1092 (j)** (Section 488 of the Higher Education Opportunity Act of 2008)

Any institution participating in a Title IV federal student financial aid program that maintains on campus housing facilities must establish a missing student notification policy and related procedures for those students who live in on campus housing and who have been missing for 24 hours.

For purposes of this policy, a student shall be considered missing if a roommate, classmate, faculty member, family member or other campus person has not seen the student in a reasonable amount of time, reports the pertinent facts to the UNH Law School Security Office and if after investigation the UNH Law School Security Supervisor determines that the student has been missing for 24 hours. A reasonable amount of time may vary with the time of day and information available regarding the missing person's daily schedule, habits, punctuality, and reliability. Individuals may be considered missing immediately, if their absence has occurred under circumstances that are suspicious or cause concerns for their safety. If the initial report that a person is missing is made to a UNH department other than the University of New Hampshire Law School Security Division, the UNH Law School employee receiving the report shall contact the UNH Law School Security Division immediately.

## Procedures for designation of missing person contact information

1. Students living on campus shall be given notice of this policy and an annual opportunity during the first seven days after move-in each semester to designate an individual or individuals to be contacted by the university in the event they are determined to be missing for 24 hours. Missing person contact information shall be registered confidentially, shall be accessible only to authorized campus officials, and may only be disclosed to law enforcement personnel in furtherance of a missing person investigation. The missing person contact shall remain in effect until changed or revoked by the student.

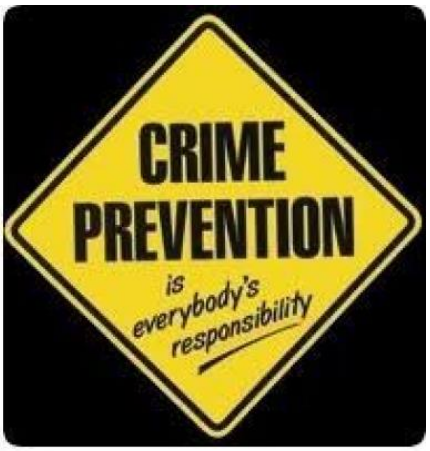
2. In the event a student is reported missing, the UNHPD/Security Services or their designee shall attempt to contact their missing person contact no more than 24 hours after the time the student was determined to be missing for 24 hours.
3. For students under the age of 18, who are not emancipated and living on campus the following will occur: If a student under 18 is determined to be missing the university shall (is required to) notify a custodial parent(s) or guardian no more than 24 hours after the student is determined to be missing in accordance with the procedures set forth below. The missing person contact shall be notified as well.
4. For all missing students, UNH will notify the local law enforcement agency within 24 hours of determination that the student is missing, unless the local law enforcement agency was the entity that made the determination that the student was missing.

**Official Notification procedure for missing person**

1. Any faculty, staff or student who has information that a residential student may be a missing person must notify the University of New Hampshire Law School Security Division, or their designee, as soon as possible and no later than 24 hours after they determine a student may be missing.
2. The security division shall gather information about the student from the reporting person and from the student's acquaintances (i.e. Clothing, physical description, where student may be, vehicle description if applicable, mental health status, physical well-being, update to date photo, and class schedules, etc.). Appropriate campus faculty and/or staff shall be notified to aid in the search for the student.
3. No later than 24 hours after determining that a residential student has been missing for 24 hours, the University of New Hampshire Law School Security Division or their designee shall notify the missing person contact. For students that are under 18 and not emancipated a parent(s) or guardian will also be notified that the student is believed to be missing.
4. In all cases when the student is declared missing by the security division after an initial investigation and in consultation with UNHPD and other law enforcement agencies as appropriate, UNHPD will coordinate with the UNH office of media relations to provide information to the media that is designed to obtain public assistance in the search for any missing student. The coordination will insure that investigations are not impeded by the release of information. The Concord Police Department will partner with local media sources to publish information regarding the missing student from the UNH Law School in Concord.
5. Regardless of whether the student has identified a contact person, is above the age of 18, or is an emancipated minor, UNHPD will inform the local law enforcement agency with jurisdiction that a student has been missing within 24 hours.

## GENERAL CRIME PREVENTION TIPS

- Call the Concord Police at (603) 225-8600 **IMMEDIATELY** if you see or hear something suspicious. Don't hesitate to dial 911 in an emergency. Be sure to tell them exactly where you are.
- **If you SEE something, SAY something!**
- Keep your possessions in sight at all times. Don't leave computers, cell phones, or electronics unattended.
- If you leave your office or room, even for a few minutes, lock the door.
- Be alert to potential danger. Trust your instincts.
- Walk with friends whenever possible.
- If jogging, walking or biking alone, stay in well-lit and well-traveled areas.
- Shred documents you discard that contain personal information
- See the section of this document titled "Sexual Assault, Domestic Violence, Dating Violence and Stalking" for protective behaviors regarding those offenses.
- Do not prop open the outside doors to academic and residential buildings
- Always know who is at your door before opening it.




# COMMUNICATION ABOUT CAMPUS CRIMES AND SAFETY

Through a variety of methods, the University of New Hampshire provides information to students and employees about campus security procedures and practices and encourages them to be responsible for their own security and the security of others. One method is keeping students and employees informed about crime prevention strategies and by communicating with the campus community about reported crimes or emergencies that pose serious or continuing threats to students and employees. This section highlights some of the ways in which the University of New Hampshire Franklin Pierce Law School offices communicate information about crime and safety on campus.

## EMERGENCY NOTIFICATION PROCEDURES

**Rave Alerts**
This section describes the procedures the University of New Hampshire Law School uses to immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus.

**ALERTS**

Upon confirmation of an emergency or dangerous situation, Security Services will notify UNHPD who will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgement of first responders (including, but not limited to: UNHPD, Local PD, and/or Local Fire and EMS), compromise efforts to assist a victim, or to contain, respond to or otherwise mitigate the emergency. The notification system at the University of New Hampshire Law School is known as Rave Alerts.

The Chief of Police, or designee, in conjunction with other University administrators, local first responders and/or the National Weather Service typically confirms significant emergencies or dangerous situations involving immediate threat to the health or safety of students or employees on campus.

UNHPD and Media Relations may collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the UNH Law School community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population.

All UNHPD command staff, sergeants, and dispatchers are authorized to initiate and use the Rave Alert notification system. During situations in which there is a time-critical threat to campus, a Rave Alert message and messages sent via the other systems listed below are sent immediately on authority of the Chief of Police or designee. The UNH Police Chief or designee is responsible for drafting the content, which is developed based on the type of emergency, determining the appropriate segment of the community to receive the message based on the affected community, and sending the message to the community using any or all systems listed below. If time permits UNH Media Relations may review media distributions prior to UNHPD sending them.

Situations for sending a Rave Alert include, but are not limited to: active harmer, significant and serious hazardous materials spill, large fire on campus, significant disruption to campus infrastructure, multiple building closings, pandemic, or a mass casualty disaster. All students and staff are automatically entered into UNH's Rave Emergency Alert System once they are assigned an UNH email. Rave alerts are typically sent via email in an effort to notify the largest percentage of students and staff in the fastest way possible. Anyone with an email ending in unh.edu will automatically receive an email from Rave Alert in the event of an emergency. Usually, Rave alerts are also sent via text message to those registered with the text system. In addition to, or in the event of an email or text system failure, UNH may use some or all of the following systems to communicate an immediate threat to the community: by directed communication, UNH web page www.unh.edu, UNH PD webpage www.unh.edu/upd, www.law.unh.edu, Facebook, Instagram, and Twitter. To opt-in for emergency text and voice messaging, students, faculty, staff, and guests can register through www.alert.unh.edu, UNH TV boards at www.unh.edu/unhtv, fliers, local area radio and television stations, fliers or face to face communications.

In the event of an outbreak of a serious illness or other public health emergency, the Executive Director of the University Health & Wellness Department or designee will collaborate with the UNHPD Emergency Management Division to confirm the emergency. The UNHPD will draft the language of the warning and distribute the warning to the affected campus community.

Situations requiring a Rave Alert will almost always require ongoing communications support. UNHPD will determine what level of emergency is present and use the Emergency Operations Plan (EOP). Once the EOP is activated, the process of posting information on UNH's homepage and preparing a crisis communications response will begin. Depending on the type of emergency, UNHPD and Media Relations may work together to craft a consistent set of follow-up messages that can be efficiently distributed to update the UNH and larger community, including through additional Rave alerts or through the UNH homepage (www.unh.edu), directed communication, or UNHPD web page (www.unh.edu/upd) and the law school home page www.law.unh.edu.

Parents and the larger community can receive information pertaining to an emergency situation at the university through some or all of the following systems: signing up for Rave Alerts at www.alert.unh.edu; by following the UNHPD Facebook or Instagram account; by visiting UNH's homepage at www.unh.edu; UNH Law School's home page www.law.unh.edu; or visiting the UNHPD home page at www.unh.edu/upd.

| System to Use | Primary Message Creator | Backup message creator | Authority to approve & send msg. | Primary message sender or distributor. | Back up message sender or distributor |
|---|---|---|---|---|---|
| **PRIMARY**<br><br>**UNH Alert-Rave** | UNH PD Chief or designee | Media Relations | UNH PD Chief or designee | UNHPD Dispatchers | UNH PD Chief |

| | | | | | |
|---|---|---|---|---|---|
| UNH Directed Communication | UNH PD Chief or designee | Media Relations | UNH PD Chief or designee | UNHPD Dispatchers | UNH PD Chief |
| UNH PD Website/ UNH Website | UNH PD Chief or designee | Media Relations | UNH PD Chief or designee | UNHPD Dispatchers | UNH PD Chief or Media Relations |
| **SECONDARY**<br>Fliers | UNH PD Chief or designee | Media Relations | UNH PD Chief or designee | UNH PD Chief or designee | Residential Life and Building Managers |
| **Local Radio and TV** | UNH PD Chief or designee | Media Relations | UNH PD Chief or Designee | Media Relations | UNH PD Chief of Police or Designee |
| **UNH TV boards** | UNH PD Chief or designee | Media Relations | UNH PD Chief or Designee | UNH PD Chief of Designee | Media Relations |

## TIMELY WARNINGS- CRIME ALERTS

The University of New Hampshire issues Timely Crime Warnings to warn the campus community about certain Clery crimes that present a continuing threat to the campus community and to aid in the prevention of similar crimes. Known in the Clery Act as a "timely warning," the intent of the Timely Crime Alert is to warn of a criminal incident so that people will be able to protect themselves. Timely Crime Alerts are issued in a manner that is timely, withholds the names of victims as confidential, and that will aid in the prevention of similar occurrences. The Clery Act requires UNH to distribute Timely Crime Alerts regarding Clery crimes that occur within UNH's Clery geography and represent a serious or continuing threat to the safety of students or employees. These Clery crimes are murder/non-negligent manslaughter, manslaughter by negligence, rape, fondling, statutory rape, incest, robbery, aggravated assault, burglary, motor vehicle theft, arson, domestic violence, dating violence, and stalking. Larceny-theft, simple assault, intimidation, and destruction/damage/vandalism will be assessed for a crime warning if there is evidence they were motivated by hate or bias against a protected party.

UNHPD's Chief of Police or designee has the authority to develop the content of a Timely Warning Crime Alert and can authorize distribution using the guidelines listed below. The Chief of Police or designee will consider the type of offense, location, nature of any threat and whether there is a continuing threat to the community or a continuing crime pattern in determining the appropriateness of a Timely Warning Crime Alert. Some information may be withheld if there is a risk of compromising law enforcement efforts to investigate and/or solve the crime. If the victim of the crime is a person, that person will not be identified by name in a Timely Warning Crime Alert. Timely Warning Crime Alerts are issued as soon as the pertinent information is available to the UNHPD.

Crimes will be assessed on a case-by-case basis and Timely Warning Crime Alerts will be distributed as deemed necessary. Cases of aggravated assault involving known parties, such as two roommates fighting which result in an aggravated injury, will be evaluated on a case-by-case basis to determine if an individual is believed to be an ongoing

threat to the larger UNH community. Cases of sexual assault will be considered on a case-by-case basis to determine whether there is an ongoing threat to the larger UNH community, depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount of information known by Security Services and the UNHPD. Timely Waring Crime Alerts will not typically be issued for property crimes unless there is some evidence of a pattern or a serious, continuing threat to the community.

The following factors will be considered when determining whether to issue a Timely Warning Crime Alert

- Where the crime occurred
- The nature of the crime (serious/non-serious, violent/non-violent)
- The nature of the threat (general threat versus limited threat to a specific person)
- Whether or not there is a continuing danger to the community or continuing crime pattern.

When UNHPD becomes aware of a situation that meets the criteria for a Timely Warning Crime Alert, the Chief of Police or designee develops the content of the crime alert, has the authority to authorize the distribution and distributes the crime alert to the community. In the event a Timely Warning Crime Alert is needed, consideration will be given to the most appropriate means to be used to disseminate the information to the UNH community. The primary form of distribution is through a mass email message sent to the entire university community through the UNH Rave Alert system. This email is sent by the Chief of Police or designee, including, but not limited to UNHPD communications specialists, or UNH Clery Compliance team members. Other forms of communication may be utilized, such as directed communications, UNHPD Facebook, UNHPD Twitter or UNHPD Instagram. In addition, Timely Warning Crime Alert notices may also be shared by posting on UNH's homepage, the UNH Law School's homepage, the UNHPD homepage, press releases, postings/notices at appropriate locations, or the use of UNHPD electronic signboards.

Updates to the community about any particular case resulting in Timely Warning-Crime Alert may be distributed to the campus through any one or more of the following mechanisms:

- **UNH Alert (Rave)**: a free service that automatically sends a brief text message alerting the community regarding an emergency on campus to email accounts or cell phones. UNH students, faculty, and staff, with UNH email are automatically enrolled others may sign up for alerts at https://alert.unh.edu.
- **Directed Communications/Blast email**: UNH email system alerting students, faculty, and staff.
- **Fliers**: posted on bulletin boards in academic buildings, residence halls, outdoor boards and kiosks and administrative buildings.
- **UNH Police Department website**: www.unh.edu/upd.
- **UNH website**: www.unh.edu. UNH Law School website: www.law.unh.edu
- **The New Hampshire**: student newspaper.
- Local area radio and television stations and print media.

Other Campus Security Authorities learning of an incident in which a Timely Warning Crime Alert might be appropriate will share the information with the Clery staff at UNHPD to determine whether the incident meets the criteria for a Timely Warning Crime Alert.

A Timely Warning Crime Alert notice will typically include the following, unless issuing any of this information would risk compromising law enforcement efforts:

- The date and time or time-frame of the incident
- A brief description of the incident

- Information that will promote safety and potentially aid in the prevention of similar crimes (crime prevention or safety tips)
- Suspect description(s)/photo(s) when deemed appropriate and if there is sufficient details
- Police agency contact information
- Other information as deemed appropriate.

UNHPD does not issue Timely Warning Crime Alert notices for the above listed crimes if:

- The Chief of police or designee determined there is no serious or continuing threat to the safety of the UNH students, employees and community members.
- The subject(s) apprehended and the threat of imminent danger to the UNH community has been mitigated by the apprehension.
- A report was not filed with UNHPD/ Security Services or UNHPD was not notified of the crime in a manner that would allow the department to post a "timely" warning for the community (e.g. a report that was filed more than 5 days after the date of the alleged incident may not allow UNHPD to post a "timely" warning to the community). This type of situation will be evaluated on a case-by-case basis.

The institution is not required to issue a Timely Warning Crime Alert with respect to crimes reported to a pastoral or professional counselor.

A copy of the Timely Warning Crime Alert will be filed in the corresponding case file.

**SAFETY ALERTS:**

The UNHPD or Security Services may also issue "**Safety Alerts,"** when necessary, to apprise the UNH Law School community of safety issues and concerns. These "safety alerts" will include safety tips and recommendations to follow so that the UNH community can make informed decisions about personal safety.

Security Services maintains a daily crime log that contains all crimes reported to the department. It can be viewed by coming to the security office located at 2 White St., Concord, NH 03301, during normal business hours.

**Student and Employee Registration for Rave Emergency Alerts and Timely Crime Warning**
Students and employees with valid UNH.edu email addresses are automatically enrolled to receive email alerts from Rave Alert unless they opt out. They are also able to opt-in and sign up to receive text alert messages at **www.alert.unh.edu.** Visitors and guests may also sign up to receive alerts while on campus at events.

The email database is updated daily with the most current list of email addresses.

**Rave Alerts and Timely Warning System Testing**
UNHPD tests the emergency notifications system on a monthly basis. The systems are tested campus-wide on an annual basis.

**Information about Sex Offenders**
The Federal Campus Sex Crimes Prevention Act required institutions of higher education to issue a statement to the campus community about where to find information on registered sex offenders on the state website.

In NH, convicted sex offenders must register with the local police jurisdiction in which they reside. This information is transferred to the NH State Police who maintain this website. This information can be found at: https://business.nh.gov/nsor/.

# CRIME PREVENTION AND SECURITY AWARENESS EDUCATION

Creating a safe campus is everyone's responsibility. The following programs are offered to inform the campus community about campus security procedures and practices, to encourage the campus community to be responsible for their safety and the safety of others, and to inform students and employees about crime prevention.

**Active Threats Training**

UNHPD conducts Active Shooter Response training presentation for students, faculty and staff, designed to provide an overview of an active shooter event. The instructors are experienced law enforcement trainers whose main goal is to share tactics and techniques that can and will help participants survive a crisis, specifically to survive an active killer incident.

**Student Orientation:**

The week before classes begin each semester the Dean for Students and UNH Police Supervisor of Security meet with incoming students for orientation. They discuss Rave alerts, Timely Crime Warning Alerts, and safety on campus to include theft deterrence. They discuss reporting procedures, safety in the community and emergency reporting and

how to obtain help. Information is also provided about campus security and safety on campus to students, faculty and staff.

**Rape Aggression Defense (RAD)**

The UNHPD hosts two RAD classes per year, one each semester. The Rape Aggression Defense basic personal defense system is a national program of realistic self-defense tactics and techniques taught for women only. All classes are taught by nationally certified R.A.D. instructors. To learn more or sign up for a class contact the UNHPD at 603-862-1427.

**Additional Crime Prevention and Security Awareness Programs**

Upon request, personnel from UNHPD or Security Services are available to present to academic classes, departments, student organization, campus offices and residence halls regarding campus safety issues around crime prevention and security awareness. Presentations highlight steps to enhance personal safety as well as community responsibility for creating a safer campus. These programs encourage students and employees to be responsible for their own safety and the safety of others. UNHPD and Security Services conducts many security awareness and crime prevention programs each year. Also see the chapter of this document entitled "Sexual Assault, Domestic Violence, Dating Violence and Stalking," for more crime prevention and security awareness programs.

## Sexual Assault, Domestic Violence, Dating Violence & Stalking

UNH prohibits Sexual Misconduct and Sexual Exploitation in any form. Sexual Misconduct is a form of sex-based discrimination that includes Sexual Harassment, Non-Consensual Sexual Penetration, Non-Consensual Sexual Contact, Domestic Violence, Dating Violence, and Stalking as they are defined for the purposes of the Clery Act and NH State Law. These crimes will not be tolerated on campus and are a violation of New Hampshire law as well as student and employee conduct policies. UNH pro-actively addresses sexual assault, domestic violence, dating violence, and stalking.

For the legal definitions of sexual assault, domestic violence, dating violence, stalking and consent in UNH's jurisdiction, please see the chapter in this document entitled, "State of New Hampshire Crime Statutes and Definitions."

For the purpose of the Clery Act, sexual assault, domestic violence, dating violence and stalking are defined as the following:

***Sexual Assault***

- Sex offense: is defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.
- Rape: is defined as the penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes both males and females.
- Fondling: is defined as the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- Statutory Rape: is defined as sexual intercourse with a person who is under the statutory age of consent.

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

***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 occurred; 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 occurred. To categorize an incident as domestic violence, the
Relationship between the perpetrator and the victim must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship. (U.S. Department of Education, Office of Postsecondary Education, The Handbook for Campus Safety and Security Reporting, 2016 Edition, Washington D.C, 2016 pg.3-38.)

***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 and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or threats of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

***Stalking***

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or 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. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily require medical or other professional treatment or counseling.

**Procedures UNH will follow when Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking is reported**

The University has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as changes to housing, academic, protective orders, transportation, and working situations, if reasonably available. UNH will provide such supportive measures if the victim requests them, and if they are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement or make a formal complaint to the Director & Title IX Coordinator. Students and employees should contact the Director & Title IX Coordinator Bo Zaryckyj at bo.zaryckyj@unh.edu or by calling 603-862-2930. They may also notify the UNH Police at 603-862-1427 if they are seeking assistance with accommodations.

If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University (UNH Law School Security Services, 603-513-5259), the following procedures will be used by the university:

**Sexual Harassment and Rape Prevention Program (SHARPP)**
The mission of Sexual Harassment and Rape Prevention Program is to eliminate sexual and intimate partner violence. SHARPP's mission is accomplished in two parts: by providing free and confidential advocacy and direct services to all survivors and their allies, and by offering culturally competent awareness and prevention programs to the University of New Hampshire community.

# PREVENTION, AWARENESS & BYSTANDER INTERVENTION

## PRIMARY PREVENTION AND ONGOING AWARENESS PROGRAMS

UNH is dedicated to prevention education. Primary programs are informed by research and assessed for value, effectiveness, and outcomes. SHARPP's prevention education trainings are informed by research & evidence – based best practices as well as the CDC's recommendations on sexual violence prevention. The goals of such programs are to stop sexual assault, domestic violence, dating violence, and stalking before they occur. SHARPP's goals for their prevention education programs are to build skills, increase knowledge, and change attitudes and beliefs that contribute to violence. Primary prevention programs promote behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change social norms in healthy and safe directions. Primary prevention and ongoing educational/awareness efforts at UNH contain information about options available to victims, procedures for institutional disciplinary action, risk reduction, and bystander intervention.
SHARPP strives to target individual, interpersonal, organizational, institutional, and systemic strategies for change also known as the socio-ecological perspective.

In the fall of 2023, all new, incoming students and employees will receive training and be informed about primary prevention and awareness programs and learn that UNH prohibits domestic violence, dating violence, sexual assault and stalking or any other form of sexual violence. All freshmen and transfer students will complete the online training "Get Inclusive" which covers topics such as bystander intervention, healthy relationships, consent and rape culture. This training will also be delivered to new students and transfer students in August 2023. The definitions of these violations are covered earlier in this chapter. Last year, 2022, The Civil Rights & Equity Office provided SUNY's SPARC Sexual & Interpersonal Violence Prevention and Response training to students. They had contact with over 4613 people.
In 2022 SHARPP provided 226 prevention programs to students, faculty and staff including bystander intervention, healthy relationships, street harassment, and Wildcats get consent among many others. They had contact with over 8,960 people.

The following chart is an example of the many courses offered each year at UNH. This chart is not all inclusive.

| Program or Course Title | Facilitated By | Topic | Audience Examples |
|---|---|---|---|
| Wildcats Get Consent; Hooking Up With Confidence | SHARPP | Consent | Residence halls, academic classes, student athletes, Fraternity & Sorority Life |
| You Can Help | SHARPP | Bystander Intervention | Residence halls, academic classes, student athletes, Fraternity & Sorority Life, student staff |
| Healthy Relationships; None of Your Business | SHARPP | Healthy & unhealthy relationships; relationship abuse | Residence halls, academic classes, student athletes, Fraternity & Sorority Life |
| Living in a Rape Culture | SHARPP | Rape culture | Residence halls, academic classes, student athletes, Fraternity & Sorority Life, student staff |
| Sexual Harassment: What Crosses the Line? | SHARPP | Sexual harassment | Residence halls, academic classes, student athletes, Fraternity & Sorority Life |
| Preventing Harm in Your Role | SHARPP | Harm reduction, social norms, bystander intervention | Student staff, Fraternity & Sorority Life chapters, student org leaders |
| Get Inclusive Harassment Training | CREO | Interpersonal violence prevention, substance use, sexual harassment, reporting options | Students, faculty, and staff |
| RAD – Rape Aggression Defense | UNH Police | Women's self defense | Female students & employees |

**Wildcats Get Consent!**

What to know about consent & interpersonal violence at UNH. *Duration 60-90 minutes. Can be offered virtually via zoom.*

This program covers the basics (and nuances) of consent. Students will learn about interpersonal violence at UNH, review the key elements of consensual hookups/sex, examine the relationship between alcohol & other drugs and consent and more.

**Healthy Relationships**

A look at what constitutes healthy and unhealthy relationships. *Duration 60-90 minutes. Can be offered virtually via zoom.*

This interactive program includes small & large group discussion around the characteristics of healthy relationships, the cultural messages we receive about what relationships are supposed to look like, and the signs of unhealthy relationship dynamics. This workshop utilizes discussion, lecture, and multimedia elements to highlight key information and skills related to cultivating healthy relationships.

**You Can Help!**
Being an active bystander. *Duration 60-90 minutes. Can be offered virtually via zoom*.
This program asks the question: when something potentially harmful or violent is happening, how come some people choose to act and others choose not to? We present compelling research about the power bystanders hold to interrupt and prevent interpersonal violence, and we cover concrete skills that all active bystanders need in their toolbox. YOU CAN HELP™ empowers students to apply their new knowledge in order to make UNH a safer community for all.

**Sexual Harassment**
What crosses the line? *Duration 60-90 minutes. Can be offered virtually via Zoom*
This program clarifies the concept of sexual harassment as a type of behavior and a legal standard. Utilizing discussion, lecture, and multimedia elements, we explore relevant power dynamics, flirting vs. hurting, and varying types of harassment. Participants also discuss appropriate professional, educational, and social boundaries..
**Stranger Danger**
The realities of stalking. *Duration 60-90 minutes. Can be offered virtually via zoom.*
Stalking is one of the most misunderstood forms of interpersonal violence. Misinformation and myths about stalking enable abuse, keep survivors from coming forward and hamper our ability to recognize, intervene in, and prevent stalking behaviors. This program separates fact from fiction, highlighting the realities of stalking and situating this form of violence within the higher education/collegiate context. Participants will learn to identify stalking red flags & behaviors, examine the importance of context in understanding the dangers of stalking, and reflect on how stalking is minimized, normalized, and mythologized in U.S. culture.

**Incoming/Returning Graduate Students**
All incoming and returning graduate and undergraduate students receive a link twice a year, once in January and again in August for an online training called “Get Inclusive”.

**Employees**
There are currently three courses available to employees regarding preventing unlawful harassment. Preventing unlawful harassment is an online course assigned to all new employees as part of their new employee onboarding process. Employees will receive this training every three years. For more information visit: https://www.unh.edu/hr/prevent-harassment-training-resources.
The other two programs offered are Conflict of Interest and Creating a Respectful Workplace and both of these courses are voluntary. Contact Human Resources for more information.
At faculty orientation the CREO Director/Title IX Coordinator talks to all faculty about sexual harassment and preventing violence in the workplace.

## GENERAL TRAINING SERVICES

The Sexual Harassment and Rape Prevention Program (SHARPP) conducts a variety of programs addressing sexual violence, dating violence, domestic violence, and stalking. SHARPP’s prevention and education efforts follow a public health approach under the Center of Disease Control. SHARPP delivers hundreds of educational programs each year that reach thousands of UNH community members, from undergraduate and graduate students to faculty and staff. Faculty, students and staff who wish to learn more about sexual assault, dating violence, domestic violence

and/or stalking can get more information or request classes through SHARPP at: https://www.unh.edu/sharpp/prevention/request-program.

The CREO Director/Title IX Coordinator can provide training upon request about institutional reporting requirements and resources/rights for victims of sexual assault, dating violence, domestic violence, stalking, and/or sexual harassment. Additionally, the CREO Director & Title IX Coordinator will provide focused trainings in areas where patterns or systematic problems arise. For more information contact the CREO Director & Title IX coordinator at: unh.civilrights@unh.edu

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

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

## BYSTANDER INTERVENTION PROGRAMS AND RISK REDUCTION

**YOU CAN HELP: Wildcats are Active Bystanders**
**http://www.unh.edu/sharpp/bystander-intervention.**
**You can help being an active bystander. This is a voluntary/opt-in prevention program available for our community and is not mandatory.**

**Bystander Intervention Tips**
Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene. Many people assume that sexual assault, domestic violence, dating violence, and stalking only affect the crime victim, when in fact entire families, friend groups and communities are hurt. If you see something, say something:
**The 5 D's of Bystander Intervention**
**Direct:** Approach the person causing harm, name the inappropriate behavior.
**Distract –** Create a diversion to interrupt harm and/or give the target an opportunity to remove themselves.
**Delegate-** Ask someone else for help, such as a supervisor, bouncer, RA, friend, etc.
**Document –** Create a record of the incident or situation
**Delay-** Circle back later if you didn't intervene in the moment.

**Protective Behaviors and Risk Reduction: What everyone can do…**
Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence. It is possible to follow all of these tips and still be the target of someone else's harmful behavior. No matter what choices you make, you deserve to be safe and respected, and experiencing violence is never your fault.

- Have a plan
- Go out together
- Watch out for others
- Diffuse situations
- Check-in
- Lead by example
- Know your resources

## REPORTING AND RESOURCES

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

The campus and community have a wide range of services available to help student victims. When a student of employee reports to UNH that they have been a victim of sexual assault, domestic violence, dating violence and/or stalking, whether the offense occurred on or off campus, UNH will provide the student or employee with written notification of the student or employee's rights and options. Such written information will include:

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

## PROCEDURES FOR REPORTING

UNH encourages victims of sexual assault, domestic violence, dating violence, and/or stalking to report the incident immediately to UNHPD at 603-862-1212, Concord Police or by calling 911. In addition to law enforcement, individuals may also report sexual assault, domestic violence, dating violence and stalking to UNH's Civil Rights & Equity Office. Following a report of sexual assault, domestic violence, dating violence and/or stalking to UNH, whether the offense occurred on or off campus, UNH will provide the student or employee a written explanation of the student's or employee's rights and options. All victims have the right to be accompanied by a person of their choosing, including a victim advocate, when they file a report and to any meetings related to institutional disciplinary proceedings.

A victim has the right and is encouraged to notify proper law enforcement authorities, including UNHPD and local police, to report sexual assault, domestic violence, dating violence and/or stalking. Victims have the right to be assisted by campus authorities in notifying law enforcement if the victim chooses. UNH will comply with a request for assistance in notifying law enforcement. If the crime occurred on UNH property, UNHPD has jurisdiction. If the crime occurred off campus, the victim can notify the appropriate local law enforcement agency with jurisdiction at the location of the crime. UNHPD will assist the victim in identifying the correct law enforcement agency and will assist the victim in reporting it to that agency. Victims have the right to NOT notify law enforcement or report the crime if they so choose.

If a victim chooses to report to UNHPD, the Dean of Students Office, Human Resources or the Civil Rights & Equity Office, UNH will investigate for a hostile environment and, where applicable, pursue disciplinary action against the person alleged to have committed the offense. The Dean of Students, Human Resources, and the CREO Director &Title IX coordinator are required to respond appropriately to all reports of sexual violence, and will do so when they receive notice of a possible hostile environment.

When reporting sexual assault, domestic violence, dating violence and/or stalking, please note the following:

- The preservation of evidence may strengthen an investigation, which may result in a better chance of holding the accused party responsible or obtaining a restraining order. (Evidence may include the clothing worn at the time, a record of threatening text messages and e-mails, and bodily fluids). The local hospital (Concord) have SANE nurse examiners on staff that can provide no-cost forensic medical exams, even if a victim chooses not to report to law enforcement.
- Although not showering may provide a greater change of evidence being found, even if a victim has showered and changed clothes, a police report can be filed and/or medical exam can be obtained.
- Campus officials are required to provide information about options and assist in making contact with law enforcement personnel if requested.
- Filing a report will generally involve an interview with law enforcement officer or an investigating officer from the CREO office (or both, if you choose to report to both agencies).

## ASSISTANCE FOR VICTIMS; RIGHTS & OPTIONS

The institution will provide students and employees who have experienced interpersonal violence with a written explanation of their rights and options, as outlined in this publication, regardless of whether the offense occurred on or off campus. Such written information will include:

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

In addition, the UNH CREO Director/Title IX Coordinator will be informed of all reports and will coordinate, as appropriate, with the police, Community Standards office and other campus staff only on a need-to-know basis.

SHARPP, Psychological and Counseling Services (PACS), Health & Wellness staff and ordained pastoral counselors operate under policies and procedures that comply with Federal and New Hampshire state laws regarding confidentiality. Please check with each of these offices to learn more about limits on confidentiality. In addition, victims are encouraged to speak with the CREO Director &Title IX Coordinator, UNH Police Chief and Director of Community Standards to discuss their guidelines on confidentiality.

Prevention of retaliation: No office, employee or agency of UNH shall retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities under the Campus SaVE Act. Title IX already prohibits such retaliation.

**RESTRAINING ORDERS AND NO CONTACT ORDERS**

The University of New Hampshire complies with NH law in recognizing domestic violence temporary orders of protection, domestic violence final order of protection, or stalking temporary and final orders of protection and restraining orders. Any person who obtains a domestic violence order of protection, restraining order, or stalking order from NH or any state in the US (including Puerto Rico) should provide a copy to the Concord Police Department, UNH Security Services or Police and CREO Director &Title IX Coordinator. A complainant may then meet with UNH Security Services and/or UNH Police to develop a safety action plan, which is a plan for UNH Security Services and UNH police and the victim to reduce the risk of harm while on campus or coming and going from campus. This plan may include but is not limited to: escorts, special parking arrangements, changing classroom location, issuing a ban order to the suspect or allowing a student to complete assignments from home, etc. UNH is unable to apply for a legal order of protection, no contact order, or restraining order of protection for the victim if they are at a location off campus.

**If living outside of campus in Concord and you are seeking an order, please contact the Concord Police Department at 35 Green St. Concord, NH 03301 or at 603-225-8600**

*What is a restraining order?*

A Restraining Order is a court order limiting defined potential conduct of someone who has abused or harassed you, ordering them not to abuse or contact you. If you need assistance with legal advice or help filling out an order you may notify the domestic violence crisis center in your area. For the nearest office call 1-866-644-3574 for domestic violence or stalking, and 1-800-277-5570 for sexual assault.

For more information on Domestic Violence RSA click here: https://www.gencourt.state.nh.us/rsa/html/xii/173-b/173-b-mrg.htm.

1. Domestic Abuse Restraining Protection Order: There is no filing fee for domestic abuse restraining orders. The petitioner must show the respondent engaged in physical abuse, sexual assault, impairment of physical condition, criminal damage to property, or threat to do one of these. It is against the law for your spouse, partner, family or household member to :
    a. Assault or attempt to injure you or your children or your property.
    b. Threaten you so that you fear for your physical safety or the safety of your children.
    c. Force sexual contact or relations on you against your will.
    d. Enter your residence or home against your will if you are living separately.
    e. Kidnap or interfere with your freedom against your will.
    f. Destroy or threaten to destroy your property, including pets.
    g. Follow you around or act in a way that would make a reasonable person afraid.
    h. Harm or threaten to harm an animal or household pet.
2. Stalking or Protective Orders – It is against the law for someone:
    a. To follow you around or show up at your home, work, school, or other place where you are, making you afraid for your own or your family's safety (this has to happen more than once, unless a protective order or bail conditions are in place and the behavior would make a "reasonable person" afraid).
    b. To follow you around even once, or show up at your home, work or other place described in any protective order or bail order you have against him/her.
    c. To threaten you or your family with death or bodily injury, or to injure your family pet(s); or
    d. To damage your residence or property, or your family's residence or property; or
    e. To place objects on your property or your family's property.

*How to file a Restraining order?*

To file for a restraining order you can go to a family court or district court if there is no family court in your county. You can file in a court where either you or your abuser lives. If you have questions about where to file for a protective order, contact your local police department.

Procedures to get an order:

1. Ask the court clerk for a domestic violence petition.
2. Write down clearly and in as much detail as possible what happened to you.
3. What happened to you and how many times if more than once.

4. The date, time and location where it happened.
5. The important facts about the abuse.
6. Additional facts of any other past or present abuse by this person.

*Serving a Restraining Order, who serves it?*

Once restraining order is granted, a copy of your temporary protective order will be sent to the New Hampshire Department of Safety by computer. The NH State Police must make the protective order available to your local police department and sheriff.

The local police must promptly serve your abuser with a copy of the temporary or emergency protective order. There is no charge for this service. These orders are in effect anywhere in NH and should be enforceable in other states too.

*What is an Injunction Hearing?*

A full, final hearing will be held on your domestic violence petition within 30 days of when you file it or within 10 days of the date the petition is served on your abuser, whichever is later. You will receive a hearing date with the paperwork included with your temporary order. However, the abuser may also ask for an earlier hearing within 3 to 5 business days of when he or she makes the request, which you must attend. The court will send you notice of the date, time and place of the new hearing date. In any case, you must attend the final hearing in order to have the temporary protective orders made final.

You have the right to bring a lawyer to represent you at the hearing. It is a good idea to talk to a lawyer if you think custody or child support will be disputed, or if you have been severely injured or expect an injury you received to last a long time.

At the final hearing, you will have to testify before the judge about what happened. Tell the judge about what happened and why you want the final protective order. Tell the judge about what you wrote down in your petition, if you have a history of being abused by your attacker, or if he or she has abused any other member of your family.

*Violation of Restraining Orders*

Once a protective order is in effect against the abuser, it is a crime for the abuser to violate the order. If the abuser knowingly violates a protective order in any way, it is a Class A misdemeanor crime. You should report any violations to the police. The police will decide whether to arrest and prosecute him/her. Regardless of what the police do, if you feel there is a violation for the order, you can also take the abuser back to court by filing a motion for contempt of the order.

If your restraining order is being violated, regardless of whether or not you have informed the Concord Police Department or the UNH Police, please call 911 immediately.

## NO CONTACT ORDERS

The UNH Police Department and Security Services will assist students who are being stalked by issuing a no contact order. The police department will investigate all complaints received about behaviors toward the victim. When this behavior could be interpreted as stalking – engaging in a pattern of behavior with the purpose of causing emotional

distress to another, terrorizing, repeatedly following a person, or repeatedly appearing outside their home, place of work, or school the police department will serve the suspect with a No Contact Order.

A no contact directive is a university-issued directive that prohibits the recipient from having contact with the individual or individuals named in the directive. The no contact directive is different than a restraining order issued by a court of law and may be issued independent of campus investigatory/disciplinary processes.

## PROTECTIVE ORDER CHART

| Type of Order: | Who Can File For One: | Court: | Based On: |
|---|---|---|---|
| Domestic Violence Civil /Criminal Protection Order – up to 5 years, can be renewed** | Family or household members including :<br>• Spouses, former spouses<br>• Parent, child, foster parent<br>• People who have kids together<br>• Intimate partners who lived together in the last 5 years<br>• Same sex couples are eligible | Local District, Superior or Family Court – where victim lives, where abuser lives or has a business, or where incident(s) occurred | Causing or trying to cause injury or placing someone in fear of imminent serious harm (Courts use different requirements for how recent the incident must be) |
| Stalking Protection Order - up to 5 years, can be renewed** | Any person who is a victim of stalking. No relationship with stalker is required. | Local District, or Superior Court where victim lives (if family or household member, can be filed as DV Protection Order, see above) | Pattern of conduct (2 or more events), closely related in time, that cause distress or make a victim believe the stalker will cause harm |
| Juvenile Protection Order – until abuser reaches age 19 | Victim of abuse by a person who is under age 18, or the victim's parent or other household member, or other parties the Court approves. | Juvenile Court – where victim lives | Assault, stalking, sexual offenses, threats of harm or aggravated trespass |

# SUPPORTIVE MEASURES AND CONFIDENTIAL RESOURCES

**Supportive Measures**

When the Civil Rights & Equity Office receives a report or disclosure that a student experienced sexual misconduct or sexual exploitation, a staff member from that office will offer information to the student about the student's rights, options, and resources available. UNH may provide support whether or not a Complainant chooses to file a Formal Complaint.

If a student wishes to meet with a staff member from Civil Rights & Equity Office, the staff member will provide the student with information about their rights, responsibilities, resources, and options.

UNH will provide reasonably available supportive measures to an impacted student and typically after a Formal Complaint, to a Respondent. Supportive measures are non-disciplinary, non-punitive, individualized support services that are offered as appropriate, as reasonable available, and without fee or charge to the parties when a report is received. Supportive measures are designed to restore or preserve equal access to UNH's education program or activities without unreasonably burdening the other party.

Supportive measures may include counseling, extensions of deadlines or other course related adjustments, modifications of work schedules, class schedules, or co-curricular activities, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus and other similar measures. Supportive measures are available to both the Complainant and Respondent at any point after an incident of sexual misconduct or sexual exploitation is disclosed.

Employees who report sexual assault, domestic violence, dating violence and/or stalking to UNH will receive written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims, both within the institution and in the community. This information is also provided to all students and employees in this AFSR.

UNH will maintain as confidential any supportive measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of UNH to provide accommodations or supportive measures.

The following office can provide information and assistance to those seeking changes to academic, living, transportation, working situations and other supportive measures.

CREO
Thompson Hall Rm 305
105 Main St,
Durham, NH 03824
603-862-2930

## CONFIDENTIAL RESOURCES

For victims who choose to not report to law enforcement and/or to campus offices, there are several options available. These options allow a victim who is 18 or older to get help without having their name or information shared with campus officials, third parties or law enforcement to the extent permissible by law. Please be aware that exceptions to confidentiality include reports of child abuse (victims 17 or younger), elder abuse, and threats of imminent harm to self or others.

Victims may request that directory information on file with the University of New Hampshire be withheld by request, by notifying the Registrar's office at 603-862-1500 or in person at Stoke Hall, 11 Brook Way, Durham, NH

**On-Campus Confidential Resources**

**SHARPP**- provides on-going support and assistance, including accompanying you to hospital, police, CREO office, student conduct office, court and other systems. SHARPP provides on-going support and assistance, including academic interventions, referrals, and support options for short term and long term care.

**Available 24/7 603-862-7233 (SAFE) https://www.unh.edu/sharpp/**

**EMPLOYEES**

Employee Assistance Program (EAP) confidential resource, available for all UNH Faculty & Staff.

**1-800-424-1749 available 24/7**

**Off-Campus Confidential Resources**

**Concord Hospital** - SANE Nurse- Forensic Nurse Examiner provides emotional support, physical examination, and wellness checks, collection of medical-forensic evidence, assistance with reporting to police when requested (mandatory reporting for children), assistance with concerns about sexually transmitted infection and pregnancy, assistance with safety planning and development of a medical follow-up plan.

**250 Pleasant St Concord, NH**
**800-557-5100**

**Haven:** supports southeastern New Hampshire through violence prevention education, support services, and confidential crisis support line staffed by trained advocates. Also will accompany people to hospital emergency rooms, police stations, court, etc.

**20 International Drive, Suite 300 Portsmouth, NH 03801**
**603-436-4107**

To locate your local off-campus crisis center, visit the New Hampshire Coalition Against Domestic and Sexual Violence website here: https://www.nhcadsv.org/uploads/1/0/7/5/107511883/nhcadsv_catchment_map.pdf

## UNH and Protecting Victim Confidentiality

When a student or employee victim reports to a university office or official who is not explicitly designated as confidential, UNH will take every precaution to protect the victim's privacy and confidentiality by sharing information only with university officials who have a legitimate educational interest and/or those who need to know for the purposes of providing an institutional response.

In an effort to protect victim safety and privacy, UNH maintains information about sexual violence in a secure manner. If the university has notice of an incident, UNH will keep the victim's identifying information confidential to the extent possible by law.

However, once a report is made to the university, or the university has notice of an incident of sexual assault, sexual harassment, domestic violence, dating violence or stalking, confidentiality cannot be guaranteed unless that information is reported directly to one of the confidential resources listed. UNH will strive to maintain as confidential any supportive measures provided to the victims but keeping victim information confidential may limit UNH's ability to provide supportive measures.

For victims aged 18 and older who report to non-confidential sources, reports of sexual assault, domestic violence, dating violence and/or stalking are directed to the CREO Director & Title IX Coordinator, who will share relevant information only with those who need to know, such as complaint investigators, and other individuals who are responsible for handling the school's response to incidents, or as necessary to comply with the New Hampshire's 91-A Right to know law, a lawful discovery request or a governmental inquiry or investigation. UNH follows applicable Title IX guidance and the requirements of the federal Family Educational Rights and Privacy Act, 20 U.S.C.s. 1232g, when evaluating whether to disclose student information. In the case of minors, UNH employees must report child abuse to Child Protective Services (DCYF) or local law enforcement.

For Clery Act reporting and disclosures, a victim's name or identifying information will never appear in a Crime Warning, on the Daily Crime Log or in the AFSR. UNH will redact a victim's identifying information when responding to requests for information pursuant to New Hampshire's 91-A Right to Know Law.

There are confidential resources available such as UNH SHARPP, Psychological & Counseling Services (PACS), and the Employee Assistance Program located on campus. Other licensed healthcare providers, counselors, and social workers employed by the university follow the confidentiality requirements of their profession when they are providing care to a patient or client.

## ON-CAMPUS AND OFF-CAMPUS RESOURCES
### Commonly Asked Questions

This section discusses commonly asked questions regarding on and off campus resources in regards to domestic violence, dating violence, sexual assault, and stalking. It also includes various supportive measures UNH may take to assist individuals who report domestic violence, dating violence, sexual assault and stalking, such as providing changes to academic, working and living situations.

**Will Concord Police Department be able to keep my personal information private?**

Although police reports are subject to 91-A Right to Know, redactions may be made prior to release. Personal information such as street address, phone number and social security number are usually removed from most responses to right to know requests. Additional information may be redacted, if the person is a juvenile, or the name may be changed to initials.

If you request that Concord Police Department (CPD) proceed with charges, CPD will typically forward an un-redacted police report and other investigation information to the Merrimack County Attorney's Office for review by the prosecutor. Note that an accused person's attorney may request a copy of the report, and the Merrimack County Attorney's Office will handle any redactions on this report.

**I want to formally report sexual assault, domestic violence, dating violence or stalking to UNH. Where do I go?**

Aside from reporting to the Concord Police Department or UNHPD, you can also report to

**Civil Rights & Equity Office (CREO)**
Bo Zaryckyj
105 Main Street
Thompson Hall Room 305
603-862-2930
**https://www.unh.edu/ocs/complaint**

**What if I just want to talk to someone confidentially to get more information or emotional support?**
There are many offices, both on and off campus that can maintain as confidential any information you share with them about your experience. To the extent permissible by law, these offices do not share information provided by adult clients with campus security authorities or law enforcement. Some of these offices include SHARPP, UNH Health and Wellness, UNH Psychological and Counseling Services, UNH Chaplain's Association and Employee Assistance Program. Off campus one can reach out to YWCA Crisis Center, the New Hampshire Coalition against Domestic and Sexual Violence, or Safe Haven.

**Concord Hospital:** Is a hospital that can provide a wide range of medical care services for UNH Law students, including Forensic Nurse Examiner follow-up exams, pregnancy testing, emergency contraception, sexually transmitted infection (STI) testing, and STI treatment.

Concord Hospital
250 Pleasant Street, Concord NH 03301
603-255-2711

**What if I'm struggling with my classes because of the stress of sexual assault, domestic violence, dating violence or stalking, or because the perpetrator is in one of my classes?**
Victims of sexual assault, domestic violence, dating violence, and/or stalking can request supportive measures from the university, such as academic situation change if it is reasonably available, regardless of whether a victim chooses to report the crime to campus law enforcement or local law enforcement. Students should know that requesting academic support, such as asking for a deadline extension or to be moved out of a class, may obligate UNH to investigate as mandated by Title IX, but students are not required to disclose details of the incident in order to receive support. Students may reach out directly to the Title IX Coordinator for support with or without filing a formal complaint. There are also offices on campus who can help students with a request.

**SHARPP –** provides confidential information to students about their rights to request support and assists students with those requests, such as switching classes, extensions on work, changes in living situations.

SHARPP (Sexual Harassment and Rape Prevention Program)
2 Pettee Brook Lane Durham, NH 03824
603-862-7223

**Civil Rights & Equity Office (CREO):** Title IX staff are here to assist you in reporting discrimination, harassment, sexual harassment or sexual violence and bias concerning all protected categories. This office is able to assist with support such as safety planning, academic changes, living arrangements and other needed accommodations to feel safe on campus.

CREO
Bo Zaryckyj
Thompson Hall Room 305
105 Main Street, Durham, NH 03824
603-862-2936

**What can the campus disciplinary processes do? How can I get more information?**
You have the right to ask questions about and learn about the campus disciplinary procedures before engaging the reporting process. Victims are entitled to certain rights under state and federal law. All Conduct Code Violations are handled through the Dean's Office, located at 2 White Street, Concord.

For information regarding campus disciplinary procedures for employees, please see the employee disciplinary procedures section of this document.

**What if I need visa or immigration assistance?**
**Office of International Students and Scholars (OISS):** provides immigration advising and support to international students. They offer a wide variety of services and programs to international students at UNH. The OISS staff provides information and programs to international students about the campus and community and provides support and assistance concerning visa and related immigration issues. OISS is not a confidential service and staff are required to report all disclosures of sexual assault, domestic violence, dating violence and/or stalking to the Title IX Coordinator.

OISS Office of International Students and Scholars
Conant Hall 10 Library Way, Durham NH
603-862-1288
oiss@unh.edu

**What if I need student financial aid assistance?**

**The Office of Student Financial Aid:** This office can provide information regarding the availability of short-term emergency loans and general student financial aid. Staff in the Office of Financial Aid may be required to report all known incidents of sexual assault, domestic violence, dating violence, and/or stalking to the CREO Director &Title IX Coordinator for potential investigation.

Jennifer Pereira
Associate Director of Financial Aid
financialaid@law.unh.edu
603-513-5105

## UNH Law School Disciplinary Procedures for Sexual Assault, Domestic Violence, Dating Violence, and Stalking

UNH prohibits sexual assault, domestic violence, dating violence, and/or stalking. The University of New Hampshire has policies and procedures to respond to behavior of students and employees that interfere with the university's educational and work environment.

UNH determines the type of disciplinary proceedings to use based on the status of the accused. Complaints against students for disciplinary code violations should be reported to the Director & Title IX Coordinator, UNH Law Security Division, UNH Police Department or Community Standards. When the accused person is a student, the student disciplinary process will be utilized. Complaints can be submitted via the following forms: https://www.unh.edu/diversity-inclusion/civil-rights-equity-office/incident-report-form. You can also file a complaint in person at the Dean's Office, located at 2 White Street, Concord or the Title IX Coordinator at the UNH Durham Campus. Complaints against employees should be reported to the Human Resources Office or Title IX Office. When the accused person is an employee, the appropriate employee disciplinary process will be used based on the employee's category.

**Civil Rights & Equity Office**
Bo Zaryckyj
Thompson Hall Rm 305. 105 Main St. Durham, NH
603-862-2936

**Human Resources Office**
Nesmith Hall, 131 Main Street, Durham, NH
603-862-0501

**Security Services**
Reception Desk, 2nd Floor Lobby
(603) 862-1427

**Security Office – Room 104**
2 White Street
Concord, NH
(603) 513-5277

**Supervisor & Security Officers**
John.maclennan@unh.edu

**Dean's Office**
2 White Street, Rm 248 Concord, NH
Dean Megan Carpenter
(603) 228-1541
Megan.carpenter@law.unh.edu

**Student Services**

Third Floor
2 White St. Rm 352 Concord, NH
Assistant Dean of Students
Lauren Berger
(603)-513-5171
Lauren.Berger@law.unh.edu

UNH works to ensure that disciplinary investigations and procedures are prompt, fair, and impartial. UNH works to limit delays. Circumstances that cause a delay may include, but are not limited to a parallel criminal investigation, school breaks, availability of witnesses, reasonable requests by either party for an extension, the complexity of the investigation, and the severity of the alleged conduct. Such delays will be evaluated by UNH on a case-by-case basis, and both parties will receive updates throughout the process.

## Supportive Measures

There are a range of supportive measures UNH offers to impacted parties who report sexual assault, domestic violence, dating violence, and/or stalking. UNH will accommodate changes to academic, working, transportation, and living situations if requested by the impacted party and reasonably available. UNH may also issue a mutual no contact order, directing the alleged offender(s) not to contact the victim or a directive ordering the alleged offense and victim not to have contact with each other. Supportive measures can be ongoing, are not necessarily tied to the outcome of a disciplinary action and will be developed on a case-by-case basis in response to the request and concerns of the victim. UNH can help victims develop a safety plan, if requested by the victim. UNH can assist students in developing a safety plan as well. For more information about institutional no-contact orders and how to request accommodations, please contact the Civil Rights & Equity Office (contact information in “Reporting and Resources” section of this document).

## CAMPUS STUDENT DISCIPLINARY PROCEDURES FOR MISCONDUCT INCLUDING SEXUAL ASSAULT, DOMESTIV VIOELNCE, DATING VIOLENCE AND STALKING

## Title IX Procedures
## Procedures for investigating and adjudicating complaints of sexual harassment by any employee (faculty, staff, or administrator)

**DISCIPLINARY PROCEDURES FOR STUDENTS:**

**Timeline:** Individuals are encouraged to report sexual misconduct and sexual exploitation as soon as possible after the incident occurs to maximize the University’s ability to respond promptly and effectively. Prompt reporting allows the University to obtain the most reliable information, be able to contact relevant witnesses (if any) and provide reasonable assistance and supportive or interim measures for affected parties. The University does not limit the time for reporting these incidents or filing a complaint, however, and in all cases, a decision will be made on existing facts to determine if an investigation and conduct proceedings are necessary to comply with the law and to serve the university community. If the student accused of sexual misconduct or sexual exploitation is no longer a student at the

time the complaint was received, either because the student graduated or left the University permanently, the University is unable to pursue resolution. The University will assess whether any remedial steps can be taken to address any prohibited conduct or its effects on the university community.

**TYPES OF DISCIPLINARY PROCEEDINGS:**

UNH determines the type of disciplinary proceedings to use based on the status of the accused. Complaints against students for disciplinary code violations should be reported to CREO. When the accused person is a student, the student disciplinary process will be utilized. Complaints can be submitted via the following form: Incident Report Form. You can also file a complaint, in person with the Director & Title IX Coordinator or at the Community Standards Office. Complaints against employees should be reported to CREO as well. When the accused person is an employee, the appropriate employee disciplinary process will be used based on the employee's category.

| | | |
|---|---|---|
| CREO Office | Thompson Hall Room 305 | 603-862-2930 |
| Community Standards | Hitchcock Hall 5 Quad Way | 603-862-3377 |

The University is committed to the timely and fair resolution of disciplinary matters involving students and organizations accused of violating the Code of Conduct, within the principles of due process that do not undermine the integrity of the conduct process. Generally, the more serious the possible deprivation, the greater due process protections owed. Although the Code of Conduct affords significant procedural protections in the conduct process to ensure the parties involved a meaningful resolution, this does not include the right to confront accusers in a manner inconsistent with this Code or be represented by counsel. As such, the Director may make reasonable alterations to any of these procedures in the spirit of a prompt conclusion depending on the context of the situation.

**Resolution Agreement**. When UNH provides notice of an allegation to a Respondent, the Respondent may elect to participate in an expedited process by resolution agreement upon timely response to the notice of allegations and in lieu of a live disciplinary proceeding. The Respondent accepts responsibility for all pending charges, admits to the relevant allegations, agrees to specific sanctions, and waives the right to an appeal. The Respondent will be provided information regarding a meeting to review the terms of the agreement and any conditions, sanctions, and remedies implemented. Resolution Agreements are final upon signatures of the Respondent and the Director or Conduct Officer.

1. When the potential sanctions, as set forth in Article IV, are not likely to rise above Disciplinary or University Housing Probation, the case is referred to a **Conduct Conference**. The following procedures apply to resolve the alleged prohibited conduct:
    a. **Notice.** Respondents are notified through their UNH-issued email. The notice will include a summary of the allegations made against them, charges under consideration, proposed sanctions, and the resolution options available. The notice will also specify instructions on procedures for responding and deadlines, and the date, time, and location of the meeting. Requests to reschedule conduct meetings are typically only granted when there is an academic conflict.
        i. **Conduct Conference.** The Respondent is denying responsibility for one or more of the charges under consideration and agrees to participate in a one-on-one fact-finding meeting with a Conduct Officer. This will allow for further exploration of other facts and circumstances of the alleged misconduct. The burden is on the respondent to prove that their position has merit. The Respondent will have an opportunity to share their perspective about the incident in question, clarify or correct any information submitted for review and answer questions specific to their alleged involvement.
    b. **Decision.** Typically, the Conduct Officer will send the Respondent a written notice of the decision as to whether the charges have been substantiated or not, based upon preponderance as the standard

of proof, the rationale for the determinations, and the assigned sanctions (if any) five (5) business days after the meeting or at the conclusion of the conduct process when such cases involve multiple respondents.

2. When the potential sanctions, as set forth in Article IV, either for a single incident of serious prohibited conduct or a persistent pattern of less severe prohibited conduct, could reasonably result in University Housing Removal (for a period of time or indefinitely), University Suspension, or University Dismissal, the case is referred to a **University Hearing**. The following procedures apply to resolve the alleged prohibited conduct:
    1. **Notice.** Respondents, and Complainants when applicable, are notified through their UNH-issued email. The notice will include a detailed summary of the allegations made against the respondent, charges under consideration, and the resolution options available. The notice will also specify deadlines and instructions on procedures for responding, the date, time, and location of the preliminary meeting, and relevant links or attachments where the Code of Conduct is located and can be accessed.
    2. **Preliminary Meeting.** The preliminary meeting is likely to be the first time for the Respondent to review all relevant information that will be used to support the charges brought forth against them and to have the procedures to be followed at a live hearing explained. If the date, time, and location of the hearing have been confirmed and the names of the Panel or Hearing Officer are known, this information will also be shared at that time. Additionally, the Respondent should be prepared to identify the advisor (if any) that will support them for the duration of the conduct process, to discuss alternative resolutions of the matter without a hearing, and to resolve special considerations, answer other questions, and share information prior to the hearing. Requests to reschedule preliminary meetings are typically only granted when there is an academic conflict.
    3. **Additional Investigation.** If the Respondent does not accept responsibility for the charges and admit to the allegations, the Director may proceed with further investigation if necessary. The Respondent may provide a written response to the allegations within three (3) days of the preliminary meeting, with any relevant information, including supporting documentation, they want to be considered and the names and contact information for any witnesses they want to be interviewed. Reasonable attempts will be made to interview relevant witnesses and additional information, documentation, and witnesses from other sources may be explored. The Director will consider information that is relevant, material, and temporally proximate to the conduct at issue. As appropriate, the Director will provide both the Respondent (and any Complainants) with periodic status updates during the investigation.

        Any additional investigation will be completed expeditiously with a timeline of twenty (20) days; however, the actual duration of each investigation may vary commensurate with its complexity, the severity, and extent of the allegations, the number of witnesses, the need for language assistance or accommodation of disabilities, and the possibility of interruption by break periods. If the duration of an investigation substantially exceeds these estimates, the Director will notify the parties, in writing, of any such delay.
    4. **Options for Resolution.**
        1. **Administrative Hearing.** Respondents who accept responsibility for all charges but disagree with the proposed sanctions will have their case resolved by a single Hearing Officer. The Hearing Officer will not revisit the question of alleged prohibited conduct, but rather consider the Respondent's petition for a lesser consequence before imposing the appropriate sanction. The full range of sanctions is available for the Hearing Officer, including dismissal.
        2. **Panel Hearing.** Respondents who deny responsibility for one or more of the charges under consideration and contest the allegations will have their case adjudicated by a body of trained community members comprised of faculty, staff, and students.

5. **Pre-Hearing Submissions.** Community Standards reserves the right to verify the accuracy and authenticity of germane information shared prior to and during the hearing process, including witnesses, authors of letters or documentation submitted, and inspect documents in an effort to corroborate the account provided by the student. The Director, in consultation with the Chair, will establish a reasonable deadline for these submissions, typically no longer than five (5) business days.

   Formal rules of evidence do not apply, and the Chair shall make all determinations regarding the admissibility, probative value, prejudicial effect, repetitiveness, redundancy, relevancy, etc., of evidence presented. Evidence that was excluded or redacted from the record as impermissible will not be admissible at the hearing. Hearsay is admissible if the Chair finds that it is generally reliable, but any party may present reasons that admitted hearsay evidence is or is not sufficiently reliable to be the basis for a finding of responsibility.

   Witnesses presented on behalf of the parties must have factual first-hand knowledge of the incident in question. In cases requiring special expertise, the University may appoint individuals with similar expertise to serve as consultants to the hearing body. The consultant may be present and provide information as called upon during the hearing. Expert Witness testimony is admissible only when the Director determines that such testimony is potentially relevant to the investigation and where the investigator determines that the expert witness is qualified to provide such testimony. In order for expert witness testimony to be considered for purposes of adjudication, they must be available to attend the live hearing and must testify at the live hearing if called by the Panel. The expert witness must also submit to cross-examination. If an expert witness is not available to testify at the live hearing and/or does not testify when called at the live hearing, any prior statement, testimony, or written report submitted may not be considered to determine responsibility.
6. The parties may request extensions that may be granted, if reasonable, at the discretion of the Director. Extensions granted to one party will be granted to the other party. Delays simply to prolong the process will not be permitted, and failure to meet deadlines will generally result in forfeiture of a party's ability to participate in that aspect of the process. Subject to a demonstration of compelling circumstances, a party who declines or fails to participate in a meeting or interview, provide evidence, or suggest witnesses, waives their right to do so upon the issuance of the final report and/or record.
7. **Notice of Hearing**. Hearings are scheduled as timely as possible. All efforts will be made to provide notice of hearing no less than three (3) days or no more than ten (10) days after a notice of allegations has been issued. The Respondent may waive the three-day notice. Time limits for scheduling meetings and hearings may be extended at the discretion of the Director. If the notice does not include the names of the decision-maker(s) slated for adjudication, the parties will be notified, in writing, at a later time, prior to the hearing. Hearings may take place in person or via video conference or other remote technology.

   In matters where there is more than one Respondent arising from the same incident, the Chair in consultation with the Director and the parties may order a consolidated or severed hearing. Respondents may request that hearings be conducted separately. In the case of a consolidated hearing, the Chair may reasonably adjust timelines and procedures if doing so is likely to result in reliable and more efficient outcomes without causing prejudice to the parties involved or confusion for the fact finders. When a hearing occurs at the end of an academic semester, including, but not limited to reading days and final exams, and during the summer and winter breaks, the Director may assign cases to a single Hearing Officer.
8. **Request to Delay.** The Respondent may request a postponement of no more than three (3) business days for reasonable cause. The Director will determine the validity of the request. Absent

extenuating circumstances, a request for a postponement must be made in writing, include supporting rationale, and be received by the person sending the hearing notification at least two (2) business days before the scheduled hearing. The University reserves the right to reschedule a hearing for the first appropriate available date. Given the number of individuals involved in a hearing, and the attendant difficulty of scheduling and rescheduling them in a timely manner, it may not be possible to accommodate all scheduling requests. The Chair may postpone and reschedule a hearing, without a request by the parties, when the cause to do so arises.

9. **Challenge for Impartiality**. The Respondent and Complainant have the right to a hearing by an unbiased decision-making body, and the right to challenge the body that is serving in such capacity and the Chair, on the grounds of bias or conflict of interest. The Director will determine the validity of the objection but shall not impair the independence of designated hearing body, though they may provide procedural advice at all times and exercise best judgment to avoid acting in dual roles in the same conduct case.

   The provisions about bias and conflict of interests shall not be construed so widely as to eliminate broad categories of panelists and no panel member will be excused solely on the basis of a protected characteristic in accordance with the University's Statement of Nondiscrimination. Mere knowledge of the events at issues shall not disqualify a panel member. Where actual bias or conflict of interest is established, the Respondent or Complainant may request that a panel member be excused because of a proven conflict of interest as provided in the foregoing provisions assuming they have not already recused themselves, to ensure that the process is managed by individuals that eliminates the identified bias or conflict.

   Actual bias is an articulated prejudice in favor of or against one party or position; it is not a generalized concern about the personal or professional backgrounds, positions, beliefs, or interests of the decision-makers in the process. Panel members should be alert to potential personal, economic, or legal conflicts of interest between themselves and the persons bringing matters to the Panel or the student against whom a matter has been brought.

   Panel members having past or present ties of kinship, marriage, or other very close personal relationship to any of the parties involved in the matter should notify the Chair that a conflict of interest exists and be automatically excused from participation; the nature of the relationship need not be disclosed to the Chair. Panel members having some form of close professional relationship with one or more of the parties involved in the matter (e.g., collaboration or cooperation in research, writing, or teaching with a colleague or service as an ongoing academic adviser, athletic coach, employed in the same department or unit or instructor to the student in class that is smaller in size) should notify the Chair that a potential conflict of interest exists.

   A Panel member should inform the Chair that the nature of the matter creates an occasion for a conflict of interest and may request to be excused from participation. Similarly, all issues relating to conflict of interest should be raised by the student and settled before the Panel begins consideration of the matter. Questions relating to conflict of interest may not be raised after the Panel has reached decisions, nor may they be grounds for appeal of the hearing results.

   The foregoing provisions are intended not to be inclusive of all possible situations of conflict of interest, but rather to provide guidance. It is the intention of these provisions to enable the Panel to avoid both the appearance and the reality of conflict of interest so that the community will have confidence in the fairness of the proceedings. In case of doubt, the Chair and panel member should assume that a potential conflict of interest exists.

10. **Advisor Assistance.** As an alternative or in addition to utilizing a university-trained advisor, the Respondent and Complainant have the right to be assisted by an advisor of their choosing during

the conduct process and at the hearing. The role of the advisor is to provide support and assistance in understanding and navigating this process. To protect the privacy of those involved, all advisors not trained by Community Standards are required to sign a confidentiality agreement prior to attending an interview or otherwise participating in the University's process.

The University's duty is to the student, not the advisor. All communication is made directly with the student. The process will not be unreasonably delayed to accommodate the schedule of the advisor. An advisor must familiarize themselves with university policy and may be provided with written expectations in advance of participation in university proceedings. The advisor may not testify in or obstruct an interview, author-written submissions, create a recording or transcription of the meeting, bring electronic devices into the meeting, or disrupt the process. The Director has the right to determine what constitutes appropriate behavior of an advisor and take reasonable steps to ensure compliance with this policy.

11. **Reasonable Accommodation.** A qualifying Respondent or Complainant has the right to reasonable accommodations to ensure the opportunity to participate fully in the conduct process. Student Accessibility Services (SAS) is committed to and responsible for assuring students with disabilities receive equitable, effective, and meaningful access to all campus programs, resources, and services. The student who wishes to request accommodation should adhere to the procedures and documentation guidelines established by SAS. Students should advise Community Standards, in writing, of their intention to request accommodation no later than two (2) days prior to the scheduled hearing in order to permit sufficient time to make any necessary arrangements.
12. **Standard of Proof and Presumption of Non-Responsibility.** The University's prescribed standard of proof used to determine responsibility for policy violations is the preponderance of the evidence standard, when the information suggests that it is more likely than not that a violation occurred. Decision-making bodies shall make no assumptions or presumptions (including about the credibility or culpability of the parties to the proceeding or witnesses) and reach decisions as to whether the Respondent has violated university policy solely on the basis of the evidence and testimony presented to them.

    In incidents where the University is the Complainant, the Respondent will be presumed not responsible until the appropriate disciplinary authority, using the preponderance of evidence standard, determines that a policy violation has occurred. When participating in any of the University's conduct processes, neither the Respondent nor Complainant bears the responsibility to prove or disprove allegations. It is the University's role to gather information and apply an unbiased and transparent process so that the appropriate decision-maker can determine the outcome.
13. **Decision.** Following the conclusion of the hearing, the Respondent will be notified in writing of the hearing results outlining the findings of fact, rationale any determination whether the student is responsible for violating the Code of Conduct and the sanctions, if any. If sanctions are imposed, they will be issued in consideration of the specific circumstances of the case, institutional precedent, disciplinary history, aggravating and mitigating circumstances, and community impact. If the hearing results involve outcomes of Disciplinary Probation, University Housing Removal, University Suspension, or University Dismissal, a summary of the appeal procedures will be included.
14. **Disciplinary Proceedings Held in Absentia.** Students have a duty to cooperate with the university's conduct system and an obligation to provide truthful information. Because the most accurate and fair review and understanding of the facts of the incident at issue can best be accomplished when all parties are present, refusal to respond or participate will be considered a forfeiture of the party's right to address the allegations and denies the decision-making body from learning important information that could influence the outcome of the proceeding.

Although no inference or adverse action may be drawn against a student for failing to participate in a Conduct Conference or University Hearing, the University reserves the right to proceed with the conduct process to its conclusion in the student's absence except when there are exigent circumstances. Any findings of responsibility or non-responsibility will be based on the information available, sanctions issued, and related deadlines will be documented in an outcome letter and sent to the applicable parties.

**NOTIFICATION: (NOTICE TO ACCUSER AND ACCUSED)**

UNH will simultaneously notify, in writing, both the accuser and accused of:

a. The result of any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault or stalking.
b. The institution's procedures for the accused and the victim to appeal the result of UNH's disciplinary proceeding, if such procedures are available
c. Notification of any change to the results
d. Notification of when the results become final.

**TYPES OF SANCTIONS:**

The aim of sanctioning are to protect the University community, deter future misconduct, promote individual accountability, and enhance ethical development. Sanctions should be commensurate with the violations found to have occurred. Where appropriate, the sanction shall include the period of duration, any conditions to be observed during that period, and the conditions for termination of the sanction. Any one or more of the following can be issued to the respondent.

The types of sanctions that can be imposed for violations of sexual and domestic violence include the following:

a. Formal Warning
b. Disciplinary Probation
c. University Housing Probation
d. University Housing Suspension
e. University Housing Dismissal
f. University Suspension
g. University Dismissal
h. Discretionary Assignment or Activities
i. Loss of Privileges.

**DISCIPLINARY PROCEDURES FOR EMPLOYEES:**

It is the policy of the University of New Hampshire to uphold the constitutional rights of all members of the University community and abide by all United States and New Hampshire State Laws and University System of NH, and University of NH policies applicable to discrimination and harassment. No member of UNH may engage in discriminatory or harassing behavior within the jurisdiction of the University that unjustly interferes with any individual's required tasks, career opportunities, learning, or participation in university life.

The Director of the Civil Rights and Equity Office is responsible for the monitoring of the policy, and has oversight of all processes that are covered by the policy (including the process for student misconduct involving discriminatory harassment). The Director is the Title IX Coordinator, and has special responsibility for actions regarding sex discrimination and sexual harassment in an institution of higher learning; pursuant to this Policy and in accordance with UNH Student Rights, Rules and Responsibilities, the Director has designated the Director of the UNH Community Standards Office to conduct specified functions of the Title IX Coordinator in addressing allegations of sexual harassment between UNH students. The Director of the Civil Rights and Equity Office (Title IX Coordinator) may also designate other appropriate administrators to perform duties that are described in this policy as responsibilities of the Title IX Coordinator. In addition, there are state legal requirements that any instance of sexual harassment of a student by an employee (faculty, administrator or staff) that comes to the attention of another employee must be reported; at UNH, reporting will be to the Director of the Civil Rights and Equity Office. The ADA Compliance Officer, whose position is located in the Civil Rights and Equity Office, is directly responsible for disability compliance, and monitors all such complaints and issues.

**SUPPORT AND RESOURCES:**

Members of the UNH community who believe they are being subjected to discriminatory practices or discriminatory harassment may want to seek advice and support from certain on-campus resources. These individuals/departments can provide complainants with information on the many options available. UNH may provide information and support whether or not a complainant chooses to seek formal or informal resolution. Any University community member, whether student, faculty, or staff, may always contact the Director of the Civil Rights and Equity Office with a discrimination or harassment complaint, including sexual harassment. The Sexual Harassment and Rape Prevention Program (SHARPP) offers assistance and confidential support 24 hours a day. Complainants are encouraged to seek support where they feel most comfortable. Other resources include:

- Academic Department Chair, or any College/School Dean or Associate Dean
- Chief Diversity Officer/Community, Equity, Diversity
- Community Standards Office
- Directors of Academic Counseling
    - UNH Durham
    - UNH Manchester
    - UNH Franklin Pierce School of Law
- Human Resources
- International Students and Scholars Office
- Psychological and Counseling Services (PACS)
- Student Accessibility Services (support services for students with disabilities)
- The Beauregard Center (working closely with underrepresented and ally students)
- University Police

The Director of the Civil Rights and Equity Office will offer supportive measures to both complainants and respondents. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint[3] or Title IX Formal Complaint or where no formal complaint or Title IX Formal Complaint has been filed. Such measures are designed to restore or preserve equal access to the university's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the university's educational environment, or deter discriminatory harassment.

**FILING COMPLAINTS:**

**Report and Disclosure**: Any member of the University community and any person may report or disclose incidents of sexual discrimination or sexual harassment at any time in person, by mail, by telephone, or by electronic mail. The report or disclosure may be made to the Title IX Coordinator. Mandatory Reporters are required to report to the Title IX Coordinator all disclosures made to them alleging sexual harassment. Individuals are encouraged to report sexual harassment as soon as possible after the incident occurs to maximize the University's ability to respond promptly and effectively. Prompt reporting allows the University to obtain the most reliable information, be able to contact relevant witnesses (if any), and provide reasonable assistance and supportive measures for affected parties. The University does not limit the time for reporting sexual harassment incidents or filing a report of violation, however, and in all cases, a decision will be made on existing facts to determine if an investigation and hearings are necessary to comply with the law and to serve the University community.

**SUPPORTIVE SERVICES:**

Outreach, Supportive Services, and Intake: When the Title IX Coordinator receives a report of sexual harassment they will offer information to the impacted individual about the right to make a Title IX Formal Complaint for a violation of the policy, to receive supportive services and to participate in an intake. If the reporting person is not the impacted individual, only the impacted individual may make a Title IX Formal Complaint; provided that in limited circumstances the Title IX Coordinator can sign a Title IX Formal Complaint as well. The Title IX Coordinator will notify other administrators and UNH police as required and to the extent permitted by law

**COMPLAINT: FORMAL**

The Title IX Formal Complaint is a document filed and signed by the complainant (physical or digital signature, or signed by Title IX Coordinator) alleging sexual harassment against a respondent and requesting that UNH investigate the allegations of sexual harassment.

The Title IX Coordinator will notify the complainant and the respondent of the results of the review conducted under section 6.5.1. The complainant or respondent may appeal the finding that the conduct alleged does not meet the requirements of 34 C.F.R §106.

**NOTICE OF ALLEGATIONS:**

The Title IX Coordinator will provide all parties who are known with a notice of allegations that will include a copy of the Title IX Formal Complaint. The notice will state that the respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the hearing process, and will include a summary of available resources, the contact information for the Title IX Coordinator, a link to this policy and a caution against retaliation or knowingly making false statements or submitting false information. The notice of allegations will provide the respondent with sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident, if known. The notice of allegations will inform the parties that they may have an advisor of their choice (who may be, but is not required to be, an attorney), and that they will be able to inspect and review evidence as provided in this Title IX process. The university will not limit the presence or choice of an advisor for either the complainant or respondent in any meeting or hearing, except: 1) only one advisor and one support person may accompany a party; and 2) the advisor and support person may not participate in any way except as specifically permitted in this policy or as required by law.

**INVESTIGATION:**

After completion of any appeal of the determination under section 6.5, the Title IX Coordinator will appoint an investigator, who shall work under the direction of the Title IX Coordinator to complete a thorough, prompt, and impartial

investigation. The investigator will be trained in their responsibilities under Title IX and this policy, and be free from conflicts of interest or bias.

Title IX Coordinator shall provide a comment draft of the report to both the complainant and the respondent, and at the same time provide both parties with access to (or copies of) any evidence obtained as part of the investigation that is directly related to the allegations raised in a Title IX Formal Complaint. The parties will be provided with ten days to submit a written response containing suggestions to make the report more accurate. The investigator shall consider the written response(s) but is not required to accept any proposed change from either party.

**HEARING:**

UNH will provide for a live hearing with the decision-maker to adjudicate policy violation involving sexual harassment as provided by Title IX. The decision-maker will be free of conflicts of interest or bias. Such violations shall be decided as other offenses under this policy, subject to the following adjustments.

The Title IX Coordinator will assign an advisor, free of charge, to both parties, although either party may at their own cost select a different advisor of their choice. Each advisor shall be aligned with one party and responsible for advising that party on preparing for the hearing, reviewing evidence, and conducting cross examination. The complainant and the respondent have a right to choose to bring their own legal counsel as an advisor; advisors may be present at any meeting or hearing. Legal counsel shall provide the Title IX Coordinator with 24 hours' notice that counsel will be present at any hearing or meeting. University counsel may be present at any meeting or hearing as well. Advisors shall abide by the rules of decorum at every meeting or hearing and shall not disrupt any meeting or hearing.

The decision-maker will have been trained in their responsibilities under Title IX and this policy. The decision-maker will not be the same person as the Title IX Coordinator or the investigator.

The decision-maker will have an advisor to assist them to rule on the admissibility of evidence.

The complainant and the respondent have a right to have an advisor present at any meeting or hearing and to have access to appropriate advice about the hearing process. The parties must speak on their own behalf at hearings, except that only advisors (and not the parties themselves) may conduct cross examination of witnesses and the other party.

The Title IX Coordinator and the decision-maker shall assure that the complainant and respondent have the opportunity to present witnesses and argument, either in writing or in person as required, to reach a fair and accurate determination of the matter.

The Title IX Coordinator may conduct preliminary meetings separately with the complainant and respondent. The Title IX Coordinator may permit or require the parties to be in separate rooms or behind a screen during the hearing itself, and hearings may be held virtually, provided, however, that the respondent's right of confrontation shall be given appropriate weight and protection in fashioning protections for the complainant.

The decision-maker will issue a written determination regarding responsibility The Title IX Coordinator will provide the written determination to the parties simultaneously. The determination regarding responsibility becomes final either on the date that UNH provides the parties with the written determination of the result of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

**APPEAL:**

Either party may appeal 1) a decision by the Title IX Coordinator to dismiss a Title IX Formal Complaint under section 6.5 or section 6.9; or 2) a responsibility determination by the decision-maker. Parties have ten (10) working days in which to file such an appeal. Both parties will have ten (10) working days following receipt of notice of appeal in which to submit a written statement in support of, or challenging, the outcome. Subject to extension for good cause, appeals will be decided within twenty (20) working days thereafter.

The Title IX Coordinator will notify both parties in writing when an appeal is filed and implement appeal procedures equally for both parties.

The decision-maker(s) for the appeal may not be the same person as the decision-maker(s) that reached the determination regarding responsibility or dismissal, the investigator(s), or the Title IX Coordinator. The appellate decision-maker will issue a written decision describing the result of the appeal and the rational for the result. The Title IX Coordinator will provide the written decision simultaneously to both parties.

**RESOLUTIONS:**

Informal resolution cannot be utilized when a student alleges sexual harassment by an employee. UNH may not offer an informal resolution process unless a Title IX Formal Complaint is filed. Subject to these limitations, at any time prior to reaching a determination regarding responsibility the Title IX Coordinator may facilitate an informal resolution process, such as mediation, that does not involve a full investigation and adjudication, provided that UNH:

(i) Provides to the parties a written notice disclosing: The allegations, the requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a Title IX Formal Complaint arising from the same allegations (provided, however, that at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the Title IX Formal Complaint); and any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared; and
(ii) Obtains the parties' voluntary, written consent to the informal resolution process.

**Time Frame for Resolution:**

Any Title IX Formal Complaint will be investigated and adjudicated in a reasonably prompt time, generally 180 working days. Informal resolutions must be concluded in the same time frame as would apply to investigation and adjudication of a Title IX Formal Complaint. Temporary delay of the grievance process or the limited extension of time frames is permitted for good cause with written notice to the complainant and the respondent of the delay or extension and the reasons for the action. Just cause may include considerations such as the absence or unavailability of a party, a party's advisor, or a witness; concurrent law enforcement activity; the need for language assistance or accommodation of disabilities.

## State of New Hampshire Crime Statutes and Definitions

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

definition of consent. The State of New Hampshire does not define or recognize dating violence as a separate crime. It is found under the domestic violence statute.

**Domestic Violence:**
The state of NH defines domestic violence as follows: a person is guilty of domestic violence if the person commits any of the following against a family or household member or intimate partner:

(a) Purposely or knowingly causes bodily injury or unprivileged physical contact against another by use of physical force;
(b) Recklessly causes bodily injury to another person by use of physical force;
(c) Negligently causes bodily injury to another by means of a deadly weapon;
(d) Uses or attempts to use physical force, or by physical conduct threatens to use a deadly weapon for the purpose of placing another in fear of imminent bodily injury;
(e) Threatens to use a deadly weapon against another person for the purpose of terrorizing that person;
(f) Coerces or forces another to submit to sexual contact by using physical force or physical violence;
(g) Threatens to use physical force or physical violence to cause another to submit to sexual contact and the victim believes the actor has the present ability to execute the threat;
(h) Threatens to use a deadly weapon to cause another to submit to sexual contact and the victim believes the actor has the present ability to carry out the threat;
(i) Confines another unlawfully as defined in RSA 633:2, by means of physical force or the threatened use of a deadly weapon, so as to interfere substantially with his or her physical movement;
(j) Knowingly violates a term of a protective order issued pursuant to RSA 173-B;4, by means of the use or attempted use of physical force or the threatened use of a deadly weapon;
(k) uses a physical force or the threatened use of a deadly weapon against another to block that person's access to any cell phone, telephone, or electronic communication device with the purpose of preventing, obstructing, or interfering with the report of any criminal offense, bodily injury, or property damage to a law enforcement agency or a request for an ambulance or emergency medical assistance to any law enforcement agency or emergency medical provider.

For purpose of this section "family or household member" means: the actor's spouse or former spouse, a person with whom the actor is cohabitating as a spouse, parent, or guardian; a person with whom the actor cohabited as a souse, parent or guardian but no longer shares the same residence; an adult with whom the actor is related by blood or marriage; or a person with whom the actor shares a child in commons. Intimate partner means a person with whom the actor is currently or was formerly involved in a romantic relationship, regardless of whether or not the relationship was sexually consummated.

**Dating Violence:**
The state of (NH) does not have a definition of dating violence.

**Sexual Assault:**
The state of New Hampshire defines sexual assault as follows:

**Aggravated felonious sexual assault**:
A person is guilty of the felony of aggravated felonious sexual assault if such person engages in sexual penetration with another person under any of the following circumstances:

(a) When the actor overcomes the victim through the actual application of physical force, physical violence or superior physical strength;
(b) When the victim is physically helpless to resist;
(c) When the actor coerces the victim to submit by threatening to use physical violence or superior physical strength on the victim, and the victim believes that the actor has the present ability to execute these threats;

(d) When the actor coerces the victim to submit by threatening to retaliate against the victim, or any other person, and the victim believes that the actor has the ability to execute these threats in the future;
(e) When the victim submits under circumstances involving false imprisonment, kidnapping, or extortion;
(f) When the actor, without the prior knowledge or consent of the victim, administers or has knowledge of another person administering to the victim any intoxicating substance which mentally incapacitates the victim;
(g) When the actor provides therapy, medical treatment or examination of the victim and in the course of that therapeutic or treating relationship or within one year of termination of that therapeutic or treating relationship;

(1) Acts in a manner or for purposes which are not professionally recognized as ethical or acceptable; or
(2) Uses this position as such provider to coerce the victim to submit;

(h) When, except as between legally married spouses, the victim has a disability that renders him or her incapable of freely arriving at an independent choice as to whether or not to engage in sexual conduct, and the actor knows or has reason to know that the victim has such a disability;
(i) When the actor through concealment or by the element of surprise is able to cause sexual penetration with the victim before the victim has an adequate chance to flee or resist;
(j) When, except as between legally married spouses, the victim is 13 years of age or older and under 16 years of age and;

(1) The actor is a member of the same household as the victim; or
(2) The actor is related by blood or affinity to the victim.

(k) When, except as between legally married spouses, the victim is 13 years of age or older and under 18 years of age and the actor is in a position of authority over the victim and uses this authority to coerce the victim to submit.;
(l) When the victim is less than 13 years of age;
(m) When at the time of the sexual assault, the victim indicates by speech or conduct that there is not freely given consent to performance of the sexual act.
(n) When the actor is in a position of authority over the victim and uses this authority to coerce the victim to submit under any of the following circumstances;

(1) when the actor has direct supervisory, disciplinary, or other authority authorized by law over, or direct responsibility for maintaining detention of, the victim by virtue of the victim being detained or incarcerated in a correctional institution, this secure psychiatric unit, a juvenile detention facility, or any other setting in which the victim is not free to leave; or
(2) When the actor is a probation or parole officer or a juvenile probation and parole officer who has direct supervisory or disciplinary authority over the victim while the victim is on parole or probation or under juvenile probation. Consent of the victim under any of the circumstances set forth in sub paragraph (n) shall not be considered a defense.

A person is guilty of aggravated felonious sexual assault without penetration when he intentionally touches whether directly, through clothing, or otherwise, the genitalia of a person under the age of 13 under circumstances that can be reasonably construed as being for the purpose of sexual arousal or gratification.

A person is guilty of aggravated felonious sexual assault when such person engages in a pattern of sexual assault against another person, not the actor's legal spouse, who is less than 16 years of age. The mental state applicable to the underlying acts of sexual assault need not be shown with respect to the element of engaging in a pattern of sexual assault.

A person is guilty of aggravated felonious sexual assault when such person engages in sexual penetration as defined in RSA 632-A;1, V with another person under 18 years of age whom such person knows to be his or her ancestor, descendent, brother or sister of the whole or half blood, uncle, aunt, nephew, or niece. The relationships referred to herein include blood relationships without regard to legitimacy, step children, and relationships of parent and child by adoption.

(a) Upon proof that the victim and defendant were intimate partners or family or household members, as those terms are defined in RSA 631; 2-B, III, a conviction under this section shall be recorded as "aggravated felonious sexual assault- domestic violence.
(b) In addition to any other penalty authorized by law, the court shall levy a fine of $50.00 for each conviction recorded as "aggravated felonious sexual assault- domestic violence" under this paragraph.

**Felonious Sexual Assault;**

A person is guilty of a class B felony if such person;

I. subjects a person to sexual contact and causes serious personal injury to the victim under any of the circumstances named in RSA 632-A; 2, or

II. Engages in sexual penetration with a person, other than his legal spouse, who is 13 years of age or older and under 16 years of age with an age difference between the actor and the other person is four years or more; or

III. Engages in sexual contact with a person other than his legal spouse who is under 13 years of age.

IV.

(a) Engages in sexual contact with a person, or causes the person to engage in sexual contact on himself or herself in the presence of the actor, when the actor is in a position of authority over the person and uses that authority to coerce the victim to submit under any of the following circumstances;

(1) When the actor has direct supervisory or disciplinary authority over the victim by virtue of the victim being incarcerated in a correctional institution, the secure psychiatric unit, or juvenile detention facility where the actor is employed; or

(2) When the actor is a probation or parole officer or a juvenile probation and parole officer who has direct supervisory or disciplinary authority over the victim while the victim is on parole or probation or under juvenile probation.

(b) Consent of the victim under any of the circumstance set forth in this paragraph shall not be considered a defense.

(c) for the purpose of this paragraph, "sexual contact" means the intentional touching of the persons sexual or intimate parts, including genitalia, anus, breasts, and buttocks, where such contact, or the causing of such contact, can reasonably be construed as being for the purpose of sexual arousal or gratification of the person in the position of authority, or the humiliation of the person being touched.

V. (a) upon proof that the victim and defendant were intimate partners or family or household members, as those terms are defined in RSA 631;2-B, III, a conviction under this section shall be recorded as "felonious sexual assault-domestic violence."

**Sexual Assault:**

I. a person is guilty of a Class A misdemeanor under any of the following circumstances:

(a) When the actor subjects another person who is 13 years of age or older to sexual contact under any of the circumstances named in RSA 632-A: 2.

(b) When the actor subjects another person, other than the actors legal spouse, who is 13 years of age or older and under 16 years of age to sexual contact where the age difference between the actor and the other person is 5 years or more.

(c) In the absence of any of the circumstances set forth in RSA 632-A: 2 when the actor engages in sexual penetration with a person, other than the actors legal spouse, who is 13 years of age or older and under 16 years of age where the age difference between the actor and other person is 4 years or less.

II. A person found guilty under sub paragraph I(c) of this section shall not be required to register as a sexual offender under RSA 651-B.

III.

(a) a person is guilty of a misdemeanor if such person engages in sexual contact or sexual penetration with another person, or causes the person to engage in sexual contact on himself or herself in the presence of

the actor, when the actor is an a position of authority over the person under any of the following circumstances:

(1) When the actor has direct supervisory or disciplinary authority over the victim by virtue of the victim being incarcerated in a correctional institution, the secure psychiatric unit, or juvenile detention facility where the actor is employed; or

(2) When the actor is a probation or parole officer or juvenile probation and parole officer who has direct supervisory or disciplinary authority over the victim while the victim is on parole or probation or under juvenile probation.

(b) Consent of the victim under any of the circumstances set forth in this paragraph shall not be considered a defense.

(c) for the purpose of this paragraph, "sexual contact" means the intentional touching of the persons sexual or intimate parts, including genitalia, anus, breasts, and buttocks, where such contact, or the causing of such contact, can reasonably be construed as being for the purpose of sexual arousal or gratification of the person in the position of authority, or the humiliation of the person being touched.

IV.

(a) Upon proof that the victim and defendant were intimate partners or family or household members, as those terms are defined in RSA 631:2-B, III, a conviction under this section shall be recorded as "sexual assault-domestic violence."

**Stalking:**

The state of (NH) defines stalking as follows:

I. A person commits the offense of stalking if such person:

(a) Purposely, knowingly, or recklessly engages in a course of conduct targeted at a specific person which would cause a reasonable person to fear for his or her personal safety or the safety of a member of that person's immediate family, and the person is actually placed in such fear.

(b) Purposely or knowingly engages in a course of conduct targeted at a specific individual, which the actor knows will place that individual in fear for his or her personal safety or the safety of a member of that individual's immediate family; or

(c) After being served with, or otherwise provided notice of, a protective order pursuant to RSA 173-B, RSA 458:16, or paragraph III-a of this section, or an order pursuant to RSA 597:2 that prohibits contact with a specific individual, purposely, knowingly, or recklessly engages in a single act or conduct that both violates the provisions of the order and is listed in paragraph II (a).

II. (a) "Course of conduct" means 2 or more acts over a period of time, however short, which evidences a continuity of purpose. A course of conduct shall not include constitutionally protected activity, nor shall it include conduct that was necessary to accomplish a legitimate purpose independent of making contact with the targeted person.

New Hampshire Law RSA 632-A: 2 describes the circumstances where sexual activity is not considered consensual. The safest, least ambiguous way to seek and receive consent is to use words. If you want consent, ask verbally and require a verbal answer. Do not rely on gestures, facial expressions, or vague/non-specific verbal answers. There should be mutual agreement based on shared desire for specific sexual activities and mutual discussion and awareness of the possible consequences for sexual activity. Remaining open, respectful, and accepting of each partner's expressing of agreement or disagreement to engage in sexual activity.

## Sexual Harassment

Sexual Harassment is prohibited by University of New Hampshire Policy. For more information about sexual harassment, including reporting options and resources please visit: https://www.unh.edu/diversity-inclusion/sexual-misconduct.

UNH's policy on Sexual Harassment and Sexual Violence can be found here: https://www.usnh.edu/policy/unh/v-personnel-policies/b-affirmative-action-and-equity.

It is the policy of the University of New Hampshire to uphold the constitutional rights of all members of the University community and to abide by all United States and New Hampshire State laws and University System of New Hampshire and University of New Hampshire policies applicable to discrimination and harassment.[1] In accordance with those laws and policies, all members of the UNH community will be responsible for maintaining a university environment that is free of discrimination and harassment based on race, color, religion, sex, age, national origin, sexual orientation, gender identity or expression, disability, veteran status, or marital status.[2] Therefore, no member of UNH may engage in discriminatory or harassing behavior within the jurisdiction of the university that unjustly interferes with any individual's required tasks, career opportunities, learning, or participation in university life.

The University of New Hampshire's Policy on Discrimination and Discriminatory Harassment covers all members of the UNH community, faculty, staff and students. It applies to applicants for employment and admission. Regardless of the process used to investigate and adjudicate complaints, any complaint may be filed with the Civil Rights & Equity Office, and in many cases, complaints must be monitored by that office.

***Reporting Sexual Harassment to UNH Law School***

You may report sexual harassment to the following offices:

**Dean for Students Office**
2 White Street
Concord, NH
603-513-5171

**Human Resources**
Holly Fadden (HR Operations)
2 White St. Rm 176 Concord, NH
603-513-5124

**Civil Rights & Equity Office**
305 Thompson Hall Durham, NH
105 Main St. Durham, NH
603-862-2930
603-862-1527 (TTY) or Relay NH:7-1-1

***UNH-Durham Campus Support Resources (Open to Law School Students)***

The following offices provide confidential support services:

**SHARPP Office**
Wolff House
2 Pettee Brook Lane, Durham NH
603-862-7233

**The Beauregard Center**
120 Memorial Union Building
83 Main St.
603-862-5204

**Health & Wellness**
4 Pettee Brook Lane
Medical Care 1-603-862-2856
After Hours: 603-862-9355
Employee Services 603-862-2856
TTY users: 7-1-1 (Relay NH)

**UNH Employee Assistance Office**
Nesmith Hall
131 Main St. Durham, NH
800-424-1749

**PACS**
Smith Hall 3rd Floor
3 Garrison Ave, Durham NH
603-862-2090
Relay NH 1-800-735-2694

## UNH ALCOHOL AND DRUG RESOURCE INFORMATION, POLICY AND LAWS

The University is committed to establishing and maintaining an environment that fosters mutually beneficial interpersonal relations and a shared responsibility for the welfare and safety of others. Because alcohol can have a significant effect on that environment, the University has adopted this policy for governing alcohol use by students, staff, faculty, visitors, and guests. The focus of University alcohol policy is to comply with local ordinances, state laws and federal laws that protect the health and welfare of individuals and the community. The possession, consumption and transportation of alcohol by persons under the age of twenty-one is illegal in New Hampshire. While University policy permits responsible consumption of alcohol at some places and times, the consumption of alcohol should never be the primary purpose or focus of an event and should always comply with applicable law. Alcohol-free social events are encouraged.

All students are prohibited from engaging in any of the alcohol-related behaviors described in the Prohibited Conduct section of the Code of Conduct.

### ALCOHOL IN RESIDENTIAL FACILITIES:

1. A legal age drinker may have just one open alcohol container at a time for personal consumption.
2. Possession or consumption of alcohol is permitted only in rooms, suites, or apartments where at least one of the assigned resident is at least 21 years old, and only by those of legal age.
3. All common sources of alcohol, including but not limited to kegs, punch bowls, or beer balls are strictly prohibited in UNH-owned residence halls and apartments on the Durham Campus regardless of age.

### ALCOHOL AT UNIVERSITY EVENTS ON CAMPUS:

Approval must be granted for each function being planned where alcohol, beer or wine will be served. This request must be submitted 30 days prior to the event. All bar service at Durham must be provided by Conferences and Catering, as holder of the Liquor License. For events at Franklin Pierce School of Law or the College of Professional Studies - Manchester, all bar service must be provided as under applicable state law restrictions. If requests are received with less than 30 day notice, the approver has the right to deny approval and service may not be granted.

### ALCOHOL GUIDELINES AT UNH:

The acquisition, distribution, possession, or consumption of alcohol must be in compliance with all local, state, and federal laws and university policy including the Alcohol Policy. Institutional restrictions on alcohol while on UNH property vary by location and in some cases by time.

1. Possession or consumption of alcohol while under the legal age
2. Engaging in any behavior which encourages, facilitates, or constitutes excessive or rapid alcohol consumption including, but not limited to keg stands, alcohol luges, beer bongs, borgs, beer/water pong, and other drinking games
3. Public intoxication or engaging in any behavior while under the influence that may endanger oneself or others regardless of age
4. Unauthorized or unlawful distribution, sale, or service of alcohol, regardless of age, except as expressly permitted by law and university policy
5. Permitting any underage individual or group to possess or consume alcohol or where alcohol is dispensed from common sources in a space owned, occupied, or controlled by the host

6. Unauthorized or unlawful possession or consumption of alcohol in open spaces, university buildings, common areas of university residential halls and apartment complexes, or in public except as expressly permitted by law and university policy
7. Control or operation of a vehicle while under the influence or impaired by alcohol

**DRUGS AND OTHER SUBSTANCES:**

Possession, consumption, manufacturing, or distribution of narcotic or other controlled substances except as expressly permitted by law and/or university policy. The legal status of cannabis is changing in many states and in other parts of New Hampshire, but the University of New Hampshire prohibits the possession and use of cannabis and cannabis-products.

a. Unauthorized or unlawful possession or consumption of narcotics or other controlled substances
b. Unauthorized or unlawful distribution, manufacture, or sale of narcotics or other controlled substances
c. Possession or use of drug paraphernalia
d. Permitting any individual or group to possess or consume narcotics or other controlled substances or where said substances are dispensed from common sources in a space owned, occupied, or controlled by the host
e. Control or operation of a vehicle while impaired by drugs or other substances
f. Being impaired by drugs or other controlled substances in public to the point where one's behavior adversely affects or could affect, the regular operations of members of the university community.

**ALCOHOL & CONTROLLED SUBSTANCE USE DURING WORK HOURS AT UNH:**

**Drug Free Workplace**

Goal. USNH views alcoholism and drug addiction as highly complex diseases that, once they have been diagnosed, can be addressed by appropriate treatment, and require the same consideration given to employees in cases of other illnesses. Because USNH values its employees, its only purpose in involving itself in the complex areas of alcoholism and drug addiction is to assist the employee in seeking treatment and returning to a state of effectiveness and productivity. The Employee Assistance Program (EAP) is available to assist with such illnesses. Every case is handled with the utmost confidentiality.

The use of prescription drugs will be permitted by policy in strict accordance with the prescription of a licensed health care professional.

Where the use of alcohol is permitted by policy, safety considerations and concern for the image of the institution require that discretion be exercised in the use of alcoholic beverages either on or away from USNH property.

In situations where the use of certain types of prescription and non-prescription medication may negatively affect mental concentration or coordination (such as antihistamines or "mood altering" drugs), safety considerations may require temporary reassignment of duties and responsibilities.

Legal Requirements. In accordance with the Drug Free Workplace Act of 1988 (Pub. L. No. 100-690, Title V, Subtitle D) employees are prohibited from the unlawful manufacture, distribution, dispensing, possession, or use of any controlled substance in the workplace. Each USNH institution will: (a) make a good faith effort to maintain a drug free workplace, (b) conduct a biennial review of its program to determine effectiveness, (c) implement changes to the program if needed, and (d) ensure that disciplinary sanctions are enforced. Each USNH institution will take the following actions within 30 days upon notification of an employee conviction: (1) take appropriate personnel action

against a convicted employee up to and including termination; (2) place a notice of the drug conviction in the employee's personnel file in accordance with normal disciplinary policy procedures; (3) require the convicted employee to utilize the services of the EAP and, (4) require the convicted employee to successfully complete an approved drug abuse assistance or rehabilitation program recommended by the EAP as a condition of continued employment.

Violations. In the event that an employee is found to be acting against policy as stated above, they will be subject to appropriate action, which may include a warning, reprimand, or suspension, referral to counseling or EAP, or discharge.

USNH institutions may establish an ongoing drug/alcohol free awareness that informs employees of:

**A.** The dangers of drug/alcohol abuse and the health risks associated with that abuse,
**B.** The policy of maintaining a drug/alcohol free workplace,
**C.** Any available drug counseling, rehabilitation program or an EAP, and
**D.** The penalties that may be imposed upon employees for violation of this policy.

**ENFORCEMENT POLICIES FOR ALCOHOL AND DRUG VIOLATIONS:**

In compliance with the requirements of the Drug-Free Schools and Communities Act Amendments of 1989, all students and employees of UNH are notified at least once a year, usually in the fall semester of UNH's drug and alcohol policies and procedures, enforcement of those policies, and risks regarding the use of alcohol and other drugs. The University also conducts a biennial review of UNH's alcohol and other drug programs and policies. The purpose of this report is to determine program effectiveness and consistency of policy enforcement for students and employees of the University and to identify and implement necessary changes.

The unlawful possession, use, sale and distribution of illicit drugs and alcohol on the University Campus or during University sponsored activities are prohibited. The UNH Police Department has primary responsibility for the enforcement of State underage drinking laws as well as the enforcement of Federal and State drug laws.

1. Students and employees who are found to be in violation of this state prohibition may be subject to arrest and conviction under the applicable criminal laws of local municipalities, the State of New Hampshire, or the United States. Convictions can result in sanctions including probation, fines and imprisonment.
2. Students who are found to be in violation of this stated prohibition are subject to discipline in accordance with the procedures of the Community Standards Systems. Discipline may include disciplinary probation, eviction of university housing or dismissal from the university.
3. Faculty and staff employees who are found to be in violation of this stated prohibition are subject to discipline in accordance with the applicable university employment rules and procedures. Discipline may include probation, suspension, or termination of employment. In addition to the above requirements, all employees are notified that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance by University employees on University premises or off our premises while conducting University business is prohibited. Violation of this policy will result in disciplinary action, up to and including termination and may have further legal consequences.

**FEDERAL DRUG LAWS:**

**Denial of Federal Benefits 21 U.S.C. 862**

A Federal drug conviction may result in the loss of federal benefits, including school loans, grants, scholarships, contracts, and licenses. Federal Drug Trafficking convictions may result in denial of Federal benefits for up to 5 years for a first conviction, 10 years for a second conviction, and permanent denial of Federal benefits for a third conviction. Federal drug convictions for possession may result in denial of federal benefits for up to 1 year for first conviction and up to 5 years for subsequent convictions.

**Forfeiture of Personal Property and Real Estate 21 U.S.C. 853**
Any person convicted of a Federal Drug Offense punishable by more than 1 year in prison shall forfeit to the United States any personal or real property related to the violation including houses, cars, and other personal belongings. A warrant of seizure is issued, and property is seized at the time an individual is arrested on charges that may result in forfeiture.

**Federal Drug Trafficking Penalties 21 U.S.C. 841**
Penalties for Federal Drug Trafficking convictions vary according to the quantity of the controlled substance involved in the transaction. The list below is a sample of the range and severity of federal penalties imposed for first convictions. Penalties of subsequent convictions are twice as severe. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces a mandatory life sentence and fines ranging up to $ 8 million.

Persons convicted on Federal charges of drug trafficking within 1,000 feet of a University (U.S.C. 845a) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least a year.

**Federal Drug Possession Penalties:**
Persons convicted on Federal charges of possessing any controlled substance face penalties of up to 1 year in prison and a mandatory fine of no less than $1000 up to a maximum of $100,000. Second convictions are punishable by not less than 15 days but not more than 2 years in prison and minimum fine of $2,500. Subsequent convictions are punishable by not less than 90 days but not more than 3 years in prison and a minimum fine of $5,000.

**STATE OF NH DRUG AND ALCOHOL LAWS:**

The legal drinking age in New Hampshire is 21. If you are under 21, it is illegal to:

1. Have in your personal possession any alcoholic beverages,
2. Misrepresent your age for purpose of obtaining alcoholic beverage,
3. Drive in a car having alcoholic beverage except when accompanied by a parent, step-parent, grandparent, step-grandparent, legal aged sibling, guardian, or domestic partner. “Legal age spouse” means a person 21 years of age or older.
4. Be in an area where alcoholic beverages are served unless accompanied by person 21 years of age.

**Penalty:** fine and/or jail sentence

It is illegal for anyone to:

1. Sell, give away or procure alcoholic beverage to a minor or individual who is intoxicated,
2. Charge for alcoholic beverages without a license,
3. Manufacture, sell, possess or use of a falsified ID,
4. To lend a driver’s license to be used for unlawful purpose

**Penalty:** fine and/or jail sentence

**(DWI) Driving While Intoxicated and Driving under the influence (DUI)**
**265-A: 2 Driving or operating under the influence of drugs or liquor; Driving or operating with excess alcohol concentration**. No person shall drive or attempt to drive a vehicle upon any way or operate or attempt to operate an OHRV:
(a) While such person is under the influence of intoxicating liquor or any controlled drug, prescription drug, over-the-counter drug, or any other chemical substance, natural or synthetic, which impairs a person's ability to drive or any combination of intoxicating liquor and controlled drugs, prescription drugs, over-the-counter drugs, or any other chemical substances, natural or synthetic, which impair a person's ability to drive; or
(b) While such person has an alcohol concentration of 0.08 or more or in the case of a person under the age of 21, 0.02 or more.

**265-A: 3 Aggravated Driving While Intoxicated.-**
A person shall be guilty of aggravated driving while intoxicated if the person drives, operates, or attempts to operate an OHRV, or if the person drives or attempts to drive a vehicle upon any way, or if the person operates or attempts to operate a boat:
I. While under the influence of intoxicating liquor or any controlled drug, prescription drug, over-the-counter drug, or any other chemical substance, natural or synthetic, which impairs a person's ability to drive or any combination of intoxicating liquor and controlled drug or drugs, prescription drug or drugs, over-the-counter drug or drugs, or any other chemical substance or substances, natural or synthetic, which impair a person's ability to drive and, at the time alleged:
(a) Drives or operates at a speed more than 30 miles per hour in excess of the prima facie limit;
(b) Causes a motor vehicle, boating, or OHRV collision resulting in serious bodily injury, as defined in RSA 625:11, VI, to the person or another;
(c) Attempts to elude pursuit by a law enforcement officer by increasing speed, extinguishing headlamps or, in the case of a boat, navigational lamps while still in motion, or abandoning a vehicle, boat, or OHRV while being pursued; or
(d) Carries as a passenger a person under the age of 16;
II. While having an alcohol concentration of 0.08 or more or, in the case of a person under the age of 21 at the time of the offense, 0.02 or more and, at the time alleged:

**265-A: 18 Penalties for Intoxication or Under Influence of Drugs Offenses**
I**.** Except as otherwise provided in this section:
(a) Any person who is convicted of any offense under RSA 265-A:2, I shall be:
(1) Guilty of a class B misdemeanor;
(2) Fined not less than $500;
(3) Referred by the court to an IDCMP and, if a first-time offender, required to submit to an alcohol and drug abuse screening within 14 days of conviction, and, if testing demonstrates the likelihood of a substance use disorder, to submit further to a full substance use disorder evaluation within 30 days of conviction, to be administered by a service provider indicated by the IDCMP, and thereafter to follow the service plan developed from that substance use disorder evaluation by the IDCMP;
(4) Required to complete a department of health and human services approved impaired driver education program prior to the restoration of the person's driver's license or privilege to drive; provided however, that if the person has previously completed such a program within the past 5 years and provides required proof, that shall serve as fulfillment of this requirement;
(5) Required to pay all fees arising from services provided by the IDCMP and its referrals for the service plan; (To see complete list of possible penalties see NH RSA 265-A:18).

**179:10 Unlawful Possession and Intoxication-**
I. Except as provided in RSA 179:23, any person under the age of 21 years who has in his or her possession any liquor or alcoholic beverage, or who is intoxicated by consumption of an alcoholic beverage, shall be guilty of a

violation and shall be fined a minimum of $300. Any second and subsequent offense shall be fined at least $600. For purposes of this section, alcohol concentration as defined in RSA 259:3-b of .02 or more shall be prima facie evidence of intoxication. No portion of this mandatory minimum fine shall be waived, continued for sentencing, or suspended by the court. In addition to the penalties provided in this section, the court may, in its discretion, impose further penalties authorized by RSA 263:56-b.
II. Except for persons convicted on the basis of intoxication, any person under the age of 21 years convicted of unlawful possession of liquor or beverage shall forfeit the same, and it shall be disposed of as the court directs. The proceeds, if any, shall be paid into the treasury of the county in which the proceedings were determined.

**Keg Registration Law**
Law requires sellers of keg beer to create a record of purchases and to obtain the identity of the purchaser. Sellers will attach a unique label to the retail keg which will enable law enforcement to determine the identity of the seller as well as the purchaser. If contents of the keg are consumed by a minor, law enforcement will have an avenue to identify the purchaser of the keg. Any person who removes the label shall be guilty of a violation which is punishable by a $1,000 fine.

**UNH ALCOHOL & DRUG RESOUCE INFORMATION:**

UNH provides a variety of programs and interventions for drug and alcohol abuse. Confidential information, assessment, referral, and short term counseling are available at Health and Wellness 603-862-WELL (9355). Employees may contact the Employee Assistance Office at 1-800-424-1749. Granite State Recovery Centers are set up across NH and ready to help people with abuse and addiction. They can be reached by calling 855-622-8271.

Information about UNH's full compliance with the Drug Free Schools and Communities Act, including the description of drug and alcohol abuse education and intervention programs, can be found in UNH's Drug-Free Schools and Campuses Regulations Biennial Review. A copy of this review can be obtained at the UNH Police Department or by contacting Allison Jean at ajordan@unh.edu.

# UNIVERSITY OF NH
# Franklin Pierce School of Law
# 2023 Annual Fire Safety Report

**CONCORD FIRE DEPARTMENT**
24 Horseshoe Pond Lane
Concord, NH 03301
603-225-8650 or 911

The Concord Fire Department is a full-time, professional, full-service fire department, on duty 24-hours per day, 365 days per year. The department responds to all types of fires, medical aids and hazardous material emergencies both in the City of Concord and on the UNH Law School campus.

Concord Fire Department is an agency that endeavors daily to live up to their vision of being a well-respected and progressive public safety organization. They take pride in a history of recognized service to their community. Their core values gives them the passion to perform this often difficult and dangerous work and reminds them to earn the trust, respect, and support of the community by always using best practices to protect the people who live, work, and visit the City of Concord.

Concord Fire Department is honored to serve and protect the citizens of the City of Concord by providing a wide range of services, including fire suppression, basic and advanced life support

emergency medical care, fire safety inspections and education, car seat safety checks, regional emergency communications, fire alarm and traffic signal maintenance, as well as many other services intended to meet the specific needs of our citizens.

# UNH Franklin Pierce School of Law Residential Facilities – Concord NH

| **UNH School of Law Residential Facilities** | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| UNH Law School Residential Facilities | Fire Alarm Monitored by UNH PD | Partial Sprinkler System | Full Sprinkler System | Smoke Detection | Fire Extinguisher Devices | Number of Extinguishers Per Floor | Evacuation Plans/ Placard | Number of Fire Drills each Academic Year | # of Residents |
| 10 Blanchard Street Concord | N | *N* | *N* | Y | 1 | 0 | N | 0 | 2 |
| | | | | | | | | | |
| 12 White Street Concord | N | N | *N* | Y | 1 | 0 | N | 0 | 3 |
| | | | | | | | | | |
| 14 White Street Concord | N | N | *N* | Y | 1 | 0 | N | 0 | 4 |
| | | | | | | | | | |
| 25 Essex Street Concord | N | N | *N* | Y | 1 | 0 | N | 0 | 6 |
| | | | | | | | | | |

## Fire Statistics for UNH School of Law campus residential buildings

### Statistics and Related Information Regarding Fires in Residential Facilities for CY 2020

| **Residential Facilities (Name and Address)** | Total Number of Fires in Each Building | Fire Number | Cause of Fire | Number of Injuries That Required Treatment at a Medical Facility | Number of Deaths Related to a Fire | Value of Property Damage Caused by Fire (in USD) |
|---|---|---|---|---|---|---|
| **10 Blanchard Street** | 0 | NA | NA | NA | NA | NA |
| **12 White Street** | 0 | NA | NA | NA | NA | NA |
| **14 White Street** | 0 | NA | NA | NA | NA | NA |
| **25 Essex Street** | 0 | NA | NA | NA | NA | NA |

### Statistics and Related Information Regarding Fires in Residential Facilities for CY 2021

| **Residential Facilities (Name and Address)** | Total Number of Fires in Each Building | Fire Number | Cause of Fire | Number of Injuries That Required Treatment at a Medical Facility | Number of Deaths Related to a Fire | Value of Property Damage Caused by Fire (in USD) |
|---|---|---|---|---|---|---|

| | | | | | | |
|---|---|---|---|---|---|---|
| **10 Blanchard Street** | 0 | NA | NA | NA | NA | NA |
| **12 White Street** | 0 | NA | NA | NA | NA | NA |
| **14 White Street** | 0 | NA | NA | NA | NA | NA |
| **25 Essex Street** | 0 | NA | NA | NA | NA | NA |

**Statistics and Related Information Regarding Fires in Residential Facilities for CY 2022**

| **2Residential Facilities (Name and Address)** | Total Number of Fires in Each Building | Fire Number | Cause of Fire | Number of Injuries That Required Treatment at a Medical Facility | Number of Deaths Related to a Fire | Value of Property Damage Caused by Fire (in USD) |
|---|---|---|---|---|---|---|
| **10 Blanchard Street** | 0 | NA | NA | NA | NA | NA |
| **12 White Street** | 0 | NA | NA | NA | NA | NA |
| **14 White Street** | 0 | NA | NA | NA | NA | NA |
| **25 Essex Street** | 0 | NA | NA | NA | NA | NA |

# UNH – Franklin Pierce School of Law FIRE SAFETY POLICY

If a fire occurs in a University of New Hampshire School of Law, apartment, community members should pull the fire alarm, use the nearest safe exit to evacuate and notify Concord Police Department and Concord Fire Department immediately by calling 911. If a community member finds evidence of a fire that has been extinguished, and the person is not sure whether the Security Office has already responded, the community member should immediately notify UNHPD at (603)862-1212 to investigate and document the incident. For the purposes of including a fire in the statistics in the Annual Fire Safety Report.

## FIRE SAFETY:

Students must not engage in activities that create or maintain a fire or fire hazard. Specific rules pertaining to fire safety on University property include the following:

a. **Fire Safety Equipment:** Students may not tamper with or hang anything from fire safety equipment such as sprinklers, pull stations, fire extinguishers, smoke alarms, fire curtains, or any other equipment for fire prevention, detection, or response. This includes, but is not limited to, installing, decorating, hanging, or otherwise placing an item in a manner that may conceal exits or exit signs, sprinkler heads, and fire safety devices, or impede exit in any way.
b. **Open Flames and Gas Containers**: Deliberately setting fire to property is prohibited. In general, with the exception of portable lighters, students may not create open flames or possess devices that produce open flames including, but not limited to, butane torches and grills, without approval as part of a sanctioned educational/classroom activity or event. Flammable fuels such as kerosene, propane, butane, charcoal lighter fluid, and gasoline are prohibited on campus unless approved as part of a sanctioned educational/classroom activity or event.
c. **Evacuation**: Students are required to evacuate the building during a fire alarm in a timely manner.

**Residential Housing Fire Safety Policy and Regulations**

In addition to the rules described above, the following items are prohibited in on-campus housing:

a. **The following items are prohibited in all on-campus housing facilities:** Halogen lamps, electric heaters, electric blankets, lava lamps, and other decorative objects which heat up, live holiday decorations (i.e., Christmas trees), candles, wax tarts, incense, explosives, fireworks, hazardous chemicals, motorized vehicles of any kind, including hoverboards, or parts, repair tools, accessories for any motor vehicle, air conditioners, clothes washers and dryers, dishwashers, and water beds.

**PROCEDURES TO FOLLOW IN CASE OF A FIRE:**

If a fire occurs in a University of New Hampshire, residence hall or apartment, community members should pull the fire alarm, use the nearest safe exit to evacuate and notify Concord Fire Department immediately by calling 911. If a community member finds evidence of a fire that has been extinguished, and the person is not sure whether UNHPD has already responded, the community member should immediately notify UNHPD at (603)862-1212 to investigate and document the incident. For the purposes of including a fire in the statistics in the Annual Fire Safety Report.

**Procedures students and employees should follow in case of a Fire**
In the event of a fire the following are the procedures that should be followed by students or employees:

**Student Housing Evacuation Procedures in case of a fire:**

- If you hear the fire alarm immediately evacuate the building using the nearest available exit. Do not attempt to fight a fire unless you have been trained to do so.
- Awaken any sleeping roommates or suitemates. Prepare to evacuate by putting on shoes and coat if necessary. Feel the doorknob and the door. If they are hot, do not open the door. If they are cool, open slowly, if heat or heavy smoke rushes in, close the door immediately and remain inside.
- When leaving your room, be sure to take your key in case it is necessary to return to the room should conditions in the corridor deteriorate. Make sure to close the door tightly when evacuating.
- When exiting in smoky conditions keep your hand on the wall and crawl to the nearest exit. Always know more than one path out of your location and the number of doors between your room and the exit.
- Each resident should report to their assigned assembly area. Resident life staff should report to their assigned assembly area and make sure that students have cleared the building. Conduct a head count and do not allow re-entry into the building until directed to do so my emergency personnel.

**Fire Safety:**
University Residential life and Housing use a variety of safety equipment to contribute to a safe environment. Fire extinguishers, smoke alarms, sprinkler systems, exit signs, pull station alarm covers, and fire doors are all designed to help with your safety. Tampering with any of these systems could lead to dismissal from University Housing.

**Fire Precautions:**
To greatly reduce the change of a fire you should:

- Avoid running electrical cords under carpeting, where the cords can be stepped on and easily damaged.
- Use surge protectors with their own built-in-fuse
- Empty wastebaskets regularly

- Follow all fire safety and prevention rules and policies
- Do not overload electrical circuits and do not string extension cords over nails, under carpets or furniture, or in locations where they will wear.
- Use only approved appliances
- Do not operate appliances when you are not present and not operate appliances in closets or close to flammable materials
- Keep doors to stairwells closed
- Keep hallways clear of your belongings including shoes and boots
- Do not hang items on the electrical conduit, or fire sprinkler systems
- Flammable items such as stain, flammable cleaning solvents, butane, propane torches, gasoline, camping or cooking fuels, oil lamps, oil candles, are strictly prohibited.

Residents will be held financially responsible for acts of negligence or intent that result in damage to University property and/or the personal property of others.

**Fire Safety equipment in UNH Law School Residence Housing:**

**Malicious false alarms:**
Anyone activating a fire alarm without cause by pulling a pull station or tampering with any of the automatic fire detection devices is responsible for a malicious false alarm. This is a serious offense. By initiating such a false alarm, one exposes both residents and fire fighters to unnecessary risk. Those caught causing a malicious false alarm will be arrested and prosecuted to the full extent of the law and may be held accountable for any injuries or damages which occurs during a fire evacuation.

**Fire Extinguishers:**
Fire extinguishers are found in every residence. These are your first line of defense in case of a fire and could save your life or the lives of your friends. DO NOT TAMPER WITH FIRE EXTINGUISHERS. Eviction from the residence is a possible consequence for tampering with a fire extinguisher. There is a $100 charge for replacing a fire extinguisher that has been misused.

**Fire Safety Training**

Hands-on practical training of fire extinguishers that utilize live fire exercises is available upon request.

**Evacuation and Evacuation Procedures**

Building evacuation is required when the fire alarm is sounding. Residents shall exit the building and move as far away as possible for their own safety and to allow those responding to the alarm access to the building. It is important for residents to familiarize themselves with procedures before the need to evacuate in an emergency arises. Individual building evacuation routes are located in each residence hall. Residents should familiarize themselves with the nearest exit from their room as well as alternate exits, if the exit nearest to the resident's room is unusable.

There are common elements to all fire evacuation procedures: if you see fire, pull the fire alarm and evacuate the building; if you hear a fire alarm, evacuate the building at the nearest safe exit; do not take the elevator; once clear of the building, call 911; do not re-enter the building until you have received confirmation that it is safe to do so. "Building Evacuation Routes" are specific to each location.

**Fire log**

A fire log is available for review at the UNH Franklin Pierce School of Law located at 2 White Street Concord NH. The fire log is maintained at the main desk. The log is viewable Monday through Friday8 a.m.-4:30 p.m. excluding holidays. The information in the fire log includes information about fires that occur in residential facilities including the nature, date, time and general location.

## PLANS FOR FUTURE IMPROVEMENT IN FIRE SAFETY

The University Franklin Pierce School of Law does not have any planned improvements in fire safety at this time.

The Annual Security Report and Annual Fire Safety Report is published as required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. An electronic version of this report is available at www.unh.edu/upd. Paper copies are available upon request at UNH Police Department, 18 Waterworks Rd, Durham NH 03824. Inquiries regarding this publication should be directed to Clery Program Director Allison Jean at ajordan@unh.edu. Or by calling Allison Jean at 603-862-3700.