

LAKE LAND COLLEGE

Department of Safety and Security



2015 Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act Report and the Annual Fire Safety Report

Clery Report for the Lakeland College Main Campus, Milwaukee Center, Madison Center, Green Bay Center, Fox Cities Center, Chippewa Valley Center, Central Wisconsin Center, Japan Campus

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I would like to extend a welcome to all new and returning students, faculty and staff. Please feel free to speak with any of the Officers or myself regarding any questions or concerns you may have. Always remember your voice and opinion in our community matters. Again, on behalf of the Lakeland College Campus Safety and Security department, I welcome you to our community.

The Department of Campus Safety & Security's mission is to provide professional and courteous service to the Lakeland college students, faculty and staff and guest by providing a safe and secure environment in which to learn, live, grow and enjoy the Lakeland College community experience.

Lakeland College is located in a safe and friendly community; however, everyone must take precautions to protect themselves from becoming a victim of crime. Crime can occur anywhere; our community is no exception. It is our hope that you will take advantage of the services and programs we provide to help continue to keep the Lakeland College Community safe.

The Department of Campus Safety and Security consists of 3 fulltime, and 8 part-time armed professional staff security officers who are on duty 24/7, 365 days of the year. We are here to assist you in being successful and connecting you to resources on campus as well as off campus if needed. We are located on lower level of Brotz hall, W3745 North Drive Rm#19.

If you have any questions about this report please feel free to contact me at **920-565-1000 ext. 2501** or e-mail simondr@lakeland.edu.

Sincerely,
David R. Simon Jr.

I. The Annual Campus Security & Fire Safety Report - Introduction

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

II. Reporting Crimes and Emergencies

Lakeland College

To help provide a secure and safe environment, all members of the Lakeland community, including campus visitors, are expected, requested, and encouraged to report any criminal activity or emergency they observe. Reporting may be accomplished by contacting the Office of Safety and Security directly at **920-565-1126**. If there is an actual emergency requiring police, fire or medical response, please call **911** from a campus phone. To contact the Sheboygan County Sheriff's department non-emergency line, please dial **920-459-3112**.

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

In addition, should you not want to report a crime to the Safety and Security Department or the Sheboygan County Sheriffs Department, you may report a crime to the following areas:

Director of Counseling Cary Knier	Brotz Hall LL26	920-565-1034 ext. 2387
Director of Health Center Sherry Carstens	Brotz Hall LL27	920-565-1034 ext. 2385
Campus Chaplin Robert Sizemore	Laun 100	920-565-1021 ext. 2114
Dean of Students & Title IX Coordinator Eric Blacknall	Campus Center 108B	920-565-1043 ext. 2505

Central Wisconsin Center (Wisconsin Rapids)

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

If you need to report a crime or emergency at the Wisconsin Rapids Center, you can contact the Grand Rapids Police Department by dialing **911** in an emergency or dial **715.424.0688** in a non-emergency situation. Because no Safety and Security Officers are present at the Wisconsin Rapids Center, please report all crimes to the Grand Rapids Police Department.

Chippewa Valley Center

770 Scheidler Road, Chippewa Falls, WI 54729

If you need to report a crime or emergency at the Chippewa Valley Center, you can contact the Chippewa Falls Police Department by dialing **911** in an emergency or **715.723.4424** in a non-emergency situation. You can also contact the Chippewa Valley Technical College Safety and Security **715.833.6670** in a non-emergency situation. Report all crimes to the Chippewa Valley Technical College Safety and Security Department.

Fox Cities Center

2320 Industrial Drive, Neenah, WI 54956

If you need to report a crime or emergency at the Fox Cities Center, you can contact the Ashwaubenon Police Department by dialing **911** in an emergency or dial **920.492.2995** in a non-emergency situation. Because no Safety and Security Officers are present at the Fox Cities Center, please report all crimes to the Ashwaubenon Police Department.

Green Bay Center

2601 Development Drive, Green Bay, WI 54311

If you need to report a crime or emergency at the Green Bay Center, you can contact the Green Bay Police Department by dialing **911** in an emergency or dial **920.448.3200** in a non-emergency situation. Because no Safety and Security Officers are present at the Green Bay Center, please report all crimes to the Green Bay Police Department.

Madison Center

1650 Pankratz Street, Madison, WI 53704

If you need to report a crime or emergency at the Madison Center, you can contact the Madison Police Department by dialing **911** in an emergency or dial **608.266.4887** in a non-emergency situation. Because no Safety and Security Officers are present at the Madison Center, please report all crimes to the Madison Police Department.

Milwaukee Center

9000 W. Chester St. Milwaukee WI 53214

If you need to report a crime or emergency at the Milwaukee Center, you can contact the Milwaukee Police Department by dialing **911** in an emergency or dial **414.302.8000** in a non-

emergency situation. Because no Safety and Security Officers are present at the Milwaukee Center, please report all crimes to the Milwaukee Police Department.

Lakeland College Japan Campus
5-7-12 Shinjuku, Shinjuku-ku, Tokyo, 160-0022 Japan

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

III. Timely Warning

In an effort to provide timely notice to the Lakeland community, and in event of a serious incident which may pose a threat to our community, the Safety and Security Department will issue "timely warning" crime bulletins in a manner that is timely and will aid in the prevention of similar crimes. A warning will be issued when a crime occurs on or off campus that constitutes an ongoing or continuing threat to community members. The warnings are usually issued for the following crimes: arson, aggravated assault, criminal homicide, robbery, and sex offenses. They may also be issued for other crimes as deemed necessary.

The Safety and Security Department distributes "timely warning" bulletins in various ways. Once the College determines that an alert will be issued, the Safety and Security Department e-mails the announcement to the community and posts the information on the department web site (<http://www.lakeland.edu/studentservices/security.asp>). This warning may also be delivered via the Blackboard Connect system (College's emergency mass messaging system), postings in residential halls, mailbox stuffing, and/or a voice mail on the College's phone system. It should be noted that an institution is not required to provide a timely warning with respect to crimes reported to a pastoral or professional counselor.

IV. Reporting Crimes on a Voluntary, Confidential Basis

If you are a victim of a crime and do not want to pursue action within the College system or the criminal justice system, you may still want to consider making a confidential report. With your permission, the director or designee of the Lakeland College Safety and Security Department can file a report on the details of an incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure the future safety of yourself and others. With such information, the College can keep an accurate record of the number of incidents involving students, determine where there is a pattern of crime in 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 crime statistics for the institution.

V. Preparation of the Annual Disclosure of Crime Statistics

The College prepares this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. The Director of Safety and Security takes several steps to ensure required statistics are compiled correctly. Throughout the year, on a regular basis, members of the Safety and Security, and Residential Life Departments meet to discuss incidents occurring on campus. Statistics required for the Clery Act are compiled during these meetings. At the end of the year, the Director of Safety and Security sends a Crime Statistic Report Form to other “campus security authorities” requesting information on any crime statistics reported to them during the previous calendar year. In addition, the director solicits the required crime statistics from the Sheboygan County Sheriff Department and all the statistics are reviewed to ensure none of them have been “double reported”.

By October 1st of each year, a notice is emailed to all students that provides a direct link to the Lakeland College web site containing the Clery Act report (<http://www.lakeland.edu/studentservices/security.asp>). Hard copies of the report may be obtained at the Safety and Security Department located in the lower level of Brotz Hall. A notice is posted on the on-line application page for prospective employers through the Human Resources office. A notice is also placed in all the application packets for prospective students.

Preparation of the Annual Disclosure of Crime Statistics for the Central Wisconsin, Chippewa Valley, Fox Cities, Green Bay, Madison, Milwaukee & Japan Centers

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

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

There are no officially recognized student organizations or residential facilities affiliated with any of the off-campus centers. Crimes occurring at these locations are listed in the crime statistic section under the name of the center (Central Wisconsin, Chippewa Valley, Fox Cities, Green Bay, Madison, Milwaukee & Japan Centers) in the Clery Act report.

VI. Access to Campus Buildings and Residence Halls

Access to campus buildings and grounds is a privilege extended to students, faculty, staff, and authorized guests. The College encourages an open environment with limited constraints to ensure reasonable protection of all members of the community. Except for residence halls, most campus facilities are open during the weekday, during business hours. Individuals who wish to access

College buildings or property during business hours may call maintenance at **920-565-1000 x2270**. Individuals trying to access College buildings during non-business hours should contact the appropriate department administrator or the Office of Safety and Security.

All residence halls are equipped with an automated card access control system on the exterior doors that are used by students to enter their building. Guests and other visitors may visit residence halls as long as they have been authorized by a member of the community. The security doors to student residence halls remain locked 24 hours a day.

Lakeland College is committed to campus safety and security. Exterior lighting and landscape control is a critical part of that commitment. Members of the Grounds and Safety and Security Departments continually conduct security surveys to ensure campus lighting is adequate and the landscape appropriately controlled. Safety and Security Officers conduct routine checks of lighting on campus during regular assigned duties. If lights are out or very dim, Safety and Security Officers will initiate a service request for Maintenance personnel to respond and repair the problem. We encourage community members to report any deficiency in lighting to Maintenance at **920-565-1000 x2270** or Safety and Security at **920-565-1126 or x1126**. Maintenance personnel are also available to respond to calls for service regarding unsafe facility conditions. These conditions may include unsafe steps and handrails, unsafe roadways on campus, and unsecured equipment, etc. Maintenance personnel also check the College's, fire extinguishers, sprinkler valves, panic alarms, etc., on a scheduled basis and document their findings by completing a checklist and completing a work order for any problems they find while checking the equipment.

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

VII. Department Authority

The Office of Safety and Security is located in the Lower Level of Brotz Hall North entrance room 19, and provides protection and service to the Lakeland community by foot and vehicle patrol 24 hours a day, 7 days a week. A Director, two full time & eight part time professional armed staff and five student officers staff the Office of Safety and Security. They are trusted with the responsibility of making sure federal, state, and local laws, as well as College policies and procedures are followed and enforced.

The Safety and Security Professional Staff are not sworn officers therefore the Department does not have arrest powers but are trained and can detain for the safety of the Lakeland Community. Yet, we maintain a strong working relationship with the Sheboygan County Sheriff's Department, whom will be called onto campus when needed.

All victims of crimes as well as witnesses are encourage to report crimes to the Safety and Security Department, Local Law Enforcement agency or CSA's (Campus Security Authority). Prombt response can ensure the future safety of the victim and the Lakeland College community.

VIII. Policies and Procedures Encouraging Prompt Reporting of all Crimes

All faculty, staff, students, and visitors are encouraged to report all crimes and safety and security related incidents to the Lakeland College Safety and Security Department or Sheboygan County Sheriff's Department in a timely manner. By promptly reporting crimes, it will ensure inclusion in the annual crime statistics and will aid in providing timely warning notices to the community, when appropriate.

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

To contact Sheboygan County Sheriffs, who have jurisdiction covering the Lakeland Main Campus, please dial **920-459-3112** for the non-emergency number. **"911"** should be dialed in an emergency.

To report a crime or suspicious activity at the Central Wisconsin (Wisconsin Rapids) Center, please contact the Grand Rapids Police at **715-424-0688**. If it is an emergency that requires police, fire or EMS personnel to respond, please dial **"911"**.

To report a crime or suspicious activity at the Chippewa Valley Center, please contact the Chippewa Falls Police Department at **715-723-4424** or the Chippewa Valley Technical College Safety and Security at **715-833-6670**. If it is an emergency that requires police, fire or EMS personnel to respond, please dial **"911"**.

To report a crime or suspicious activity at the Fox Cities Center, please contact the Ashwaubenon Police at **920-886-6000**. If it is an emergency that requires police, fire or EMS personnel to respond, please dial **"911"**.

To report a crime or suspicious activity at the Green Bay Center, please contact the Green Bay Police at **920-492-2995**. If it is an emergency that requires police, fire or EMS personnel to respond, please dial **"911"**.

To report a crime or suspicious activity at the Madison Center, please contact the Madison Police at **608-266-4887**. If it is an emergency that requires police, fire or EMS personnel to respond, please dial **"911"**.

To report a crime or suspicious activity at the Milwaukee Center, please contact the West Allis Police at **414-302-8000**. If it is an emergency that requires police, fire or EMS personnel to respond, please dial **"911"**.

To report a crime or suspicious activity at the Japan Campus, please contact the Tokyo Police at +81 3-3346-0110. If it is an emergency that requires police, fire or EMS personnel to respond, please dial “110”.

If you are unsure whether what you have witnessed or experienced is a crime, please contact the Safety and Security Department and we will assist you with your situation. As stated earlier, it is imperative that all crimes get reported in an accurate and timely manner to the Safety and Security Department or the local police agency.

IX. Pastoral and Professional Counselors (Crime Reporting)

Campus “Pastoral Counselors” and campus “Professional Counselors”, when acting as such, are not considered to be campus security authorities and are not required to report crimes for the inclusion into the annual disclosure of crime statistics. As a matter of policy, they are encouraged, if and when they deem appropriate, to inform persons being counseled of the procedures to report crimes on a voluntary basis for inclusion into the annual crime statistics.

Pastoral Counselor (Campus Chaplain)

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

Professional Counselor (Campus Counselor)

An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification is a professional counselor.

X. Security Awareness Education

During new student orientation in July, new students are informed of services offered by the Lakeland College Safety and Security Department. Students are told about crime on campus and in the surrounding area. Crime prevention programs and sexual assault prevention programs are offered on a continual basis. Periodically during the academic year the Safety and Security department, in cooperation with the Health, Counseling Departments and other College organizations, present crime prevention awareness sessions on sexual assault, alcohol abuse, date rape drugs, theft prevention, etc.

All members of the community are continually reminded they must be responsible for their own security. This message is reinforced through programs offered by the department, the annual disclosure form, in the “timely warnings” distributed to the campus community.

XI. Crime Prevention & Safety Programs:

Residence Hall Fire Prevention Information

All residence hall rooms and common areas have smoke detectors that are hardwired and when activated will send an alarm to Priority One, who in turn calls Lakeland College Safety and Security Department. The Residence Life office and Safety and Security Department work together to conduct two fire drills (evacuations) from each residence hall during the academic year. The College requires complete evacuation of buildings during a fire alarm. Individuals who ignore fire alarms and required evacuations may face disciplinary action and fines.

Safe Ride / Walk Program

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

XII. Off Campus Safety and Security:

Lakeland College operates no off-campus housing or off-campus student organization facilities that would require the College to monitor off-campus criminal activity.

XIII. Possession, Use and Sale of Alcoholic Beverages:

The use of alcoholic beverages by members of the Lakeland College community is at all times subject to the alcoholic beverage laws of the State of Wisconsin and the Town of Herman. The consumption of alcoholic beverages is allowed only in the Pub and in the apartments (South, Morland, Kurtz, Hill) and suites (Friedli, Hofer) where the occupants and guests are of legal drinking age. Alcohol is not allowed in Krueger, Muehlmeier, Brotz and Grosshuesch Halls.

XIV. Possession, Use and Sale of Illegal Drugs:

The possession and use of controlled substances by members of the Lakeland College community must at all times be in accordance with the provisions of Wisconsin law and the rules of Lakeland College. No person may possess substances regulated by state or federal law unless dispensed and used according to prescription or otherwise authorized by law. Students who possess, use, or deliver controlled substances not dispensed and used according to prescription are subject to disciplinary action up to and including expulsion from the College.

Disciplinary action against a student under College rules does not preclude the possibility of criminal charges against the individual. The filing of criminal charges similarly does not preclude action by the College. The use of illegal drugs and the misuse of prescription and other drugs pose a serious threat to the physical and mental well being of students, faculty, staff, visitors, and guests of the College.

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

XV. Alcohol and Drug Policies

Policies

Lakeland College is concerned about the way in which alcohol use and abuse can affect the individual student, the rights and well being of non-users, and the primary mission of the College. The primary objectives of the Lakeland College Alcohol Policy and procedure are as follows:

1. To promote among the students of the College community responsible behaviors and attitudes as they relate to the use of alcohol.
2. To inform students about the possible effects of the use of alcohol upon themselves and the community.
3. To offer help to individual students experiencing special difficulties associated with the use of alcohol.
4. To promote an understanding of reasonable behaviors and attitudes related to complying with state law, local ordinances, and College regulations as they apply to the use of alcohol on the Lakeland campus.
5. To offer alcohol-free living environments and activities for those who desire them.

Lakeland College is opposed to the abuse of alcohol and use of controlled substances. It recognizes that alcohol and drug abuse are significant public health problems, which may result in impairment of social, educational and/or occupational functions. The goal of the College is to protect the health and environment of those associated with the College by promoting a broad program of education to all employees and students regarding substances associated with abuse and dependence. This would also include alcohol, prescription, and non-prescription drugs.

The College strives to establish and maintain an alcohol and drug-free working environment. Consequently, unlawful manufacturing, distribution, possession, or use of illicit drugs or alcohol is prohibited in, on, or about the College property, or as part of a College sponsored activity by the student or employees (individuals who receive any reimbursement from the College for their services).

The College expects all faculty, staff, and students to report to work and/or class free of the influence of alcohol or controlled substances and to obey related laws established and enforced by legal authorities (local, state, or federal). A member of the College community who violates the provisions of this policy or whose behavior is impaired by alcohol or agents that are controlled substances may be required to complete an appropriate rehabilitation program, at their own expense, as a condition to remain a part of the College. Violations of this policy may also result in disciplinary action, up to and including suspension or termination of employment/enrollment from the College and referral for prosecution.

Employees and students who need help in dealing with alcohol or drug related problems are encouraged to seek professional assistance. The Human Resources Coordinator or Student Development Office will help in locating agencies that can provide assessments or interventions for the individual seeking help. An employee or student's conscientious effort to discontinue the use or abuse of alcohol or the use of controlled substances will be encouraged and handled confidentially. The College recognizes the abuse of alcohol or the use of controlled substances impairs the proper performance of duties and responsibilities. Steps taken to deter the abuse of alcohol or use of controlled substances include a continuing program of education emphasizing the facts about drugs and alcohol, referral on a non-punitive basis to support services (medical or personal counseling), and a campus climate where personal influence deters drug use and alcohol abuse.

This policy expresses Lakeland College's commitment to the maintenance of a drug and alcohol free workplace. All students and employees, as members of the Lakeland College community, must abide by the terms of this policy and report their own conviction under criminal drug statute for violations incurring either in the workplace or during the performance of College-related duties within five (5) days after conviction, as required by the Drug-Free Workplace Act of 1988. Within 30 days of receiving notice of a conviction, the College will take appropriate action, such as employee termination, student dismissal, or required participation in a drug abuse assistance or rehabilitation program.

XVI. Sexual Assault Prevention Programs:

Sexual assaults continue to be a very serious problem facing many campuses today as the crime often goes unreported. The College's Health Service provides several programs through Safe Harbor throughout the year that deal with sexual assault prevention.

XVII. What to do if You Are a Victim of a Sexual Assault

If you are a victim of a sexual assault, please contact the Safety and Security Department immediately by calling **920-565-1126** and/or the Sheboygan County Sheriff Department at **920-459-3112**. If you have been a victim of sexual assault, do not wash or change clothes, valuable evidence could be lost. Hair fibers, semen, saliva, and anything containing DNA can be helpful in solving the case. A sexual assault victim should report the incident to the Safety and Security Department and/or Sheboygan County Sheriff's Department, even if the victim does not want to press charges. This will allow the investigators to gather important evidence should the victim later change his/her mind. A representative from Residence Life or the Student Development Office could be contacted if need be to provide support during the investigation of the incident. The victim may choose to pursue the investigation through the criminal justice system and/or the College judicial system.

A College representative will guide the victim through the available options and support the victim in his or her decision. Various counseling options are available from the College through the Health Office as well as the Counseling Department.

If the victim is uncomfortable contacting the Safety and Security Department or the Sheboygan County Sheriff's Department, he/she can notify a member of Residential Life, Campus Chaplain or Counseling Office for assistance. College personnel will assist the victim upon request in notifying the appropriate authorities. Students who are victims of a sexual assault will receive information regarding counseling opportunities on and off campus. Students can contact the Counseling Office at **920-565-1034 ext. 2387** for further information.

Lakeland College will assist the victim of a sexual assault in changing their academic and living situation upon request, if the change is deemed necessary. Lakeland's disciplinary proceedings are detailed in the Student Handbook. Both the accuser and the accused will be informed of the outcome of any institutional disciplinary proceeding brought about from an alleged sexual incident. Lakeland College may impose sanctions ranging from a warning to permanent separation from the College.

XVIII. Campus Sex Crimes Prevention Act

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education. The CSCPA is an amendment to the Jacob Wetterling Crimes against Children and Sexually Violent Offender Act. The CSCPA requires sex offenders, who must register under state law, to provide notice of enrollment or employment at any institution of higher education in that state where the offender resides, as well as notice of each change of enrollment or employment status at the institution of higher education.

Sex offender information in the State of Wisconsin is compiled by the Department of Corrections. The Department of Corrections website allows the public to search their sex offender database online. To learn the identity of registered sex offenders on or near campus, or anywhere in Wisconsin, visit (<http://offender.doc.state.wi.us/public/>), which can be searched by zip code or name.

You can look up each Lakeland College Center's zip code (page 2,3 of this publication) by visiting

http://www.mongabay.com/igapo/zip_codes/WI.htm

For information regarding the sex offender status of any individual employed or enrolled at the Lakeland College, please telephone or email the Lakeland College Safety and Security Department and request this information from the Director of Safety and Security, **920-565-1000 ext. 2501** or simondr@lakeland.edu

STATE OF WISCONSIN SEX OFFENDER LIST

<http://offender.doc.state.wi.us/public/>

XIX. Prevention and Awareness Programs

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

These are some of the following Alcohol, Drug, Sexual Assault and Wellness Programs presented by the Health and Wellness Department during 2013:

- Summer orientation with parents and students
- RA training (drugs/alcohol, depression/anxiety, emergency procedures)
- International orientation (discuss services and relationship issues)
- Non-traditional orientation
- Discuss services with athletic staff
- Visit Core I classes and learning skills classes to discuss services and stress management
- Calendar Clinic (help students organize their schedules and time management tips)
- Advisor Roundtable discussion regarding homesickness
- Programs in residence halls to discuss services available and stress management
- Wii Tournament/Wellness program (self care and drinking in moderation)
- Depression Screening Day
- R&R Tuesdays (Rest and Relaxation—meditation/relaxation group)
- Visualization/stress management with athletic teams
- Sexual Assault program with Safe Harbor
- Resolution Solution (help students set goal for the new year)
- Relaxation Vacation (area professionals offer free services to students—chiropractor, massage therapist, aromatherapies, dietician, acupuncturist, psychologist, fitness students)
- News Flush (monthly bathroom flyer to educate students of services on campus and discuss topics such as homesickness, SAD, anxiety, depression, ways to stay healthy, spring break tips, etc.)
- Light therapy demos for SAD
- Anxiety Screening
- Alcohol Screening
- Eating Disorders Screening
- Healthy relationships
- Safe Sex (skit)

XX. Daily Crime Log and Fire Log

The Lakeland College Safety and Security Department maintains a daily crime log that records the date an incident was reported, all crimes and other serious incidents that occur on campus, on or in a non-campus building or property, on public property, or within the patrol jurisdiction of the Safety and Security Department. The Daily Crime Log is open for public inspection and available at the Safety and Security Department located in the lower level of Brotz Hall. Our process for maintaining and posting the Daily Crime Log complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (as amended in October 1998).

The Daily Crime Log includes the nature, date, time, and general location of each crime reported.

The Lakeland Safety and Security Department posts specific incidents in the Daily Crime Log within one business day of receiving a report of an incident. The department reserves the right to exclude crime report information from the log under these circumstances:

- If posting the information jeopardizes an on-going investigation;
- If posting the information would cause a suspect to flee or evade detection;
- If posting the information could result in the destruction of evidence relating to the crime

Once these factors are no longer present, and/or there is no longer a chance that posting the information would adversely affect an on-going investigation, the information will be posted.

The most recent 60 days of crime logs are available to view on request. If you wish to view Daily Crime Logs older than the most recent 60 days, please contact the Director of Safety and Security at **920-565-1000 ext. 2501**.

XXI. Federal Bureau of Investigation Uniform Crime Reporting/National Incident-Based Reporting System Crime Definitions

Excerpted from the Implementing Regulations of the "Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" (originally the Campus Security Act) originally published in the *Federal Register* on April 29, 1994 (Vol. 59, No. 82) and November 1, 1999 (Vol. 64, No. 210).

The following definitions are to be used for reporting the crimes listed in 34 CFR sec. 668.46 (previously 668.47) in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting Program. The definitions for murder, robbery, aggravated assault, burglary, motor vehicle theft, weapon law violations, drug abuse violations and liquor law violations are excerpted from the *Uniform Crime Reporting Handbook*. The definitions of forcible and non-forcible sex offenses are excerpted from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Handbook.

The following Crime Definitions from the Uniform Crime Reporting Handbook:

Criminal Homicide-Manslaughter by Negligence

The killing of another person through gross negligence.

Criminal Homicide-Murder and Non-negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

Robbery

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

Aggravated Assault

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 and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Arson

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

Motor Vehicle Theft

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

Weapon Law Violations

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

Drug Law Violations

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

Liquor Law Violations

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

Sex Offenses Definitions from the National Incident-Based Reporting System Edition of the UCR Program

Sex Offenses-Forcible

Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

A. Forcible Rape-The carnal knowledge of a person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).

B. Forcible Sodomy-Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

C. Sexual Assault *With An Object*-The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

D. Forcible Fondling-The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

Sex Offenses-Non-forcible

Unlawful, non-forcible sexual intercourse.

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

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

Consent: is the presence of a yes to sexual contact, not the absence of a no.

Domestic Violence: Felony or misdemeanor crimes of violence committed by a victim's current or former spouse, current or former cohabitant, and person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

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 and where the existence of such relationship shall be determined based on a consideration of (a) The length of the relationship, (b) The type of relationship, and (c) The frequency of interaction between the persons involved in the relationship.

Stalking: Is engaging in a course of conduct 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 and as a direct result would cause a reasonable person to:

(A) Fear for the person's safety or the safety of others; or

(B) Suffer substantial emotional distress.

XXII. Harassment Policy

Sexual Harassment Statement

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

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

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

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

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

Discrimination and Harassment

The college values a community atmosphere that is free from all forms of discrimination and harassment and will endeavor to prevent such based on race, color, creed, religion, gender, sexual orientation, national origin, age, disability, handicap, developmental disability, ancestry, marital status or military service. For the purposes of college policy, the term harassment is defined as any verbal, written, electronic or physical conduct that a person knows or has reasonable grounds to know would intimidate, demean or degrade an individual's or group's character, self-worth or dignity. Behavior that will not be tolerated includes, but is not limited to, physical force or violence, stalking and threats.

Racial Harassment

Racial harassment is any verbal or physical conduct that shows hostility or aversion toward an individual because of his/her race, color or ethnic origin, or that of his/her relatives, friends or associates. Furthermore, it has the purpose or effect of creating an intimidating, hostile or offensive work, academic or co-curricular environment; and/or has the purpose or effect of unreasonably interfering with an individual's work, college housing, academic or co-curricular performance or otherwise adversely effects on an individual's employment, academic or co-curricular opportunities. Examples of verbal racial harassment include, but are not limited to, the following: name-calling, racial slurs or epithets or "jokes" that demean or belittle a victim's color, culture, history or speech patterns (accent). Other examples of racial harassment include, but are not limited to, the following: when a person's body, possessions or dwelling place are threatened or violated.

Harassment on the Basis of Sexual Orientation

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

Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature that expressly or implicitly imposes conditions upon, threatens, interferes with, or creates intimidating hostile or demanding environment for an individual's a) academic pursuits, b) college employment, c) participation in activities sponsored by the college or organizations or groups related to the college or d) opportunities to benefit from other aspects of college life.

Reporting Suspected Sexual Harassment

Any student with a sexual harassment concern or question, before filing a formal complaint, may contact the senior director for student success and engagement, student success coach, director or assistant director of safety and security, or residence hall staff member for counsel and assistance. Any individual, student or employee who believes that he/she may have experienced sexual harassment or who believes that he/she has observed sexual harassment taking place must report this information to one of the following officials:

- The director of human resources
- The senior director for student success and engagement
- The Department of Safety and Security
- The complainant's supervisor, when the supervisor is not the accused

Reports/complaints received in any of these offices in which the accused is an employee must, in turn, be immediately reported to the Human Resources office. Reports/complaints received by

any of these offices in which the accused is a student, in turn, must be immediately reported to the senior director for student success and engagement, who will process such complaints according to college policy and procedure. Reports/complaints in which the accused is neither a Lakeland employee nor a student shall be processed consistent with any other complaint by notifying one of the reporting officials above, although the college reserves the right to alter or modify the procedures, in its sole discretion, in order to effectively handle these complaints.

Sexual Abuse/Domestic Violence/Dating Violence/Stalking

Any form of physical abuse or intimidation is prohibited in the residence halls or anywhere on Lakeland College campus. Physical abuse and/or intimidation may invoke the Wisconsin Mandatory Arrest Law for domestic abuse. This law provides for the mandatory arrest of any person who commits any of the following acts against a roommate or former roommate:

- Intentional infliction of physical pain, injury or illness.
- Intentional impairment of physical condition.
- Sexual assault.
- A physical act or threat in conjunction with a physical act, that may cause the other to reasonably fear imminent engagement in the conduct described above.

Stalking

Is engaging in a course of conduct 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 and as a direct result would cause a reasonable person to:

(A) Fear for the person's safety or the safety of others; or

(B) Suffer substantial emotional distress.

Sexual Assault Policy

Lakeland College will not tolerate any form of sexual violence, coercion, intimidation or harassment as set forth in the Sexual Offense Policy and the Harassment Policy in this handbook.

It is expected that all interpersonal relationships of students will be characterized by honesty, equality, open communication and the nonviolent resolution of conflict. Any form of sexual contact without the free and full consent of both parties is completely contrary to these values and to other values that respect the integrity of the human person. Sexual violence (including sexual assault and relationship violence), coercion, stalking or harassment against individuals, whether perpetrated by a stranger or acquaintance, whether occurring on or off campus, and whether directed against a member of the campus community or someone outside of the campus community, will not be tolerated and can lead to college judicial action and/or civil action.

The 1992 Amendment to the Higher Education Reauthorization Act requires institutions to develop educational programs to promote awareness of rape, acquaintance rape and other forcible and non-forcible sex offenses. Lakeland College recognizes the need to promote such educational programs and has completed programs through new student orientation and special workshops held on campus.

Sexual assault is a violent and aggressive act, not a sexual act. Sexual assault, as defined by Wisconsin law, is classified into four degrees. First degree sexual assault is defined as sexual contact or intercourse without consent and causing great bodily harm or impregnation, by use or threat of use of a dangerous weapon, or aiding or abetting by one or more persons and having sexual contact without consent by use of force or violence. Second degree sexual assault is defined as sexual contact or intercourse with another person without consent by use of threat of force or violence causing injury, illness or disease. Also sexual contact or intercourse with a person known to be intoxicated, unconscious or known to suffer from diminished capacities of any sort that temporarily or permanently render the victim incapable of understanding the consequences of such conduct. Third degree sexual assault is rape. Wisconsin law defines third degree sexual assault as sexual intercourse with a person without any consent of that person and can occur if a person intentionally ejaculates, urinates or defecates upon any part of the body clothed or unclothed of the victim if such an act was intended for purposes of sexual degradation, sexual humiliation, sexual arousal or sexual gratification. First, second and third degree sexual assaults are all felonies. Fourth degree sexual assault, a misdemeanor, is defined as sexual contact with a person without that person's consent. Sexual intercourse includes oral and anal copulation as well as penetration of genital or anal openings by a foreign object, including a finger.

Consent in Wisconsin law provides that consent can be given by an adult through express words or overt actions by a person competent to give consent. A person who suffers from a mental defect, diminished capacity or who is unconscious is presumed incapable of giving consent.

Sexual Assault Victim Assistance

If you feel you are or have been the victim of a sexual assault do the following;

- Report all sexual assaults, whether forced or non-forced, to the Department of Safety and Security, residence hall staff, the campus counselor, campus chaplain or campus nurse.
- Do not disturb any evidence; this includes bedding, clothing or anything that may assist in an investigation.
- Do not shower, wash yourself or go to the bathroom.
- Get medical attention at a hospital.

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

victim of an assault can receive treatment to injuries and preserve evidence at no cost to the victim, which means a claim does not need to be filed with your medical insurer. The medical center, in cooperation with Safe Harbor, offers safe and caring services to survivors of rape, incest, sexual abuse and sexual assault. Medical center staff will help victims and survivors soon after an assault or even weeks later. The Sexual Assault Response Team can be contacted at 920-451-5553.

Lakeland College will assist the victim of a sexual assault in changing their academic and living situation upon request, if the change is deemed necessary. Lakeland's disciplinary proceedings are detailed in this Student Handbook. Both the accuser and the accused will be informed of the outcome of any institutional disciplinary proceeding brought about from an alleged sexual incident. Lakeland College may impose sanctions ranging from a warning to permanent expulsion from the college.

Reporting and Investigation

Consider reporting the assault. Students should report the assault to the Department of Safety and Security at 920-565-2501 or 920-565-1126. The Director of Safety and security can help a student with filing a report of an assault to the police. Informing the Department of Safety and Security does not obligate a student to pursue action through the police or the campus judicial process. The information remains confidential until a victim chooses to pursue conduct or police action. Campus resources for supporting victims and survivors include the Counseling Center and the campus chaplain.

XXIII. Title IX Policy

I. Lakeland College Policy

Lakeland College fully adheres to all federal and state civil rights laws banning discrimination at institutions of higher education. Lakeland College will not discriminate against any employee, applicant for employment, student or applicant on the basis of race, color, sex, pregnancy, national origin (including ancestry), citizenship status, physical or mental disability, age, marital status, gender, veteran or military status, predisposing genetic characteristics, domestic violence victim status, or any other protected category under applicable local, state or federal law.

Gender discrimination and sexual harassment are prohibited by Title VII of the Civil Rights Act of 1964 as amended and Title IX of the Education Amendments of 1972.

II. Sexual Misconduct

It is the philosophy of Lakeland College that every student, staff, and faculty has the right to study, work, and live in an environment which is not hostile, offensive, or threatening. Violation of the policy on sexual harassment or sexual misconduct will result in disciplinary actions, which could include, but is not limited to, probation, academic/resident hall suspension or expulsion, or employment suspension or termination.

A. Definitions

1. Sexual misconduct offenses Include, but are not limited to . . .
 - a. Sexual Harassment
 - b. Non-Consensual Sexual Contact (or attempts to commit same)
 - c. Non-Consensual Sexual Intercourse (or attempts to commit same)
 - d. Sexual Exploitation
2. Sexual Harassment is . . .
 - unwelcome, gender-based verbal or physical conduct that is,
 - sufficiently severe, persistent or pervasive that it,
 - has the effect of unreasonably interfering with, denying or limiting someone's ability to participate in or benefit from the university's educational program and/or activities, and
 - is based on power differentials (quid pro quo), the creation of a hostile environment, or retaliation.
3. Non-Consensual Sexual Contact is . . .
 - any intentional sexual touching,
 - however slight,
 - with any object,
 - by a person upon a person,
 - that is without consent and/or by force
4. Sexual Contact includes . . .
 - Intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; any intentional bodily contact in a sexual manner, though not involving contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

5. Non-Consensual Sexual Intercourse is . . .

- any sexual intercourse
- however slight,
- with any object,
- by a person upon a person,
- that is without consent and/or by force
- Intercourse includes vaginal penetration by a penis, object, tongue or finger, anal penetration by a penis, object, tongue, or finger, and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.

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

- Invasion of sexual privacy;
- Prostituting another student'
- Non-consensual video or audio-taping of sexual activity'
- Going beyond the boundaries of consent (such as letting your friends hide in the closet to watch you having consensual sex);
- Engaging in voyeurism;
- Knowingly transmitting an STI or HIV to another student;
- Exposing one's genitals in non-consensual circumstances; inducing another to expose their genitals;
- Sexually-based stalking and/or bullying may also be forms of sexual exploitation.

7. Additional Applicable Definitions

- **Consent:** Consent is clear, knowing and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, as long as those words or actions create

mutually understandable clear permission regarding willingness to engage in (and the conditions of) sexual activity. Consent to any one form of sexual activity cannot automatically imply consent to any other forms of sexual activity. Previous relationships or prior consent cannot imply consent to future sexual acts. Consent can be withdrawn at any time.

- **Force:** Force is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and coercion that overcome resistance or produce consent (“Have sex with me or I’ll hit you. Okay, don’t hit me, I’ll do what you want.”).
- **Coercion:** is unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. When someone makes clear to you that they do not want sex, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

NOTE: There is no requirement that a party resists the sexual advance or request, but resistance is a clear demonstration of non-consent. The presence of force is not demonstrated by the absence of resistance. Sexual activity that is forced is by definition non-consensual, but non-consensual sexual activity is not by definition forced. In order to give effective consent, one must be of legal age.

Sexual activity with someone who one should know to be -- or based on the circumstances should reasonably have known to be -- mentally or physically incapacitated (by alcohol or other drug use, unconsciousness or blackout), constitutes a violation of this policy.

Incapacitation is a state where someone cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why or how” of their sexual interaction).

This policy also covers a person whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the taking of rape drugs. Possession, use and/or distribution of any of these substances, including Rohypnol, Ketamine, GHB, Burundanga, etc. is prohibited, and administering one of these drugs to another person is a violation of this policy. More information on these drugs can be found at <http://www.911rape.org/> Use of alcohol or other drugs will never function as a defense to a violation of this policy.

Policies apply to sexual misconduct that occurs both inside and/or outside a college program, if the conduct negatively affects a victim’s school experience or the overall school environment.

Examples include:

- An attempt to coerce an unwilling person into a sexual relationship
- To repeatedly subject a person to egregious, unwelcome sexual attention
- To punish a refusal to comply with a sexual based request
- To condition a benefit on submitting to sexual advances
- Sexual violence; intimate partner violence, stalking; gender-based bullying.
-

Examples also include . . .

- Unwelcomed physical touching
- Unwelcomed remarks about a person's body of an employee asking for sexual favors with promise of a reward or punishment
- Sexually suggestive jokes or innuendos
- Sexual assault or coerced sexual activity
- Posting obscene remarks/images of another on social media sites

Examples in a work, academic, or co-curricular environment include . . .

Sharon's supervisor kept asking her for a date. He said getting to know him better would improve her chances for a promotion. She felt uncomfortable and wished he would stop. She kept refusing him, but he wouldn't take 'no' for an answer.

What should Sharon do?

She should go to her department head, dean, appropriate administrator, or any person listed in this brochure for assistance.

Sue's coach promised her a starting position if she would have a sexual relationship with him.

What should Sue do?

She should go to the Athletic Director, Senior Women's Administrator, or Success Coaches, for assistance.

Cindy, a member of a student organization makes jokes about men's bodies during the weekly meetings. The male students in the organization are embarrassed by her remarks.

What should the male students do?

Make it clear to Cindy that the remarks are offensive and should stop. If the remarks continue, they should go to the advisor of the student organization, the Success Coaches, or one of the individuals listed in this policy.

C. Consensual Relationships and Consent

Any physical/sexual behavior cannot be consented to under any of the following conditions if the person is:

- Under the influence of drugs or alcohol or
- A minor (age of consent in Wisconsin is 18 years of age), or
- Mentally impaired, or
- Bullied, coerced, or
- Threatened, or
- Asleep or unconscious.

III. To File A Complaint

A. How to file a complaint

Complaints may be filed with the Title IX Coordinator, the Assistant Title IX Coordinator, or any university employee identified as a mandatory reporter. All sexual misconduct complaints made to mandatory reporters will be reported to the Title IX Coordinator staff.

Lakeland College encourages those who have experienced any form of sex discrimination/sexual misconduct to report the incident promptly, to seek all available assistance as described in this brochure, and to pursue college conduct charges and/or criminal prosecution of the offender. Lakeland College takes complaints very seriously and will work with victims to ensure their safety. Contact Campus Safety at (920) 565-1126 (Brotz Hall) and/or the Lakeland College Title IX Coordinator (see contact info below). You may also contact any of the offices listed below.

B. Title IX Staff

Questions about Title IX can be directed to the Title IX Coordinator or to the Office of Civil Rights (OCR, <http://www2.ed.gov/about/offices/list/ocr/index.html>) of the U.S. Department of Education. The Title IX Coordinator has an assistant coordinator to ensure there are no conflicts of interest when responding to complaints. The Title IX Coordinator staff is available to meet with students, faculty, and staff who believe sexual harassment or sexual violence has occurred. (If you are calling from an off campus phone dial 920-565-1000, then enter phone extension below.)

<u>Contact</u>	<u>Phone Ext.</u>	<u>Office</u>	<u>Email</u>
Title IX Coordinator			
Dr. Eric Blacknall	2505	C.C. 108B	blacknallev@lakeland.edu
Assistant Title IX Coordinator			
Mara Jensen	2394	WAK LL14	jensenme@lakeland.edu

C. Mandatory Reporters

Lakeland employees who are not employed as a counselor, health service provider, or chaplain, are considered mandatory reporters. A mandatory reporter must report all allegations of sexual misconduct to a member of the Title IX Coordinator staff.

D. Non-Mandatory Reporters

Students, faculty, and staff may wish to seek confidential assistance in dealing with a Title IX violation. The college has identified the following employees who will maintain confidentiality under the professional license or professional ethics necessary for performing their employed role at the college.

<u>Name</u>	<u>Phone Ext.</u>	<u>Office</u>	<u>Email</u>
Director of Counseling Services			
Dr. Cary Knier	2387	Brotz 26	knierca@lakeland.edu
Campus Counselor			
Alex Liosatos	2388	Brotz 25	liosatos@lakeland.edu
Campus Chaplain			
Rob Sizemore	2114	Laun 100	sizemorer@lakeland.edu
Director of Health Center			
Sherry Carstens	2385	Brotz 27	carstenssl@lakeland.edu

IV. Complaint Process Overview

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

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

A. Investigation

Lakeland College will investigate all incidents of sexual misconduct of which it becomes aware, regardless of whether a complaint is filed. The Title IX Coordinator will appoint an investigator team. The investigation of a non-consensual sexual contact/intercourse allegation will proceed whether or not a related criminal matter is pending. The college will ask the reporting party and respondent(s) for a written acknowledgment of the incident(s).

Lakeland will inform reporting party that all investigations will be kept as private as possible and that information is disclosed only on a “need to know” basis. The college will explain to a reporting party that anonymity may limit the institution’s ability to investigate and respond. The college is obligated to investigate the matter to the best of its ability even if a reporting party asks the institution not to take any action.

In cases of alleged non-consensual sexual contact/intercourse, Lakeland will inform the reporting party of their right to file criminal charges. The college will not discourage reporting party from filing criminal charges.

The college will treat the parties equitably. For reports involving non-consensual sexual contact/intercourse, the college must notify the police. The college will emphasize the importance of seeking immediate medical attention for non-consensual sexual intercourse. Additional support agencies will also be offered to the reporting party and respondent(s).

The investigators will make a report to the Title IX Coordinator staff with an objective opinion as to whether it appears that a violation of the sexual misconduct policy occurred. The Title IX Coordinator will review the report and, when appropriate, refer the report to the student conduct system (for students) or Human Resources (for employees).

Members of the campus community should consult one of the appropriate policy documents below:

Students: For specific information about the grievance process consult the Student Handbook.

Employees: For specific information about the grievance process consult the Employee Handbook.

B. Interim Measures

Options are available for avoiding contact with accused respondents, including taking interim measures such as a “no contact” order between the parties, interim suspension, room reassignment, academic accommodations and/or counseling.

C. Time Frame

Lakeland will conduct a full investigation of complaints of sexual misconduct. In accordance with federal regulations, Lakeland will complete investigations within a 60-day time period. Both parties will be provided periodic updates during the grievance process. Both parties will be advised in writing of the outcome of a complaint once a decision has been reached. Either party may appeal the results of a hearing. Complaints may be resolved through formal or informal resolution procedures.

D. Hearing and Appeals

Lakeland balances the rights of respondents with the reporting party’s Title IX rights in disciplinary hearings involving sexual misconduct. The standard used in disciplinary hearings related to sexual misconduct is preponderance of the evidence/what is more likely than not to have occurred.

Both parties will be given similar and timely access to any information that will be used at the hearing. Both parties will be given the same opportunity to present relevant evidence and witnesses, including character witnesses. Both parties will receive simultaneous written notice of the outcome of the hearing and of any appeal process.

Lakeland requires disclosure of any conflicts of interest between a party and the fact-finder or decision-maker at a hearing. Parties are prohibited from personally questioning each other at the hearings. Within the appeal process, both parties have the same appeal rights.

In cases of alleged sexual misconduct, Lakeland will disclose the results to both parties regardless of whether it concludes misconduct was committed. Lakeland will disclose to a victim of sexual misconduct any sanction imposed on the respondent that relates directly to the victim, such as a “no contact” order, transfer to different classes or reassignment/cancellation of housing, a suspension, or a termination.

Lakeland will follow up with reporting party to ask if they have experienced retaliation or any further incidents.

V. Resources for Assistance

Some health care and counseling services, available both on and off campus. (If you are calling from an off campus phone dial 920-565-1000, then enter phone extension below.)

<u>Name</u>	<u>Phone Ext.</u>	<u>Office</u>	<u>Email</u>
Director of Counseling Services			
Dr. Cary Knier Counselor	2387	Brotz 26	knierca@lakeland.edu
Alex Liosatos Campus Chaplain	2388	Brotz 25	liosatos@lakeland.edu
Rob Sizemore Director of Health Center	2114	Laun 100	sizemorer@lakeland.edu
Sherry Carstens	2385	Brotz 27	carstenssl@lakeland.edu

A. College Provided Assistance

Counseling and Campus Ministry staffs stand ready to assist any member of the College community who needs help dealing with a sexual misconduct situation (see contact information above).

Benefit eligible employees also have an opportunity to utilize the Employee Assistance Program (EAP). All EAP services are free, confidential, and available to all covered members and dependents. The services can be accessed 24 hours a day, 7 days a week at 1-800-236-3231 or online at www.aurora.org/eap.

Please Note: Both parties (reporting and respondent) may select one individual from the College community (faculty or staff) to advise him/her throughout the process. For students, this advisor may be one or both parents instead of a member of the college community. Either party may request the Title IX Coordinator to assign an advisor from the College community to advise him/her throughout the process.

VI. Sanction Statement

Any person found responsible for violating the policy on Non-Consensual or Forced Sexual Contact (where no intercourse has occurred) will likely receive a sanction ranging from probation to expulsion, depending on the severity of the incident, and taking into account any previous campus conduct code violations.*

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

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

*The conduct body reserves the right to broaden or lessen any range of recommended sanctions in the case of serious mitigating circumstances or egregiously offensive behavior. Neither the initial hearing officers nor any appeals body or officer will deviate from the range of recommended sanctions unless compelling justification exists to do so.

XXIV. Sexual Assault, Domestic Violence, Dating Violence, And Stalking

Lakeland College prohibits the offenses of domestic violence, dating violence, sexual assault and stalking. These crimes will not be tolerated on campus and are a violation of Wisconsin law as well as the student code of conduct. Violence and the fear of violence can disrupt the working and learning processes of the Lakeland College community. The effects of such violence are costly, not only to individual victims, but also to the campus as a whole: fear replaces safety, doubt replaces confidence, and distraction replaces concentration. Lakeland College pro-actively addresses sexual assault, dating violence, domestic violence, and stalking.

Definitions:

Consent: is the presence of a yes to sexual contact, not the absence of a no.

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

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 and where the existence of such relationship shall be determined based on a consideration of (a) The length of the relationship, (b) The type of relationship, and (c) The frequency of interaction between the persons involved in the relationship.

Domestic violence: Felony or misdemeanor crimes of violence committed by a victim's current or former spouse, current or former cohabitant, and person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law. It occurs in both heterosexual and LGBT relationships.

Stalking: Is engaging in a course of conduct 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 and as a direct result would cause a reasonable person to:

(A) Fear for the person's safety or the safety of others; or

(B) Suffer substantial emotional distress.

PRIMARY PREVENTION PROGRAM COMPONENTS

Lakeland College encourages all students and employees to take responsibility for creating a safe campus community. Nationally, between 20 to 25 percent of college women experience sexual assault prior to graduation, and victimization rates for stalking and dating violence are similarly high. Men, too, experience victimization. Lakeland College uses the following components and strategies in its various gender based prevention efforts. Further clarification of each of these components is listed below.

- Contains clear definitions of sexual assault, dating violence, domestic violence and stalking as crimes and violations of the student conduct policy with penalties;
- Promotes the interruption of myth acceptance by providing education about sexual assault, dating violence, domestic violence and stalking from a factual base;
- Provides information about on- and off-campus services available to victims and how they can access those services, which can include but do not require the option to report;
- Provides information about local, state, and national victimization data;
- Encourages safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or to intervene;
- Provides information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks;
- Prevention programs are informed by research or assessed for value, effectiveness, or outcome in order to ensure that the effort is an appropriate strategy to prevent sexual assault, domestic violence, dating violence and/or stalking.

PRIMARY PREVENTION AND ONGOING AWARENESS PROGRAMS

STUDENT

<http://lakeland.edu/Campus-Life/safety-and-security#more-info-about-sexual-assault-awareness>

- Summer orientation with parents and students
- International orientation (discuss services and relationship issues)
- Sexual Assault program with Safe Harbor
- Healthy relationships
- What is “Consent” program with Health Services, Safe Harbor, Assistant District Attorney & Campus Safety & Security
- Online Harrasment training & Tittle IV Traning module
- Campus Safety and Security education information and brochures
- Health Services education information and brochures

Faculty & Staff

- Employee Orientation
- Online Harrasment training
- Tittle IV Traning module

XXV. Reporting and Resources

The campus and surrounding community have a wide range of services available to help student victims. This information is provided as part of prevention education efforts.

Services and Reporting Options for Victims

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

Procedures for Reporting

Lakeland College encourages victims of sexual assault, domestic violence, dating violence and stalking to report the incident immediately to Campus Safety & Security at (920) 565-1126 or contacting law enforcement by dialing 911. In addition, individuals may also report sexual assault, domestic violence, dating violence and stalking to the Dean of Students, Title IX Coordinator, Director of Residence Life or Success and Engagement Coaches. The Dean of Students is responsible for coordinating the institution's compliance with Title IX.

The institution's sexual harassment policy, including a description of the grievance procedures can be found at: <http://lakeland.edu/Campus-Life/safety-and-security>

A victim has the right and is encouraged to notify the appropriate law enforcement agency to report sexual assault, domestic violence, dating violence and stalking. Victims also have the right to be assisted by campus safety & security in notifying law enforcement if the victim chooses, and to decline to notify both campus safety & security and law enforcement officials. If the crime occurred on Lakeland College property, Sheboygan County Sheriff's department has jurisdiction on the campus. If the crime occurred off campus, the victim can notify the appropriate local law enforcement agency with jurisdiction at the location of the crime. Campus Safety & Security 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 you choose to report to Campus Safety & Security, Law enforcement will be notified as well as the Dean of Students Office, the Title IX Coordinator, and Residence Life Student Conduct coordinator. Lakeland College will investigate for a hostile environment and, to the extent possibly pursue disciplinary action against the accused. The Dean of Students Office and Title IX Coordinator are compelled to investigate all reports of sexual violence, and will do so "on notice" of a hostile environment.

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

For criminal reporting: Sexual Assault, Domestic Violence, Dating Violence and Stalking can be reported to local law enforcement, including Campus Safety & Security:

Director of Campus Safety & Security David Simon Jr.
W3745 North Drive Brotz Hall North Entrance Rm#19

Sheboygan County Sheriff's Department
525 N 6th St, Sheboygan, WI 53081

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

Associate Vice President for Student Success and Dean of Students Eric Blacknall
N8315 West Drive, Campus Center Rm#108B

Director of Residence Life/Conduct Coordinator James Bajczyk
N8315 West Drive, Campus Center Rm#107A

For employee campus assistance, including options/services, available accommodations, rights, and information regarding the right to notify or to decline to notify law enforcement: please contact Human Resources:

Director of Human Resources Peter Platten
W3718 South Drive WA Krueger Lower Level Rm#16

Mara Jensen Associate Title IX Coordinator
W3718 South Drive WA Krueger Lower Level Rm#14

For investigations of Title IX violations sexual assault is considered a form of sexual harassment and violation of Title IX and can be reported to the Dean of Students Office:

Associate Vice President for Student Success and Dean of Students Eric Blacknall (Title IX Coordinator)
N8315 West Drive, Campus Center Rm#108B

Mara Jensen Associate Title IX Coordinator
W3718 South Drive WA Krueger Lower Level Rm#14

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

- The preservation of evidence may strengthen investigations, which may result in a better chance of holding the accused responsible or obtaining a restraining order. (Evidence may include the clothing you were wearing at the time, a record of threatening text messages and e-mails, and bodily fluids).
- Although it is best not to shower, even if you have showered and changed clothes, you can still file a police report and/or get a medical exam.
- Campus officials are required to provide you with information about your options and assist you in making contact with law enforcement personnel if you request it.
- Filing a report will generally involve an interview with law enforcement officer or an investigating officer. The Dean of Students and or the Title IX Coordinator.

No-Contact Orders Issued By a Court of Law

Lakeland College Campus Safety & Security will enforce active no-contact orders issued by a court of law and or Lakeland College. If you are a student and have a court issued no-contact order and wish to inform the College, please contact Campus Safety & Security or the Dean of Students office. If you are a student and need to be provided additional accommodations regarding your no- contact order, please contact Campus Safety & Security or the Dean of Students office. If you are an employee and have a court issued no- contact order, please notify Campus Safety & Security or Human Resources. Please be aware that if you notify the College of an existing no-contact order, the Dean of Students Office or the Human Resources may follow up with you as prescribed by Title IX.

If your no-contact order is being violated, regardless of whether or not you have informed Lakeland College, please call 911 immediately followed by Campus Safety & Security.

CONFIDENTIAL RESOURCES

These options allow a victim who is 18 or older to get help without having their name or information shared with campus officials or law enforcement as 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.

On Campus Resources:

Lakeland College Director of Counseling Services Cary Knier
(920)-565-1034 x.2387 or knierca@lakeland.edu

Lakeland College Campus Counselor Alex Liosatos
(920) 565-1034 x2388 or liosatosa@lakeland.edu

Lakeland College Director of Health Center Sherry Carstens
(920)-565-1034 x.2385 or carstenssl@lakeland.edu

Lakeland College Chaplin Robert Sizemore

(920) 565-1021 x2114 or sizemorer@lakeland.edu

Off Campus Resources:

For 24/7 free and confidential medical exams, SANE (Sexual Assault Nurse Examiners)
Aurora Sheboygan Memorial Medical Center 2629 N 7th Street
Sheboygan, WI 53083 (920) 451-5553

Safe Harbor 24/7 free crisis line (920) 452-7640

Sheboygan County Mental Health Mobile Crisis Center (920) 459-3151

Astop Sexual abuse center 24-hour crisis line at (920) 921-7657 or 800-419-0270

Protecting Victim Confidentiality

To the extent permissible by law, Lakeland College will attempt every effort to keep victim information private. However, once a report is made to the College, or the College has notice of an incident of sexual assault, domestic violence, dating violence, or stalking, confidentiality cannot be guaranteed unless that information is reported directly to one of the confidential resources listed below.

For victims aged 18 and older who report to non-confidential sources, relevant information will be shared only with those who need to know, such as Campus Safety & Security, Title IX Coordinator and, Title IX complaint investigators, and other individuals who are responsible for handling the school's response to incidents of sexual violence. In the case of minors, Lakeland College employees must report child abuse to Child Protective Services or local law enforcement.

In an effort to protect victim safety and privacy, Lakeland College maintains information about sexual violence in a secure manner. If the College has notice of an incident, Lakeland College will balance the victim's request to keep identifying information confidential with Title IX's mandate to investigate hostile environments. Lakeland College will redact a victim's identifying information when responding to requests for information pursuant to the Wisconsin Public Records law and the federal Family Educational Rights and Privacy Act (FERPA), which governs the disclosure of student education records. The College also will not disclose identifiable information about subjects if prohibited by, HIPAA regulations and state laws pertaining to the privacy of health information or promises of confidentiality made to research subjects pursuant the federally required consent form and authorization form. Lakeland College must respond to court ordered subpoenas that are not prohibited by other applicable law, and may not be able to redact information when responding to a subpoena.

Victims have the option to access confidential resources such as, a Sexual Assault Nurse Examiner, Domestic Abuse Intervention Services, and the Rape Crisis Center. Other licensed healthcare providers, counselors and social workers.

HELPFUL INFORMATION

Protecting Yourself

- ✓ Make sure you have consent. Consent is a clear and freely given yes, not the absence of a no.
- ✓ Learn more about how men and women communicate differently.
- ✓ People who are incapacitated by alcohol or drugs cannot give consent.
- ✓ Practice being assertive about your boundaries.
- ✓ If saying NO or STOP is too hard, consider creating a diversion so you can leave.
- ✓ Get your own drinks; don't let someone continually fill your cup or leave your drink unattended.
- ✓ Set your drinking limits before you start drinking.
- ✓ Enroll in a self-defense program that focuses on sexual assault.
- ✓ Know your own sexual limit.
- ✓ People who use sexually callous language are more likely to perpetrate sexual assault. The next time you hear yourself or someone else talking about women or sex in a derogatory way, stop. Speak up when you hear others talk this way— this includes all genders.
- ✓ Understand and respect your partner's limits.
- ✓ Listen to or read the story of a survivor.

Signs of an abusive dating partner may include someone who:

- ✓ Calls you names, insults you or continually criticizes you.
- ✓ Does not trust you and acts possessive or jealous.
- ✓ Tries to isolate you from family or friends.
- ✓ Monitors where you go, who you call, and who you spent time with.
- ✓ Controls finances or refuses to share money.
- ✓ Punishes you by withholding affection.
- ✓ Expects you to ask permission from them to do what you want to do.

- ✓ Threatens to hurt you, your family, your pets, or your belongings.
- ✓ Threatens and/or uses a weapon against you.
- ✓ Has ever forced, coerced, or manipulated you into having sex or performing sexual acts.
- ✓ Accuses you of cheating or is often jealous of your relationships with others of the opposite gender.
- ✓ Traps you in your apartment or residence hall room and keeps you from leaving.
- ✓ IMs, Facebook messages, tweets, text messages, and/or calls you obsessively to find out where you are and what you are doing.

Remember, sexual assault, domestic violence, dating violence, and stalking are never the fault of the victim; they are the choice of the perpetrator.

XXXVI. Bystander Intervention

Bystander Intervention

Many people think that sexual assault, domestic violence, dating violence and stalking only affects the victim, when in fact entire families, friend groups, and communities are hurt. Campuses suffer from the victims who drop out, the perpetrators who cause fear, and the learning environments that are disrupted.

It's simple. If you see something, say something.

- ✓ If you witness something happening, step in. Create a diversion. Even if you don't know the person who looks in trouble, you can still help. Get him or her to a safe place. Remember, it's your campus, so it's your business.
- ✓ If you see someone who looks to be in immediate danger, call 911 or Campus Safety & Security.
- ✓ You can be a bystander even after an assault. Learn what options rape victims have available to them on this campus and be supportive of their choices.
- ✓ Listen for rape jokes and sexist language. You don't have to laugh or participate.

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

- ✓ Most victims of sexual assault know the perpetrator (boyfriend/girlfriend, classmate, someone they meet at a party, coach, etc.) On college campuses, only about 10 percent of assaults are committed by a stranger.
 - ✓ Sexual assault is defined by the perpetrator's failure to get consent, not the victim's resistance or attempts to fight back.
 - ✓ An absence of a NO does not mean YES. If you aren't sure, ask.
 - ✓ Sexual assault, domestic violence, dating violence, and stalking are more commonly perpetrated by men against women, but men can be victims too and NOT all men are perpetrators. In fact, men can take an active role in preventing these crimes by asking for consent, intervening in harmful situations, and learning more about how they could help a victim.
 - ✓ The majority of sexual assaults on college campuses occur when victims are incapacitated primarily due to alcohol. Know your limits and respect the limits of others.
 - ✓ Perpetrators often use alcohol to incapacitate their victims.
 - ✓ Stalking can take many forms and does not always have to be committed by a stranger. Often, ex- boyfriends or ex-girlfriends continue to stalk after the relationship is over.
 - ✓ The high rates of victimization experienced by both men and women, paired with acceptance of rape myths, contribute to campus environments wherein survivors
-

are often estranged from their overall collegiate experience. Victims experience barriers to academic success, lower graduation rates, social isolation, and ongoing medical and mental health issues.

XXVII. Student Disciplinary Procedures

CAMPUS STUDENT DISCIPLINARY PROCEDURES FOR NON-ACADEMIC MISCONDUCT INVOLVING SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING

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

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

- ❖ Disciplinary proceedings that provide a prompt, fair, and impartial investigation and resolution.
- ❖ Disciplinary proceedings that are conducted by panel members who receive annual training on the issues related to domestic violence, dating violence, sexual assault and stalking and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- ❖ The same opportunity to have others present throughout disciplinary proceedings as the accused, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.
- ❖ Both parties shall be simultaneously informed, in writing, of the outcome of any disciplinary proceeding; of any change to the results that occurs prior to the time that such results become final; and of when such results become final. At no time can a victim be required to keep the outcome confidential, or be prohibited from discussing the case.
- ❖ Victims have the same rights as the accused to appeal the outcome of a disciplinary proceeding.
- ❖ Victims shall be informed of their options to notify law enforcement.
- ❖ Victims shall be notified of existing resources for counseling, mental health, health, victim advocacy, and legal assistance.
- ❖ Victims shall be notified of options for changing academic, transportation, work, and living situations.
- ❖ Victims can obtain a free forensic exam from a Sexual Assault Nurse Examiner (SANE) without filing a police report or involving the police in any way.

STUDENT CONDUCT PROCEDURES

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

If the behavior of a student conflicts with policies and procedures outlined in this Student Handbook, Housing Contract Terms and Conditions or other official publications of Lakeland College, the student conduct system seeks to increase the student's sensitivity to the personal and social consequences of his or her behavior. Because the primary goal of conduct proceedings is education, the hearings are non-adversarial, confidential to the extent they can be and not to be considered analogous to court proceedings. The degree of formality of these proceedings is considered necessary to ensure a well-functioning, equitable program, which protects the rights of all concerned. Responsibility and authority in matters of student behavior resides with the director of residence life and designees. Parents may be notified of any disciplinary action taken at the discretion of the director of residence life.

Disciplinary Policies

Conduct which is incompatible with the college community and therefore disruptive of the academic environment shall be subject to disciplinary action. To help students, the college community has established policies for behavior to ensure that a healthy environment for living and learning exists. Students are responsible for the policies that are defined in this handbook. Procedures do not relate to specific types of misconduct but depend on the magnitude of the offense as determined by the conduct officer or judicial board who hears the case.

Student Conduct Hearings

Abuse of the Judicial System

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

Administrative Hearing

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

Judicial Board

In cases where the sanction for the offense may result in dismissal from the college or the student has legitimate claims that the hearing officer may be biased toward the accused or the accuser, the director of residence life may decide it is in the best interest of the student or the community to have the case heard before a judicial board. The Lakeland College judicial board consists of one faculty members and two staff members. The director of residence life will act in an advisory capacity. The judicial board will investigate the information presented, make a determination of responsibility and recommend sanctions as needed. If a student decides not to schedule a hearing or to attend a hearing, a determination is made without the student's input and the student's right to appeal is forfeited.

Student Conduct Rights

The following student conduct rights include:

- To be notified, via email or through campus mail, of the alleged policy violation not more than seven (7) class days but not less than one (1) class day from the time the incident report is generated.
- To be informed that complaints of sexual misconduct/assault will be investigated by the college, and possibly by the sheriff's department.
- To have an opportunity to respond to the claim that college policy has been violated.
- To supply the investigative team or individual with information or witnesses.
- To consult with the Title IX Coordinator as a resource for understanding these rights and the investigative process.
- To be notified of available counseling, mental health services or student services for students accused of sexual assault, both on and off campus.
- To be notified that at any point of the complaint/investigation/judicial process, the accused has the right to have the support of any willing member of the Lakeland College community. The support person has the right to attend any function at which the accused's presence is required. Guests may be present during any hearing and may act only in an advisory capacity.
- To know that a history of prior complaints, investigations and cases may be admitted in an investigation and/or appeal.

- To refuse to answer some or all questions. The investigation will proceed with or without the participation of the accused.
- To receive an impartial decision about an alleged policy violation and be notified of the outcome.
- To petition to appeal a disciplinary decision by a hearing officer(s) as outlined in the appeals section of the Student Handbook.
- To be aware decisions in student conduct cases will be based on evidence presented and reasonable supporting information.

Right to Notify

Lakeland College has the right to disclose to listed emergency contacts any information from the student's educational record of a dependent student. Lakeland College also has the right to disclose the same regarding any student who has signed a release to his/her parents, guardian, or emergency contact. A dependent student is one designated as such on the most recent tax return filed by the student's parents or guardian.

Judicial Board Hearing Procedures

The following procedural guidelines shall be applicable in disciplinary hearings:

- All charges shall be presented to the accused student in written form. A time shall be set for hearing, not less than two (2) nor more than 15 calendar days after the student has been notified. Maximum time limits for scheduling of hearings may be extended at the discretion of the director of residence life. Also at this time, the director of residence life will invite the accused to a pre-hearing conference. The purpose of this meeting is to inform the accused of the judicial process, what the charge(s) are before them, and to answer any questions they may have.
- The director of residence life will inform the judicial board of the case.
- The board may not begin a case with less than a two-thirds majority of its total membership.
- The chair of the college judicial board shall have the authority to require a student to appear at a designated time and place when the student's presence is necessary to resolve a question which is before the board.
- The hearing may be recorded. The recording will be kept in the sole possession of the director of residence life. Outside recording devices will not be allowed. The director of residence life will retain tapes and all materials after the judicial process is completed. Under normal circumstances, materials are destroyed and the tapes erased after the hearing or appeal process is completed.
- The violation will be read to the accused and he/she will be allowed a response.
- The board will ask questions to determine all facts of the case, which includes the calling of witnesses.

- The board shall have the authority to require the student to produce additional information as it is relevant to the hearing.
- Final statements from the accused and the accuser will be taken.
- Decisions by the board shall be by majority vote. In the event of a tie, the chair will vote to break the tie.
- A reminder of confidentiality will be given.
- The board will impose sanctions if a violation is determined to have occurred.
- Written notification of the decision will be sent within three (3) class days of the decision.
- A petition to appeal the decision must be submitted to the vice president/chief financial officer within two (2) class days of the official notification of the decision.
- If the alleged violator does not appear before the judicial board, the hearing will take place to determine whether a violation has occurred and determine a sanction.
- The proceedings of the Judicial Board and all facts related to the case are considered confidential.
- Students may request to have guests present who may act only in an advisory capacity. Professional legal counsel is permitted to attend a campus administrative judicial hearing but may act only in an advisory capacity as Judicial Board Hearings are seen as educational in nature and not criminal proceedings.
- Judicial hearings are closed to the public.
- If an appeal is applied for and granted, it too shall follow the process of those described in the judicial hearing process.

Sanctions

After a determination of responsibility has been established, the hearing body or conduct officer sets a sanction(s) appropriate for the violation. The purpose of the sanction(s) is to facilitate change in the student's behavior so he/she can function positively within the Lakeland College community. The purpose of a sanction is to educate and communicate that such behavior is not tolerated by the Lakeland College community. Prior to deciding upon a sanction, either the board or the conduct officer will review the student's judicial file. If there is a previous record, these previous violations will influence what the new sanction will be. One or more of the following sanctions may be imposed upon an individual or an entire organization, as the situation dictates.

1. Official Warning: An official warning is a written description of the student's misconduct with the understanding that this type of behavior is inappropriate and violates the basic expectations of students as set forth by Lakeland College. Furthermore, that further misconduct will result in more severe disciplinary action. The official warning

will be placed in the student's judicial file and will be taken into consideration should there be any further behavioral violations.

2. Behavioral Agreement: A behavioral agreement is written by an administrator and student for the purpose of improving behavior or attitude. The agreement will outline specific obligations or behaviors which the student must meet within a specific period of time. The agreement serves as a contract of understanding between the student and the administrator.

3. Disciplinary Probation: Disciplinary probation is imposed after a student has made a serious violation or has repeatedly violated campus policy. Probation allows the student to remain at the college on the condition that he or she complies with college policies and the conditions of their particular probation or behavioral agreement. The conditions of the probation will be determined by the director of residence life, administrative hearing officer or judicial board hearing the case. In some cases, a student on probation may not be allowed to represent the college in any official capacity, to include participating in co-curricular activities, hold an office in a campus organization or serve on a college committee during the time of probation. The student's parents may receive notification of the probation status and circumstances of the violation. Further violation of campus policy, to include violating the terms of the probation, may result in removal from campus housing or be suspended from the college. This must be considered an extremely serious probation.

4. Loss of Privileges: Loss of privileges may outline the loss of specified privileges on campus for a designated period of time. This may include but is not limited to participation in athletic events or practices or access to campus housing units.

5. Restitution: Restitution is compensation required of students who engage in theft, damage to property on or off campus. The amount of restitution is dependent upon the extent of damage as well as what is determined to be the best method for the student to make amends for the damage caused. The amount, form and method of payment is determined by the conduct officer or judicial board.

6. Suspension: Suspension is the involuntary, temporary loss of student status for a specified period of time after which the student may return. A suspended student may not attend classes or any college-sponsored event. The student will be required to leave campus and may not return until the time period of the suspension has ended. The student will lose credit for the classes carried that term. Fees and tuition will be forfeited according to the withdrawal policy. The conduct officer or judicial board may establish additional requirements in some cases which must be completed prior to their return to the college. This disciplinary action will be recorded on the student's record in the director of residence life office.

7. Dismissal: Dismissal is the permanent termination of student status. This sanction is one of immediate involuntary separation from the college.

8. Discretionary/Educational Sanctions: Discretionary sanctions are actions required by a student as outlined by a judicial board or conduct officer which may include referral to

health services, student counseling, special seminars, field study, work detail, community service or participation in appropriate educational programs.

9. Removal from a Residence Hall: A student may be removed from a residence hall due to behavior that has been deemed unacceptable. Housing relocation or removal from any housing facility may be for one semester or one academic year.

10. Fines: In lieu of formal disciplinary actions or in addition to, fines may be used to discourage violations of college policies. Examples of when fines may be used may include, but are not limited to:

- Violation of fire safety policies;
- Violations of the drug and alcohol policy;
- Taking or moving college property without authorization;
- Taking food from the cafeteria to feed a non- resident student.
- Violation of residence hall policies.

11. Interim Suspension: Under situations determined by the college president or the director of residence life to be potentially dangerous, action may take place to immediately suspend a student from Lakeland College for a specified period of time, prior to a resolution through a campus hearing. The college president or the director of residence life will base their decision on whether the allegation of misconduct is apparently reliable and whether the continued presence of the student on the college campus may reasonably interfere with the educational or orderly operation of the college. Concerns may be, but are not limited to, the student's personal physical health or the health and/or safety of other members of the college community, property or the orderly functioning of Lakeland College. When a student is suspended for an interim period, the period and conditions of the suspension shall be provided to the student, along with a clear statement of what conditions must be met for the suspension to be lifted.

The decision to alter or suspend the rights of a student for an interim period will be communicated in writing to the student and will become effective immediately. Notification will either be hand-delivered or sent by certified mail to the last address provided to the Registrar's Office. (Failure or refusal to take receipt of notification will not negate or postpone said action.) Students are responsible for updating directory information (including address) with the Registrar's Office. The notice will include a statement of the regulations or policies that the student(s) allegedly violated, a specific statement of facts constituting the alleged violation, and the time and place of the hearing.

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

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

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

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

Appeals

A petition to appeal must be sent to the vice president/chief financial officer within two (2) class days of written notification of the judicial hearing decision. The application must state specific reasons as to why the individual believes an appeal is in order.

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

An appeal hearing will be granted or denied by the vice president/chief financial officer. If an appeal hearing is denied, the decision of the conduct officer or judicial board stands and notification will be sent to the student. If an appeal hearing is granted, written notification will be sent to the student and an appeal hearing will be scheduled.

If an appeal is granted, the vice president/chief financial officer will review the case after meeting with the student. The vice president/chief financial officer will review all appeals with the president before making a decision, and may confer with the judicial board as well. The decision of the vice president/chief financial officer will be one of the following:

- a) To overturn the decision of the director of residence life or the judicial board.
- b) To return the case to the director of residence life or the judicial board for further review.
- c) To support the decision of the director of residence life or the judicial board.

The decisions of the vice president/chief financial officer will be final and sent to the student when reached.

Honesty – Each participant in the judicial process, either as an accuser or the accused, must present the facts of the case with honesty. The judicial system depends on each participant being totally truthful. Individuals who are dishonest are subject to their own judicial action which could result in dismissal as a sanction.

Sanction Grid

Alcohol	Repeated use or a history of violations; sale of alcohol to minors	Repeated incidences of alcohol abuse; severe violations
Bodily or Mental Harm	Minor, single incident	Causing serious injury via assault or repeat offenses
Campus Demonstration and Disruption	Minor, single incident	Causing major disturbance/disruption or impeding the rights or safety of others
College Officials	Failure to comply with reasonable request from college official	Repeated offenses or verbal/physical abuse directed at campus official
Discrimination and/or Harassment	Verbal conduct that has the potential to create an intimidating environment for others	Verbal or physical conduct that creates an unwelcome, intimidating, or hostile environment for others
Disorderly Conduct	Action that causes minor disturbance of the good order of the college	Repeated offenses or action that causes severe disturbance of the good order of the college
Drug Use	Use of any illicit drug or non-prescribed medication	Repeated offenses, sale, distribution, or manufacture of any illicit drug
False Report of Emergency	Initiating a false report of a minor crime, or emergency	Repeated offenses or creating a false report of a serious crime or emergency
Firearms, Fireworks, Weapons	Possession or discharge of fireworks or non-lethal weapons	Possession or discharge of any explosive or potentially lethal weapon
Fire Safety	Failure to comply with evacuation procedures, disabling smoke detector in room, discharge of fire extinguisher	Repeated offenses, tampering with fire safety equipment which may jeopardize safety of others
Hazing	Conduct which has potential to compromise the dignity of another	Conduct which compromises the dignity of another
Hunting	Hunting of game in proximity to campus	Repeated violations or hunting on campus property
Off-Campus Behavior	Off-campus simple assault, theft, or disorderly conduct	Repeated violations, off-campus serious assault, sexual assault, or other felony
Residence Hall Policies	Repeated offenses or severe violation	Repeated offenses or severe violation
Sexual Assault	Sexual contact (e.g. touching, fondling) without consent	Sexual assault, domestic violence, stalking, or sexual misconduct

The following is a sampling, not all inclusive, of possible causes for suspension or dismissal from Lakeland College. However, prior to these extreme measures, possible sanctions for minor or first offense policy violations may involve a written warning, educational tasks, community service or disciplinary probation.

XXVIII. Employee Disciplinary Procedures

Employee Corrective Action

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

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

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

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

- Failure to exhibit Lakeland College values.
- Failure to follow Lakeland College department specific rules, policies or guidelines.
- Unsatisfactory, negligent, or careless work performance.
- Dishonesty, falsification or unauthorized altering of Lakeland College records.

- Unauthorized or unlawful manufacture, distribution, possession, or use of drug paraphernalia or chemical substances, including any controlled substance on college property or while conducting college business.
- Theft or willful damage to college property.
- Unauthorized use and/or disclosure of confidential information contained in college records.
- Unauthorized use and/or possession of intoxicating beverages on college property, or inappropriate work behavior related to such use.
- Workplace behavior indicating inattention to duties, including but not limited to, sleeping on duty or inappropriate use of the internet.
- Absence for three or more consecutive days without notifying your supervisor.
- Excessive absenteeism or tardiness - generally more than six occurrences within a rolling 12 month calendar year (prorated to proportionate number of occurrences for part-time employees) except for FMLA or other designated circumstances. An occurrence is defined as an absence of one or more days for the same reason separated by one or more days of work. Each instance of tardiness will be considered ½ of an absence.
- Failure to observe safety regulations or failure to report on-the-job injuries or unsafe conditions in a timely manner.
- Displaying behaviors that disrupt operations or affect the ability of others to do their jobs.
- Abusive behavior towards, or harassment of, any employee, student or guest or threatening, intimidating, or coercing others while on any college property.
- Insubordinate conduct toward a supervisor, refusal to carry out the reasonable instructions of a supervisor, or leaving the job without permission during regularly assigned working hours.
- Fighting.
- Rude, disruptive behavior or conduct creating discord, including verbal or physical attacks directed at or regarding others that goes beyond the bounds of acceptable professional conduct.

The Employee Assistance Program (EAP) is another resource for any employee and may be a resource in the corrective action process. Your supervisor may recommend a voluntary EAP referral for any employee who receives correction action. An EAP referral will be made when a manager and the Human Resources department feels strongly that outside resources may help the employee be successful. A mandatory EAP referral is typically made as part of an alcohol/drug intervention, if the employee poses a threat to him/herself or others, or demonstrates other significant behavioral issues.

Employee Sanctions

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

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

Problem/Resolution Procedure

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

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

Policy Against Harassment

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

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

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

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

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

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

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

It is the expressed policy of Lakeland College to investigate all complaints thoroughly and promptly; and, to the greatest extent possible, maintain the confidentiality of those involved in the investigation. If the investigation confirms that harassment of any kind has occurred, Lakeland College will take all appropriate disciplinary action, up to and including termination.

All Lakeland College employees will be required to complete training on this policy every two years.

Workplace Violence, Bullying and Abusive Behavior

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

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

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

XXIX. Missing Student Notification Policy and Procedures

In accordance with the Higher Education Opportunity Act, P.L.110-315, (2008) “Missing Student Notification Policy and Procedures,” each college and university that provides on-campus housing must establish a “missing student notification policy” for students who reside in on-campus housing. Each resident will be notified of the Missing Student Notification Policy and Procedures during residence hall check-in as well as in this Student Handbook.

Each student who resides in on-campus housing has the option to identify an individual to be contacted by the college, no later than 24 hours after they should be considered “missing.” Lakeland College has developed a policy for notifying the designated emergency contact should a resident student be considered “missing.” A “missing student” is defined as any currently registered residential student who has not been seen by friends, family members, instructors or staff for a reasonable length of time, whose absence is contrary to his/her usual pattern of behavior or where there is reason to believe that unusual circumstances may have contributed to their unexplained absence. Such circumstances could include, but are not limited to, a suspicion that the missing person may be the victim of foul play, has a known medical condition (physical, emotional or mental), has expressed suicidal thoughts, is drug dependent, is in a life-threatening situation, or is believed to have been with, or associating with, persons who there is reason to suspect may pose a danger to the student’s welfare.

If anyone in the Lakeland College community has reason to believe that a student is missing, the senior director for student success and engagement, the director of residence life or the director of safety and security must be notified. Upon receiving notification, the Department of Safety and Security, Residence Life, the senior director for student success and engagement and other appropriate college staff will make reasonable efforts to locate the student to determine his or her whereabouts and to inquire regarding the well-being of such student. Reasonable efforts to locate a student may include, but are not limited to, checking his/her residence hall room, reviewing class schedule, talking with

roommate(s) and friends, ID card access, locating their vehicle, visiting last known locations and contacting any known cell phone number. As a part of the investigation, the college reserves the right to make contact with emergency contacts to help assist in determining the whereabouts and well-being of the missing student.

Each student, through the completion of the insurance information and emergency contact form has the option of identifying a person or persons who will be contacted in the event that student is determined missing.

Once a student meets the definition of “missing,” the following is to occur:

1. The director of safety and security will initiate a campus investigation into the student’s whereabouts. If it is determined that a residential student is considered missing, a missing person report is to be generated.
2. The senior director for student success and engagement or his/her designee will notify the confidential contact person or persons of the missing student within 24 hours of determining the student missing. This confidential contact person has been designated by the student through their (1) Missing Student Notification Form, or in the absence of such, (2) Insurance Information and Emergency Contact Form. If neither form were made available to the college, the relative with the closest family relationship to the student as determined by their official application will be contacted.
3. If the student is under the age of 18 and not an emancipated individual, the college will notify a custodial parent or guardian no later than 24 hours after that individual is determined to be missing.
4. Local law enforcement is to be contacted no later than 24 hours after the resident is determined to be missing.
5. In cases where the college has reasonable cause to suspect that a missing student may be at personal risk due to circumstances discovered in the investigation, the director of security or in his/her absence, the senior director for student success and engagement, will initiate contact with law enforcement authorities requesting appropriate assistance. In such situations, the college reserves to itself the right to determine when law enforcement authorities should be advised of concerns for the safety and well-being of a missing student.

XXX. ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions that maintain on-campus student housing facilities to publish an Annual Fire Safety Report that contains information about campus fire safety practices and standards of the institution.

2014 Fire Statistics for Lakeland College Student Housing Facilities

Lakeland College reports ONE fire in student housing for 2014; as a result, there have been no injuries, deaths, and minor property damage due to a fire in student housing. A “fire” is defined as “any instance of an open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.”

Fire Safety Policy

The safety of every individual in the residence facilities is paramount in the minds of the Residence Life Staff. Fire is an especially serious concern. It is important that resident students become familiar with the stairwells and exits in your housing facility.

All persons must evacuate the building when a fire alarm sounds. Fire drills will be held periodically at varying times of the day and night. A student not complying with evacuation procedures is subject to disciplinary action by the College.

Firefighting equipment, fire alarm systems, smoke detectors and evacuation procedures are provided for the protection of life and property of residents. Residents should familiarize themselves with the type and location of equipment, exits, windows, and the evacuation procedures from their floors of residence halls. Fire drills will be practiced. Everyone is required to vacate the building during a fire drill. Fire drills and safety practices in the residence halls must be taken seriously. Students are prohibited from having the following in their rooms:

- Incense and candles
- Firearms and ammunition
- Firecrackers, fireworks, gunpowder, and other combustible materials
- Any gasoline-powered machines
- Halogen lamps
- The use of paneling or plywood
- Hanging items from ceilings such as fishnets, parachutes, sheets, flags, posters, etc.

The following are also prohibited:

- Obstructing hallways and exits
- Tampering with fire sprinkler systems

False fire alarms endanger the safety of students and interfere with students' abilities to enjoy a safe, peaceful living environment. Students found responsible for activating a false alarm, tampering with fire alarms, fire extinguishers, or fire equipment will be assessed a \$100 fine plus other related costs and could be just cause for dismissal from housing and/or dismissal from Lakeland College. Persons causing false alarms, interfering with the proper functioning of the fire alarm system or interfering with the lawful efforts of firefighters are subject to prosecution under Wisconsin State law. If a fire results from a student's negligence, they may be held financially responsible for property damage and personal loss.

Residence Hall-2014

	Fire Alarm Monitoring Done Off Site (Priority One)	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans	Number of Evacuation (Fire) Drills Each Academic Year
Krueger Hall	X		X	X	X	2
Brotz Hall	X	X	X	X	X	2
Friedli/Hofer	X		X	X	X	2
Grosshuesch	X		X	X	X	2
Muehlmeier	X		X	X	X	2

Apartments-2014

Hill	X		X	X	X	2
Kurtz	X		X	X	X	2
Morland	X		X	X	X	2
South Hall	X	X	X	X	X	2

Fire Safety Report:

	2014				
Building	Number of Fires	Cause of Fire	Number of Injuries requiring medical attention	Number of Deaths related to fire	Value of Property Damage caused by fire
A.M. Krueger	0	n/a	0	0	\$0
Brotz Hall	1	Open flame	0	0	\$1-99
Grosshuesh	0	n/a	0	0	\$0
Hill 1-4	0	n/a	0	0	\$0
Hill 5-8	0	n/a	0	0	\$0
Kurtz 1-4	0	n/a	0	0	\$0
Kurtz 5-8	0	n/a	0	0	\$0
Moreland 1-4	0	n/a	0	0	\$0
Moreland 5-8	0	n/a	0	0	\$0
South 1-4	0	n/a	0	0	\$0
South 5-8	0	n/a	0	0	\$0
Muehlmeier	0	n/a	0	0	\$0
Friedli Suites	0	n/a	0	0	\$0
Hofer Suites	0	n/a	0	0	\$0
Total	1		0	0	\$1-99

	2013				
Building	Number of Fires	Cause of Fire	Number of Injuries requiring medical attention	Number of Deaths related to fire	Value of Property Damage caused by fire
A.M. Krueger	0	n/a	0	0	\$0
Brotz Hall	0	n/a	0	0	\$0
Grosshuesh	0	n/a	0	0	\$0
Hill 1-4	0	n/a	0	0	\$0
Hill 5-8	0	n/a	0	0	\$0
Kurtz 1-4	0	n/a	0	0	\$0
Kurtz 5-8	0	n/a	0	0	\$0
Moreland 1-4	0	n/a	0	0	\$0
Moreland 5-8	0	n/a	0	0	\$0
South 1-4	0	n/a	0	0	\$0
South 5-8	0	n/a	0	0	\$0
Muehlmeier	0	n/a	0	0	\$0
Friedli Suites	0	n/a	0	0	\$0
Hofer Suites	0	n/a	0	0	\$0
Total	0		0	0	\$0

	2012				
Building	Number of Fires	Cause of Fire	Number of Injuries requiring medical attention	Number of Deaths related to fire	Value of Property Damage caused by fire
A.M. Krueger	0	n/a	0	0	\$0
Brotz Hall	0	n/a	0	0	\$0
Grosshuesh	0	n/a	0	0	\$0
Hill 1-4	0	n/a	0	0	\$0
Hill 5-8	0	n/a	0	0	\$0
Kurtz 1-4	0	n/a	0	0	\$0
Kurtz 5-8	0	n/a	0	0	\$0
Moreland 1-4	0	n/a	0	0	\$0
Moreland 5-8	0	n/a	0	0	\$0
South 1-4	0	n/a	0	0	\$0
South 5-8	0	n/a	0	0	\$0
Muehlmeier	0	n/a	0	0	\$0
Friedli Suites	0	n/a	0	0	\$0
Hofer Suites	0	n/a	0	0	\$0
Total	0		0	0	\$0

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Main Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	1
	**RESIDENTIAL FACILITIES	0	0	1
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	10	3	13
	**RESIDENTIAL FACILITIES	10	3	13
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	2	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	1
	**RESIDENTIAL FACILITIES	0	0	1
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	1	2	2
	**RESIDENTIAL FACILITIES	1	2	2
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	5	6	3
	**RESIDENTIAL FACILITIES	5	6	3
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	45	68	35
	**RESIDENTIAL FACILITIES	45	68	35
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Main Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC = On Campus

PP = Public Property

RH= Residential Hall

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Milwaukee Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Milwaukee Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC = On Campus

PP = Public Property

RH = Residential Hall

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Madison Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Madison Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Green Bay Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Green Bay Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC = On Campus

PP = Public Property

RH= Residential Hall

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Fox Cities Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Fox Cities Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC = On Campus

PP = Public Property

RH= Residential Hall

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Chippewa Valley Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Chippewa Valley Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC = On Campus

PP = Public Property

RH = Residential Hall

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Central Wisconsin Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Central Wisconsin Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMIDATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC - On Campus PP - Public Property RH - Residential Hall

This chart includes offenses that were reported to the Lakeland College Safety and Security Department, Sheboygan County Sheriff's Department, and other College officials who have significant responsibilities for student and campus activities. These offenses are compiled in accordance with the provisions of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Lakeland College Japan Campus

OFFENSE		2012	2013	2014
MURDER/NON-NEGLIGENT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
NEGLIGENT MANSLAUGHTER	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
SEX OFFENSES, NON-FORCIBLE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ROBBERY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
AGGRAVATED ASSAULT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
BURGLARY	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
MOTOR VEHICLE THEFT	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
ARSON	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DOMESTIC VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DATING VIOLENCE	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
STALKING	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW ARRESTS	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
DRUG LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
LIQUOR LAW VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
WEAPONS POSSESSION VIOLATIONS REFERRED FOR DISCIPLINARY ACTION	ON CAMPUS	0	0	0
	**RESIDENTIAL FACILITIES	0	0	0
	NON CAMPUS	0	0	0
UNFOUNDED CRIMES		0	0	0

Lakeland College Safety and Security Department Hate Crime Statistics (Japan Campus)

2014	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2013	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2012	RACE			GENDER			RELIGION			SEX ORIENTATION			ETHNICITY			DISABILITY		
	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP	OC	RH	PP
MURDER/NON-NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
NEGLIGENT MANSLAUGHTER	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ROBBERY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AGGRAVATED ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SIMPLE ASSAULT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INTIMADATION	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LARCENY THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MOTOR VEHICLE THEFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ARSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BURGLARY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
STALKING	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SEX OFFENSES - NON-FORCIBLE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER CRIMES INVOLVING BODILY INJURY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DESTRUCTION, DAMAGE OR VANDALISM OF PROPERTY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC = On Campus

PP = Public Property

RH= Residential Hall