



HOWARD
UNIVERSITY

2022

Annual Security Report & Annual Fire Safety Guide Campus Safety And Security

Prepared by The Howard University
Department of Public Safety

THIS REPORT REFLECTS CRIME STATISTICS FOR CALENDAR YEARS 2019, 2020, 2021

A printed copy of this report is available upon request.

Table of contents

SECTION ONE

I. Message from the Chief	3
II. The Annual Security Report and The Annual Fire Safety Report	7
III. Preparation: The Annual Security Report and The Fire Safety Report	9
IV. Howard University Department of Public Safety	10
V. Reporting Crimes and Emergencies	12
VI. HU Campus Security Authorities Contact	13
Reporting Procedures	
VII. • Voluntary/Confidential	14
• Pastoral/Counselor	
VIII. Timely Warnings Notification	16
IX. Bison Safe Mobile Application	17

SECTION TWO

Campus Security Maintenance and Access to Facilities	
I. • Main Campus	20
• West Campus	
• North Campus	
Crime Definitions	
II. • Crime Statistics	28
• Hate Crimes/Other Law Violations/Unfounded Crimes	
• Then Everything Changed- Kristin Mitchell's Story	
III. Crime Prevention	40
IV. Missing Persons	41
Howard University Interpersonal Violence Prevention Program (IVPP)	
V. • Violence Against Women Act (VAWA)	42
• Reporting Protocol and Procedures	
• Filing Internal Complaints -Title IX and Title V	
• Resources and Referral Options	
• Bystander Intervention	
VI. Judicial Process and Disciplinary Actions	53
VII. Howard University Alcohol and Drug Policy	56
VIII. Emergency Management Plan	62

SECTION THREE

The Annual Fire Safety Report	
I. • Definitions	64
• Mandatory Residence Halls Fire Drills	
• Fire Safety Education	
• Alarming Truth, Fire Safety Training Video	
II. Fire Statistics	67
• Main Campus	

Message from the Chief

It is our privilege to present the Howard University 2022 Annual Security and Fire Safety Report. This report provides a comprehensive review of the University's campus safety policies and statistics for the 2021 calendar year, in compliance with the federal Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

Howard is an anchor institution in Washington D.C. and serves as the federally-chartered, flagship historically Black university of the United States. The Department is committed to serving as an important arm of the University's mission to develop scholars who address contemporary global problems, and particularly those impacting places and perspectives within the African Diaspora.

Our continuing safety initiatives include:

- A progressive, highly-visible patrol force covering areas throughout the campus
- A robust mass notification system called Bison Safe; Bison Safe is the official safety app for Howard University
- Issuance of FREE Peace of Mind (POM) security devices
- Access control and video surveillance, predictive analysis, and strategic community engagement
- A residence hall security initiative designed to secure the living quarters for our residential students
- A proactive crime prevention program, designed to educate and inform all university personnel on the "best practices" to take to avoid becoming a victim of crime
- A vibrant partnership with various student groups, our staff, faculty, D.C. Metropolitan Police Department (MPD) and other law enforcement partners

I hope that you find the Annual Security and Fire Safety Report for 2022 to be informative and helpful. The safety and security policies disclosed in this report have been developed to create an environment supportive of education, research, and personal growth. Preventing and reducing crime effectively in our community collaboration with all community stakeholders. If you have any questions or would like additional information about the crime statistics, safety, and security policies administered at Howard University, visit <https://publicsafety.howard.edu/>, contact any of our officers on patrol, or call (202) 806-1100 for assistance.

P.R.A.I.S.E.

Professionalism

We strive to enhance our knowledge, skills, and abilities to provide the highest standards of service to the university community

Respect

We treat all members of the university community and the public at large with respect and dignity

Accountability

We strive daily to meet expectations of those we serve and always accept responsibility for our actions as law enforcement professionals

Integrity

Adhere to the core values of the Department and the professional law enforcement Code of Ethics

Service

It is a great honor to serve the university community in our quest to fulfill our mission

Ethics

To serve, safeguard, protect and respect the constitutional rights of everyone



MARCUS LYLES

Chief of Police and Executive
Director for Safety and Security

Please call 202-238-2420 for
assistance with reading this
report or visit

Vision Statement

To provide a safe and secure environment so that Howard University can fulfill its commitment to educating its students for leadership and service to our nation and the global community.



About Howard University

Howard University, founded in 1867, is a private, research university that is comprised of 13 schools and colleges. Students pursue more than 140 programs of study leading to undergraduate, graduate and professional degrees. Howard also produces more on-campus African American Ph.D. recipients than any other university in the United States.

The University remains committed to further enhancing its strategic positioning as one of the top research universities in the nation. As we celebrate 154 years, we are uniquely positioned to have the next 150 years as glorious as the past.

For more information about Howard University please call (202) 806-6100 or visit the University's Website at <https://home.howard.edu/>.

The Annual Security and Fire Safety Report contain valuable information for current and prospective members of Howard University. We encourage the University community to use it as a practical guide for their safety and security on and off-campus.





HOWARD
UNIVERSITY

Mission Statement

The Department of Public Safety works in partnership with the University community to enhance the safety and quality of life for students, faculty, staff, and visitors through effective law enforcement and proactive crime prevention efforts.

Notice of Equal Opportunity and Diversity



Howard University, as a community of scholars, is committed to the elimination of discrimination in education and the provision of equal opportunity in education. In compliance with state and federal laws and regulation, we do not discriminate on the basis of age, color, disability, gender identity or expression, marital status, national origin, race, religion sex, sexual orientation, or veteran status in any of our policies, procedures, or practices. This non-discrimination policy covers admission and access to, and treatment, in all programs and activities, including but not limited to, academic admissions, financial aid, educational services and employment.



Annual Security & Fire Safety Report



CLERY ACT & CRIME REPORTING

Howard University Department of Public Safety (HU DPS) provides the Annual Security Report and Annual Fire Safety Report in compliance with the Disclosure of Campus Security Policy and Campus Crime Statistics Act, 20 U.S.C. §1092(f), also known as the (Clery Act) Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.

The primary purpose of the Clery Act is to share information with the community by providing guidelines and clear expectations for campuses to report crimes, provide campus safety policies and procedures and provide prevention education. It is the policy of the Howard University Department of Public Safety to work towards fostering a safe and secure environment on our campuses for current and prospective students, faculty, staff, and visitors. The policies disclosed in this report focus on where to report crimes and other emergencies are occurring on or off-campus; security of and access to campus facilities; crime prevention information; and a variety of other relevant policies.

The sworn members of HU DPS work internally with many of the University's offices and departments and externally with outside agencies to gather and report the information contained herein. HU DPS is responsible for preparing and ensuring that this information is accessible to members throughout the University community. By October 1st, the Annual Security Report and Annual Fire Safety Report are published for the general public's viewing.

The security portion of the report provides statistics regarding crimes that occurred on and around Howard University's main campus and its separate campuses covering a three-year period. The crime statistics are compiled from reported incidents that occurred on; public areas immediately adjacent to and located within the confines of our campuses, and non-campus facilities owned or controlled by the University that are not reasonably contiguous to the University properties. The data is collected from reports taken by campus police, security officers, local law enforcement officers, and University officials who have significant responsibility for student and campus activities, identified as Campus Security Authorities (CSAs).

Where not explicitly noted, the safety and security policies included in this report apply to all University campuses, such as the issuance of "timely warning" notices. These notices are initiated for crimes that pose an ongoing threat to our students, faculty, and staff occurring on or within proximity of the University campuses. Policies, prevention, and awareness information about sexual assault stalking, domestic and dating violence, as well as alcohol and drugs, are included in this report and apply across all University campuses.

The "Fire Safety" portion of the report contains fire safety policies including fire safety education and inspections and the University's smoking policy and outlines the fire safety practices such as mandatory fire drills, reporting fires, and other emergencies. The report also includes statistics regarding the number of fire-related incidents that have occurred in Howard University residence halls.

Clery Act Appendix for the FSA Handbook, for a detailed review please visit:
<https://www2.ed.gov/admins/lead/safety/cleryappendixfinal.pdf>

Please contact the "Clery Center for Security on Campus" at (484) 580-8754 or visit
<https://clerycenter.org/contact>

The Basics of Clery Act

Under the Clery Act, colleges and universities that receive federal funding are required to disseminate a public annual security report to students and employees each year.

The Clery Act requires that all postsecondary institutions participating in title IV student financial assistance programs disclose campus crime statistics and other security information to students and the public. The VAWA amendments added requirements that institutions disclose statistics, policies and programs related to dating violence, domestic violence, sexual assault, and stalking, among other changes.

- Annual Security Report (ASR) Production, Distribution, and Notification
- Annual Crime & Fire Statistics Survey
- Safety Alerts: Timely Warnings and Emergency Notifications
- Emergency Evacuation and Response Procedures
- Special Considerations: Schools with Campus Police/Public Safety and/or Student Housing
- Daily Crime Logs
- Missing Students Notification
- Campus Sexual Assault Prevention & Response/Violence Against Women Act

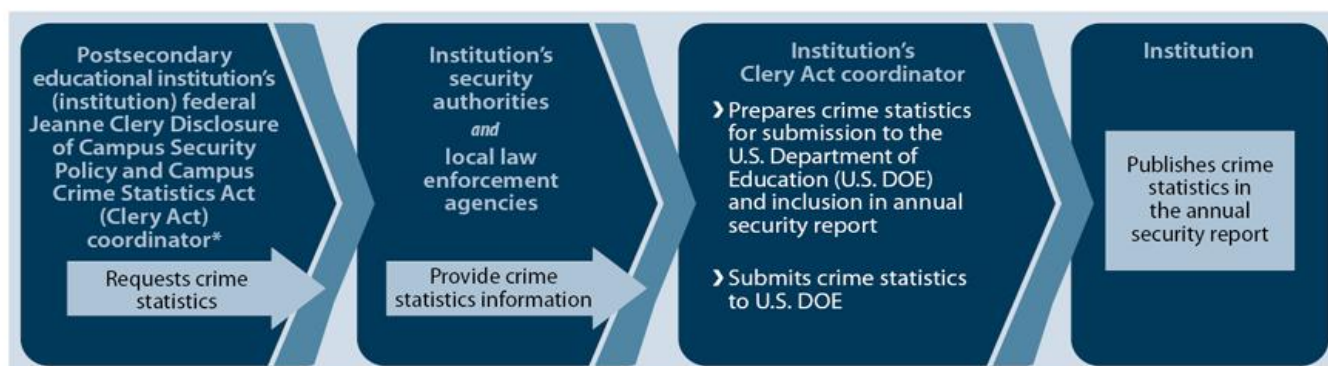
Posted Notification

Notice of availability will be displayed at the following locations: HU DPS Homepage, emailed distribution communication will be sent to the HU Campus Community and will be accessible through the Bison Safe mobile application. The Clery Act statistics published in this ASR report will also be provided to the Department of Education electronically. The full text of this report is posted on our website at <https://publicsafety.howard.edu/resources/HU-DPS-annual-security-fire-safety-reports>. To request a hardcopy of this report, please visit the HU-DPS Headquarters at 2244 10th Street, NW, Second Floor, Washington, D.C. 20059, or call (202) 236-0170.



Jeane Clery Campus Security Policy & Crime Statistics Disclosure Act

Jeane Clery was raped and murdered in her dorm room at Lehigh University in 1986. Her killer was another student. Her parents believe she would have been more cautious if he had known about other violent crimes at Lehigh.



Preparation of this Report

Collecting and Compiling Crime Statistics

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The Clery Act) requires all institutions of higher education to provide students and employees with information about their security policies and procedures and statistics on reported incidents of certain crimes ("Clery Crimes").

Howard University's annual statistics include Clery crimes that occurred on Howard's campus, in or on non-campus buildings or property, or on public property, as those terms are defined in the Clery Act. The Clery Act defines those terms as follows:

- **Campus** - Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls.
- **Non-campus building or property** - (1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students and is not within the same reasonably contiguous geographic area of the institution.
- **Public property** - All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

The annual crime statistics report includes information requested and obtained from the following sources in addition to the HU DPS: District of Columbia Metropolitan Police Department, Prince Georges County Police Department, Mountain View Police Department, and non-police Campus Security Authorities. "Campus security authorities" are defined by federal law as university officials who have "significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings." For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities. Reporting for the purposes of the Clery Act does not require initiating an investigation or disclosing identifying information about the alleged victim.

All of the statistics are gathered, compiled, and reported to the University community via this report, which is published by HU DPS on the website. HU DPS submits the annual crime statistics published in this report to the U.S. Department of Education. The statistical information gathered by the Department of Education is available to the public on its website.

Howard University Main Campus is located within the Metropolitan Police Department's Third District, Patrol Service Area (PSA 306), in the northwest quadrant of the District of Columbia. The Main Campus includes Howard University Hospital.

Howard University West Campus, including the Law School and the School of Divinity, is located within the Metropolitan Police Department's Second District, Patrol Service Area (PSA 203), in the northwest quadrant of the District of Columbia.

Howard University North Campus is located in the Beltsville District, Prince Georges County Police Department in Beltsville, Maryland.

Non-Campus Property: GooglePlex's property and apartments are located in Sunnyvale, CA, and Howard West/Google Tech Exchange is located in Mountain View, CA.

Howard University Department of Public Safety



The Howard University Department of Public Safety (HU DPS) is the primary agency responsible for the safety and security of the students, faculty, staff, and visitors to the University. HU DPS provides a full range of security services to the campus community and is operational 24-hours, 7-days a week. The Department's Headquarters is located on the 2nd Floor of 2244 10th Street, NW, Washington, DC 20059; the 24-hour contact telephone number is (202) 806-1100. HU DPS maintains a web site that provides access to the most current Annual Security Report and the Annual Fire Safety Report, Emergency Response Handbook, and Emergency Mass Communication Services to include a variety of statistical, safety and security tip information: <https://publicsafety.howard.edu/>.

The organization of HU DPS consists of the Chief of Police/Executive Director of Safety and Security; three (3) bureaus: Patrol Services Bureau, Support Services Bureau, and the Howard University Hospital Bureau. The Department is comprised of armed Special Police Officers (SPOs), unarmed security officers and contract security officers whose duties are to augment services provided by HU DPS. SPOs are commissioned and licensed by the Metropolitan Police Department and Security Officers Management Branch (SOMB), giving them the authority to enforce local and federal laws and make arrests.

HU DPS is guided by a General Orders Manual, Special Orders, and University-wide policies and procedures. HU DPS provides security services throughout Howard University campuses; at Howard University Hospital; the Cancer Center and Employee Health locations. HU DPS maintains a close and professional working relationship with the Metropolitan Police Department (MPD) and regional university police departments. These partnerships allow for open lines of communication among the agencies and collaboration in crime prevention efforts and strategies.

University-Wide Policy Statements Reporting Crimes or Other Emergencies

The University actively encourages students, faculty, and staff to accurately and promptly report all crimes to their respective campus security offices and the appropriate law enforcement agencies. Prompt, accurate crime reports facilitate successful investigations and enforcement, aid in prevention efforts, such as the issuance of timely warnings and disclosure of crime statistics in this report and educate the University community. Crimes should be reported when the victim elects to do so or is unable to make a report.

Jurisdiction & Contacting Local Law Enforcement



The Metropolitan Police Department (MPD) has enforcement authority in the District of Columbia and has concurrent jurisdiction with Howard University campuses (except for the North Campus and GooglePlex). However, in the case of major crimes, such as homicides and sexual assaults, the local law enforcement agency would be the lead agency that conducts the criminal investigation. HU DPS has entered into Memoranda of Understanding (MOUs) with the Metropolitan Police Department to coordinate crime prevention and investigative efforts of both agencies.

Based on these MOUs, the local law enforcement agency may lead or assist with investigating crime incidents that occur on and off-campus and will be contacted at the request of a victim. Members of HU DPS and Campus Security Authorities will help any victim who wants to file a criminal report with the local law enforcement agency, but the victim retains the right to file a criminal report and/or seek prosecution at any time.

In the District of Columbia, the Metropolitan Police Department handles off-campus reported incidents. For the North Campus located in Beltsville, MD, the Prince Georges County Police Department is the primary law enforcement agency. For the GooglePlex Campus located in Mountain View, CA, the Mountain View Police Department is the primary law enforcement agency. These agencies may notify HU DPS about incidents that occur on and adjacent to the University properties, as well as incidents involving University students who reside off-campus. The Office of Off-Campus Housing and Community Engagement (OCHCE), located at 2401 Fourth Street, NW, Lower Level, provides:

- Liaison accountability for students who reside off-campus
- An off-campus housing inventory for students, faculty, and staff choosing to live in the Washington Metropolitan area, and informational materials, such as community living tips and safety information
- Community educational support
- Community/student liaison support and conflict resolution support.
- **Off Campus Housing and Community Engagement Community Concern Line** (202) 806-9213
- **Department of Public Safety** (202) 806-1100; call (202) 806-7777 for emergencies
- **Prince Georges County Police Department** (301) 352-1200 ; call 911 for emergencies
- **Metropolitan Police Department 3rd District** (202) 673-6825; call 911 for emergencies
- **Mountain View Police Department** (650) 903-6344; call 911 for emergencies



Upon receiving information about an incident involving a member of the University community, HU DPS may take a report to document the incident and the circumstances for the notification. If a member of the University is a victim of a crime, upon request, HU DPS will assist the local law enforcement agency with investigative matters. For incidents involving conduct that violates University policy, the information will be forwarded to the appropriate University official for action.

Reporting Crimes and Emergencies

Reporting Crimes and Other Emergencies on the Campuses of Howard University

Howard University Department of Public Safety (HU DPS)

Students, faculty, staff, and visitors are encouraged to report criminal incidents and other emergencies promptly. Police services are available through the HU DPS Security Operations Communications Center (SOCC) on (202) 806-1100. The SOCC receives information on crime or incidents, officer dispatch; and connection with Campus Security Authority (CSA) officers or a designated University officials, such as department administrators, directors, and staff members who have the authority to assist with or take crime report information. Victims seeking prosecution retain the right to file a criminal report with the local law enforcement agency with the assistance of members of the HU DPS and Campus Security Authorities.

Emergency “Bison Safe Application”

The Bison Safe app features mobile blue light, emergency contacts, crisis alerts, location services features, in-app tip reporting, COVID-19 Self Assessment, Ethics Hotline and more.

Metropolitan Police Department (MPD)

The Metropolitan Police Department (MPD) has enforcement authority in the District of Columbia and has concurrent jurisdiction with Howard University’s Main and West Campus located in the Northwestern quadrant of the city. Members of the University community have the right to report crimes and emergencies to the Metropolitan Police Department by dialing 911 or 311 for non-emergencies. When crimes occur on-campus, or off but near a HU campus, MPD will usually notify HU DPS to inform HU DPS of the situation, even though there is no official policy requiring the notification. MPD is the agency that investigates homicide and sexual assault investigations on our campus.

Prince Georges County Police Department (PGCPD)

The Prince Georges County Police Department (PGCPD) has enforcement authority in the Prince Georges County and has concurrent jurisdiction with Howard University’s North Campus, located in Beltsville, MD. Members of the North Campus community should report crimes and emergencies to the PGCPD by dialing 911 or 311 for non-emergencies.

If anyone has information about crimes or emergencies on or off-campus, please immediately contact one of the listed agencies.

Main—West—Campuses

HU DPS On-Campus Numbers

Emergency	(202) 806-7777
Non-Emergency	(202) 806-1100
HUH Public Safety	(202) 865-1103

MPD Off-Campus Numbers

Emergency	911
Non-Emergency	311
Non-Emergency	(202) 265-9100

North Campus Beltsville, MD

HU DPS On-Campus Numbers

Emergency	(202) 806-7777
Non-Emergency	(202) 806-1100

PGCPD Off-Campus Numbers

Emergency	911
Non-Emergency	311
Non-Emergency	(301) 352-1200

SEE
SOMETHING



SAY
SOMETHING

List of Authorities on Campus Required to Report a Crime

Campus Security Authorities (CSAs) are administrators, directors, and staff members, not a part of HU DPS, identified as having significant responsibility for student and campus activities. CSAs include, but are not limited to, those responsible for student housing, disciplinary, and campus judicial proceedings. The below listed Campus Security Authorities (CSA) are obligated to report a crime or other emergency to the department of public safety or local police and forward the appropriate complaints to the Title IX Director.

Campus Security Authorities (CSAs) are required by the Clery Act to accept and file reports of crimes in which they are made aware of, or has been reported to them:

- **Department of Athletics** (202) 806-7141
- **Department of Public Safety** (202) 806-1100
- **Human Resources** (202) 806-1280
- **Judicial Advisor** (202) 238-2420
- **Residence Life** (202) 806-6131
- **Student Affairs** (202) 806-2100
- **Student Life** (202) 806-5990
- **Title IX Coordinator** (202) 806-2550
- **Office of the General Counsel** (202) 806-2650
- **Office of Student Services** (202) 238-2420
- **Office of Student Conduct & Community Standards** (202) 806-6131
- **University Counseling Service** (202) 806-6870

For Title IX violations, all university employees are designated as Responsible Employees and are required to report Title IX violations.

Roles, Responsibilities and the Importance of a Campus Security Authority

https://www.youtube.com/watch?v=3sWgJu_Cgbw Video is courtesy of the Clery Center

CSAs are staff and faculty having significant responsibility for students and campus activities.

The following roles are considered a Campus Security Authority (CSA):

- Advisors (Academic/Student Organizations)
- Campus Police/Campus Security
- Deans/Director of Student related programs
- Greek Affairs Coordinators
- Guest Relations
- Residence Directors/Assistants
- Team Coaches/Assistants/Volunteers
- Title IX Coordinators/Investigations
- Student Activity Coordinators
- Victim Advocates/Advocacy Services



Reporting Procedures

Members of the University community are encouraged to report crimes accurately and promptly to HU DPS. Incidents involving sexual assault, dating violence, domestic violence, and stalking can be reported to the Title IX Office and/or the Interpersonal Violence Prevention Program. Employees should report these incidents to HU DPS or local law enforcement. Witnesses and bystanders to any criminal incident should promptly report the incident to HU DPS or local law enforcement, especially when a survivor of crime is unable to report it for him/herself. Relevant information includes:

1. A physical description, his/her identity, and location of the suspect/s, if known.
2. What happened and has the survivor sought medical attention?
3. Was there any use of force and threats?
4. For incidents involving domestic/dating violence or stalking incidents, pictures showing physical abuse and text messages, as well as statements from survivors and witnesses, may serve as evidence that an alleged crime occurred and can be crucial in university and court-based investigations and hearings.
5. For incidents involving sexual assault, survivors are reminded not to shower, bathe, or remove anything that could be preserved for DNA samples and as evidence in an investigation. Pictures and text messages, as well as statements from survivors and witnesses may serve as supporting proof that an alleged crime occurred and may be crucial in a university or court hearing.

The investigating officer will provide aid to survivors by ensuring they receive medical assistance and advise the survivor about available on-campus resources. This information can be found in policies under the Office of the Secretary (Policy Section), University Interpersonal Violence Prevention Program (IVPP) websites, and the Student Handbook. However, when cases involve survivors of certain types of assaults, it is up to the individual to file a formal complaint with law enforcement authorities.

The University's Interpersonal Violence Prevention Program (IVPP) serves as the on-campus advocate, and the University Counseling Service (UCS) provides counseling and support to survivors. With the support of these departments, students and employees can seek assistance in notifying law enforcement and referrals to local community agencies, upon request.

Note that talking with a UCS counselor or IVPP advocate does not constitute filing a report or a formal complaint. Any conversations between the survivor and counselor or advocate are private and confidential and cannot be disclosed without express permission from the survivor. However, cases where a person may be a danger to themselves or someone else, counselors and advocates are required to report such incidents to authorities.



Reporting Voluntary/Confidential

Victims who want to file a report of a crime but do not wish to pursue any further action within the University or criminal justice system should consider filing a confidential report. You may file with a designee of the Chief of Police/Executive Director for Safety and Security. The purpose of a confidential report is to provide HU DPS with the details of the crime or incident while maintaining the confidentiality of the complainant. Then, HU DPS can take appropriate steps to alert and protect the University community.

The privacy of all parties will be maintained to the greatest extent possible while at the same time allowing the University to respond promptly and ensure the safety of the university community. If the victim decides not to file a formal complaint, the incident will be documented to comply with University officials reporting requirements to include the occurrence in an annual report that discloses campus crime statistics. This statistical report does not include any identifying information about the survivor to keep his/her identity confidential.

Pastoral and Professional Counseling

Under the Clery Act, Campus “Pastoral Counselors” and “Professional Counselors” are not “Campus Security Authorities.” This exemption is intended to protect the counselor-client relationship.

However, even the legally recognized privileges acknowledge some exemptions, and there may be situations in which counselors are, in fact, under a legal obligation to report a crime. Victims who want to report an incident anonymously or confidentially may reach out to a Pastoral or Professional Counselor:

University Counseling Center (Students)

Location: 6th and Bryant Streets NW, Washington, DC 20059

Main phone number: (202) 806-6870

Hours of Operation: 8:00 AM to 6:00 PM

Crisis Hotline: 24 hours / 7 Days a Week
(202) 345-6709

Medical Emergency: 911

Howard University Employee Assistance Program (EAP) (Employees)

Location: Department of Human Resources
2244 10th Street NW, Room 413

Contact: (202) 806-1280

Contact: Lifeworks 1-888-319-7819

Online: www.metliffeap.lifeworks.com

Office of the Dean of the Chapel Pastoral Care and Spiritual Direction

Main phone number: (202) 806-7280

No current in person appointments due to the Social Distancing Policy

Email: chapel@howard.edu

Fellowship Online: chapel.howard.edu

Howard University Hospital Employee Assistance Program (EAP) (Employees)

Location: Department of Human Resources
2014 Georgia Avenue NW

Contact: (202) 865-2760

Contact: MetLife at 1-844-763-8543

Online: www.metliffeap.com

Note: Available 24/7/365 to provide confidential resources and referrals to support members everyday needs.

“Timely Warnings” Notifications

Students, faculty, staff, and visitors are encouraged to immediately report all crimes and emergencies to HUDPS that will help aid in the prevention of similar crimes that pose an ongoing threat to the campus community.

The intent of warnings sent to students, faculty, and staff is to alert them to take the necessary precautions to protect themselves in case of violent crimes occurring on campus. Also, timely warnings may be issued when patterns of crime are committed against property. A timely warning notice is generally distributed through the Bison Safe mobile app push notification through your mobile device, text or email message notification from HUDPS. Timely warnings are issued by the University's Director of Emergency Management. An alert is sent when the below-listed offenses are reported and are considered by HUDPS to present a serious and continuing threat to the university community or when crime patterns exist within geographic locations defined in the Clery Act.

**TIMELY
WARNING**

“Timely Warnings” Notifications

- Murder and Non-Negligent Manslaughter
- Negligent Manslaughter
- Sex Offenses
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson



Note, the decision whether to issue a timely warning is made on a case-by-case basis and with consideration of elements surrounding a reported crime. Factors such as the nature of the crime, whether the crime poses a continuing danger to the campus community, and the potential impact an alert may have on an on-going law enforcement investigations or operations.

The Bison Safe mobile application is a University-wide system developed by AppArmor, a well-respected leader in mobile safety. The intent is to improve the existing emergency notification program, which allows the University to send time-sensitive notifications via voice, e-mail, and text messaging.

In case of an emergency on or near campus, the following will be sent out immediately:

- An **e-mail** notification to the e-mail address provided by users
- A **text message** to a mobile phone number provided by users
- A **push notification** through the Bison Safe application downloaded to user mobile devices

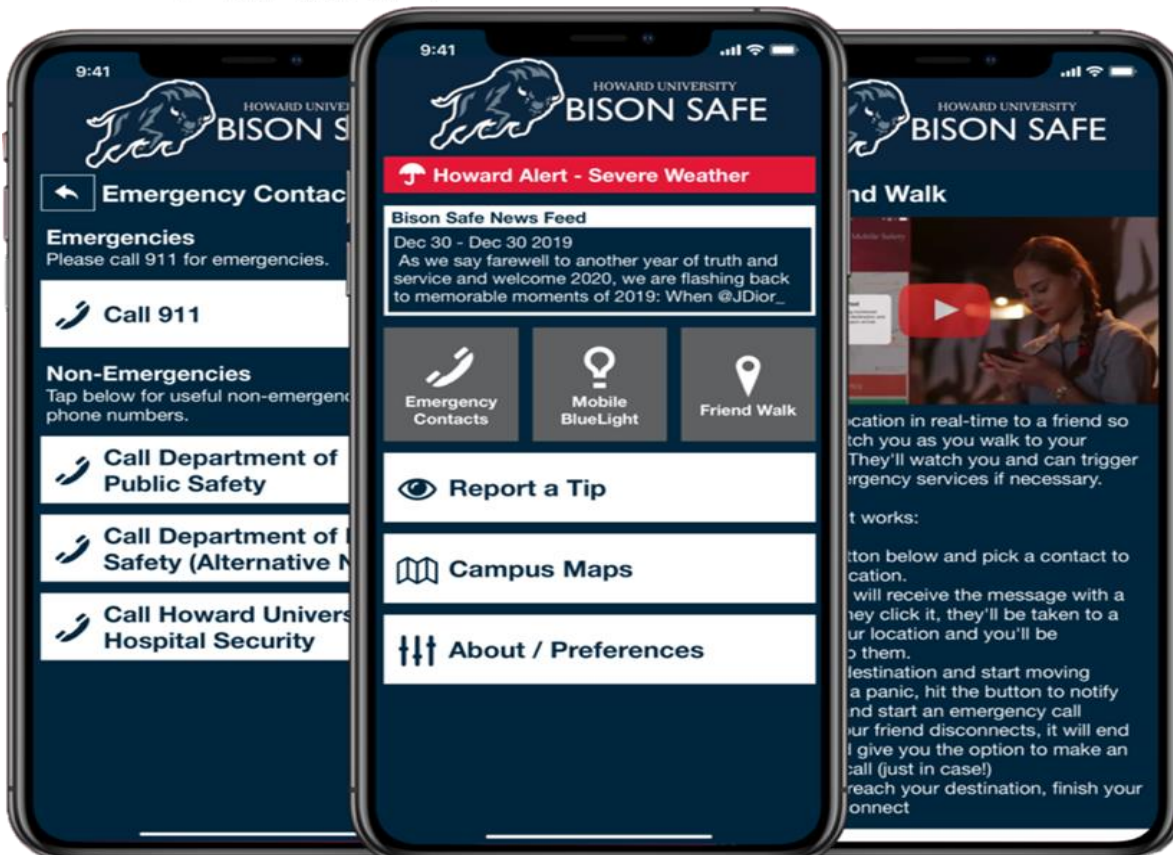
Bison Safe Mobile App

- Bison safe is the Department of Public Safety's app and mass notification system.
- Bison Safe feature **Mobile Bluelight** – allows the user to send their location to Howard University security in real-time in case of a crisis
- Bison Safe feature **Friend Walk** – allows the user to send their location to a friend through email or SMS on their device
- Bison Safe is a free app that can be downloaded in the Apple Store or Google Store
- **Bison Safe Application is available to download via Apple App Store or Google Play Store**
- Click on the link below to download the Bison Safe app if you have an Apple device
<https://apps.apple.com/us/app/bison-safe/id1493224155>
- Click on the link below to download the Bison Safe app if you have a Android device
https://play.google.com/store/apps/details?id=com.cutcom.apparmor.howard&hl=en_US
- Download the FREE Bison Safe App by placing your smart phone camera directly over the QR code below:

Google QR Code



Apple iOS QR Code



Bison Safe App – Ethics Hotline

What is EthicsPoint?

EthicsPoint is a comprehensive and confidential reporting tool created by NAVEX Global that enables management and employees to work together to address fraud, abuse, and other misconduct in the workplace while cultivating a positive work environment.

May I report using either the Internet or the telephone?

Yes. EthicsPoint enables you to file a confidential, anonymous report via either the telephone or the Internet.

What types of situations should I report?

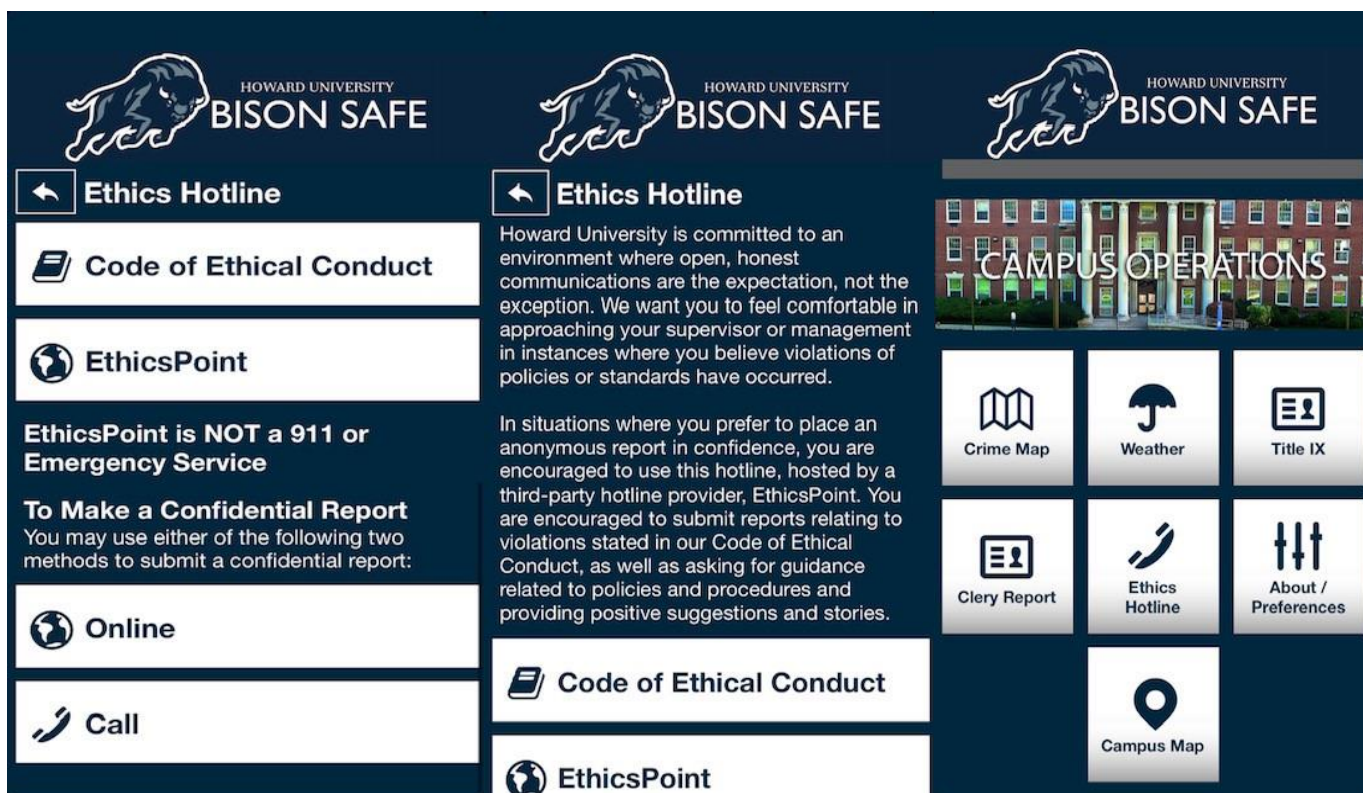
The EthicsPoint system allows employees to report any violation of our stated Code of Ethical Conduct, or other concern you may have.

If I see a violation, shouldn't I just report it to my manager, security, or human resources and let them deal with it?

All real or perceived violations of the code of conduct should be reported. There may be circumstances when community members are not comfortable reporting an issue. It is for such circumstances that we have partnered with NAVEX Global to allow confidential reporting.

Anonymous Ethics & Compliance Hotline To Make a Report call 844-944-3408

<https://secure.ethicspoint.com/domain/media/en/gui/78637/index.html>



Bison Safe App - COVID Self Assessment

Bison Safe includes the COVID-19 self-assessment feature along with additional Safety Awareness information.

The Self-Assessment tool will determine whether or not you are:

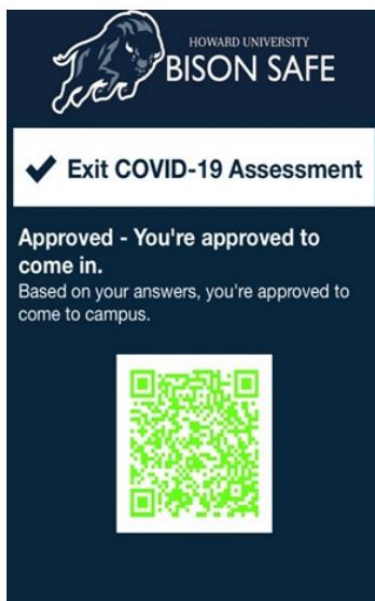
- Cleared to be on campus
- Cautioned that you are approved but requires you take additional screening measures
- Denied and recommend that you seek additional guidance prior to reporting to the campus.

By clicking on 'University Pandemic Protocols' you will be led to complete the daily self-assessments to enter campus [Bison Safe Self-Assessment Instructions \(howard.edu\)](https://howard.edu/bison-safe-self-assessment-instructions)

On-Campus COVID-19 Testing Schedule

To read more of the latest COVID-19 testing protocols and resources, click here [Testing, Quarantine, & Contact Tracing Protocol | Howard University](#)

Approved, Caution or Denied



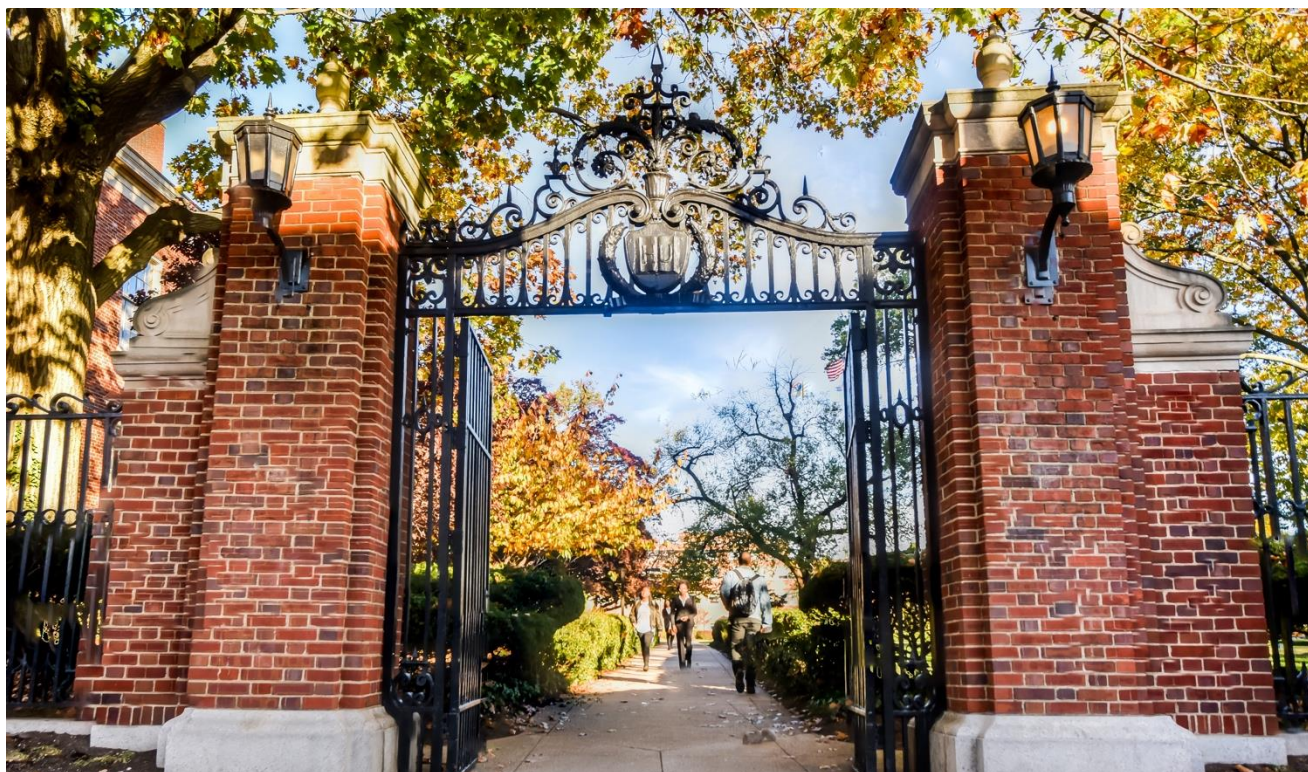
Campus Security Maintenance and Access to Facilities

Students, faculty, staff, and visitors are encouraged to immediately report all crimes. It is the policy of the Howard University Department of Public Safety to work towards fostering a safe and secure environment on our campuses for current and prospective students, faculty, staff, and visitors. The following policies regarding security, access to campus facilities, maintenance, and reporting crimes apply to the designated University campuses.



Howard University Main Campus

Students, faculty, staff, and visitors are encouraged to immediately report all crimes. It is the policy of the Howard University Department of Public Safety to work towards fostering a safe and secure environment on our campuses for current and prospective students, faculty, staff, and visitors. The following policies regarding security, access to campus facilities, maintenance, and reporting crimes apply to the designated University campuses.



Securing Access to Campus

The general community has access to the grounds of Howard University. With an open campus environment, HU DPS must impose certain restraints to ensure reasonable protection of all members and those affiliated with the University community. Most campus facilities are accessible during regular business hours. However, security posts and an automated card access control system are in place and restrict public access to residence halls and some academic and administrative buildings. Individuals who need access to University buildings or properties that are controlled access during regular or non-business hours should make pre-arranged plans with contacting the appropriate department administrator or the Howard University Department of Public Safety for access. University members with questions about the access restrictions should contact their department supervisor, building coordinator, or the HU DPS Security Operations Communications Center (SOCC).

HU DPS officers assigned to Howard University Hospital are posted at strategic locations throughout the facility. Hospital staff and volunteers are required to wear an identification badge with his/her photograph, name, and department printed on it. Patients and visitors must stop at the appropriate entrance and obtain a pass and may be asked to sign in. If you need security assistance, please tell your nurse or any other staff member. The Security Department operates 24 hours a day, seven days a week. We also have a full fire alarm system throughout the hospital that alerts security control to smoke or fire. Surveillance cameras are focused on areas such as parking lots and entrances.

All hospital employees are issued identification badges, which they are required to wear during their working day. Passes are issued to visitors to establish their identity. All security personnel are trained to be helpful and courteous, yet firm in implementing the established security procedures.

Security Maintenance of Campus

The Department of Public Safety and representatives from the Physical Facilities Management, and Thompson Facilities continuously conduct surveys and checks of the University properties for deficiencies. For example, checking areas throughout the campuses where exterior and interior lights may be needed for better illumination, and checking doors with automatic locking mechanisms to ensure each is operating properly. If deficiencies are found, University community members are instructed to submit a service request to the Physical Facilities Management for repairs. To report building or ground deficiencies, please contact the Work Control Call Center, Physical Facilities Management Thompson Facilities (202) 806-1000 for work requests.

The report is compiled and distributed annually in compliance with the Clery Act. The publication discloses crime statistics and statements of security policy specific to the Main Campus before October 1. Main Campus students and employees are sent an email message providing them with a link to this report and notification that the current edition is available and the publication has been posted on the Howard University Department of Public Safety website. Copies may be printed from the website or obtained from the HU DPS Headquarters, 2244 10th Street, NW, Washington, DC, and contact (202) 806-1102.

Please access the link <https://publicsafety.howard.edu/> to review the full text of the Annual Security Report and the Fire Safety Report that contains the Main Campus security safety information.

Howard University West Campus

The West Campus serves as the location that houses both Howard University's School of Law and the School of Divinity. The West Campus occupies a 22-acre parcel of land at 2900 Van Ness Street, NW Washington, D.C., which is approximately five miles from the Main Campus. There is no student housing on the West Campus.

The School of Law operates in two main buildings: Houston Hall, named after the famous civil rights lawyer and strategist Charles Hamilton Houston, is the main academic and administrative building. Notre Dame Hall houses the Career Services Office, the Clinical Law Center, and the offices for major student organizations, including the Howard Law Journal, the national and international moot court teams, the Student Bar Association, and a student newspaper titled The New Barrister.

The School of Divinity occupies Holy Cross Hall on the West Campus, and its library location is on the 4th floor of the School of Law Library.



Please access the link <https://publicsafety.howard.edu/> to review the full text of the Annual Security Report and the Fire Safety Report that contains the West Campus security and safety information.

The report is compiled and distributed annually in compliance with the Clery Act. The publication discloses crime statistics and statements of security policy specific to the West Campus annually before October 1. Current West Campus students and employees are sent an email message providing them with a link to this report and notification that the current edition is available and the publication has been posted on the Howard University Department of Public Safety website.

Copies may be printed from the website or obtained from the HUDPS Headquarters, 2244 10th Street, NW, Washington, DC, and contact (202) 806-1102.

Securing Access to Campus

The general community has access to the grounds of Howard University. With an open campus environment, HU DPS must impose certain restraints to ensure reasonable protection of all members and those affiliated with the University community. Most campus facilities are accessible during regular business hours. However, security posts and an automated card access control system are in place and restrict public access to residence halls and some academic and administrative buildings. Individuals who need access to University buildings or properties that are controlled access during regular or non-business hours should make pre-arranged plans with contacting the appropriate department administrator or the Howard University Department of Public Safety for access. University members with questions about the access restrictions should contact their department supervisor, building coordinator, or the HU DPS Security Operations Communications Center (SOCC).

HU DPS officers assigned to Howard University Hospital are posted at strategic locations throughout the facility. Hospital staff and volunteers are required to wear an identification badge with his/her photograph, name, and department printed on it. Patients and visitors must stop at the appropriate entrance and obtain a pass and may be asked to sign in. If you need security assistance, please tell your nurse or any other staff member. The Security Department operates 24 hours a day, seven days a week. We also have a full fire alarm system throughout the hospital that alerts security control to smoke or fire. Surveillance cameras are focused on areas such as parking lots and entrances.

All hospital employees are issued identification badges, which they are required to wear during their working day. Passes are issued to visitors to establish their identity. All security personnel are trained to be helpful and courteous, yet firm in implementing the established security procedures.

Security Maintenance of Campus

The Department of Public Safety and representatives from the Physical Facilities Management, and Thompson Facilities continuously conduct surveys and checks of the University properties for deficiencies. For example, checking areas throughout the campuses where exterior and interior lights may be needed for better illumination; checking doors with automatic locking mechanisms to ensure each is operating properly and maintaining the landscape. If deficiencies are found, University community members are instructed to submit a service request to the Physical Facilities Management for repairs. To report building or ground deficiencies, please contact the Work Control Call Center, Physical Facilities Management Thompson Facilities (202) 806-1000 for work requests.

The report is compiled and distributed annually in compliance with the Clery Act. The publication discloses crime statistics and statements of security policy specific to the Main Campus. Annually, before October 1st; however, this year due to the Global COVID-19 pandemic the Department of Education extended the deadline to December 31, 2020. The current Main Campus students and employees are sent an email message providing them with a link to this report and notification that the current edition is available and the publication has been posted on the Howard University Department of Public Safety website. Copies may be printed from the website or obtained from the HU-DPS Headquarters, 2244 10th Street, NW, Washington, DC, and contact (202) 806-1102.

Please access the link <https://publicsafety.howard.edu/> to review the full text of the Annual Security Report and the Fire Safety Report that contains the Main Campus security safety information.

Reporting Procedures

Policies and procedures for reporting crimes and emergencies on the West Campus are essentially the same as the Main campus. A HU DPS officer is assigned to the campus who is available to enforce the law and take police reports. Contract security officers are also assigned to the campus whose responsibilities include monitoring and controlling access to selected buildings and assisting members of the campus community with reporting crimes and emergencies to the proper authorities.

Howard University Department of Public Safety

Emergency (202) 806-7777
Non-Emergency (202) 806-1100

Metropolitan Police Departments

Emergency 911
Non-Emergency 311 or (202) 265-9100

The below listed Campus Security Authorities (CSA) on the West Campus are obligated to report a crime or other emergency to the department of public safety or local police and forward the appropriate complaints to the Title IX Director.

Student Affairs, School of Law

(202) 806-8006

Adrienne Packard, Director of Student Affairs
adrienne.packard@law.howard.edu

Student Affairs, School of Divinity

(202) 806-0718

Ms. Claretta McDaniel,
Asst. Dean of Student Affairs.
c_mcdaniel@howard.edu

Interpersonal Violence Prevention Program

(202) 806-6870 or 7733

Shakira Jarvis, Director
shakira.w.jarvis@howard.edu

Title IX

(202) 806-2550

Jessica White, Title IX Director
TitleIX@Howard.edu

Employee Relations

(202) 806-1280

Mr. Charles Pugh, Director
charles.pugh@howard.edu

University Counseling Center

(202) 806-6870

Dr. Michael E. Barnes, Ph.D.
M_E_Barnes@howard.edu

Student Health Center

(202) 806-7540

Dr. Michelle R. Buchanan, Director
Studenthealth@howard.edu

Access to Campus Facilities

The HU DPS Officer assigned to the West Campus conducts periodic patrols of the campus on an around-the-clock basis. HU DPS augments its security staff operations with contract security officers. Generally, during the fall and spring semesters, contract security officers are posted at the West Campus in areas monitoring access control by checking identification for those who use the Law/Divinity Library. Individuals who need access to University buildings or properties that are controlled access during regular or non-business hours should make pre-arranged plans or contact the appropriate department administrator or the Howard University Department of Public Safety for access. University members with questions about the access restrictions should contact their department supervisor, building coordinator, or the HU DPS Security Operations Communications Center (SOCC) to speak with the on-duty HU DPS officer. Howard University Shuttle Bus Service (HUBS) provides transportation for the University's faculty, staff, and students to and from Main Campus, various parking lots, dormitories, the School of Divinity, the School of Law, and other University-based locations.
(Main Phone: (202) 806-2000
Email:parking@howard.edu
<http://auxiliary.howard.edu/parking—transportation.html>)

Security Maintenance of Campus

The Department of Public Safety and representatives from the Physical Facilities Management— Thompson Facilities continuously conduct surveys and checks of the University properties for deficiencies. For example, checking areas throughout the campuses where exterior and interior lights may be needed for better illumination; checking doors with automatic locking mechanisms to ensure each is operating properly and maintaining the landscape. If deficiencies are found, University community members are instructed to submit a service request to the Physical Facilities Management for repairs. To report building or ground deficiencies, please contact the Work Control Call Center, Physical Facilities Management— Thompsons (202) 806-1000 for work requests.



Howard University North Campus

The North Campus serves as the location that houses the National Oceanic and Atmospheric Administration (NOAA) Center for Atmospheric Sciences (NCAS). The research facility occupies a 22-acre parcel of land at 7501 Muirkirk Rd., Beltsville, MD, which is approximately a 40-minute drive from the Main Campus. There is no student housing on the North Campus.

The NCAS is a cooperative partnership between six institutions, with Howard University serving as the lead institution. The four minority-serving institutions in the partnership are Howard, Jackson State University, the University of Puerto Rico at Mayagüez, and the University of Texas at El Paso. The partnership also includes two majority-serving universities, University of Maryland College Park, and the State University of New York at Albany. NCAS supports the research and training of over 75 students, postdoctoral fellows, and faculty across the six partnering academic institutions.

Please access the link <https://publicsafety.howard.edu/resources/HU-DPS-annual-security-fire-safety-reports> to review the full text of “The Annual Security Report and the Fire Safety Report” that contains the North Campus security and safety information.

The report is compiled and distributed annually in compliance with the Clery Act. The publication annually discloses crime statistics and statements of security policy specific to the North Campus before October 1. Current North Campus students and employees are sent an email message providing them with a link to this report and notification that the current edition is available and the publication has been posted on the Howard University Department of Public Safety website. Copies may be printed from the website or obtained from the HU DPS Headquarters, 2244 10th Street, NW, Washington, DC, and contact (202) 806-1102.



Reporting Warning

Students, faculty, staff, and visitors are encouraged to promptly report criminal incidents and other emergencies known to have occurred both on and off-campus. Emergencies, crime, and public safety-related incidents should be reported directly to the Prince Georges County Police Department and notify HU DPS by calling the Security Operations Communications Center (HU-SOCC) on the numbers listed below. For all other safety and security concerns call HU DPS.

Howard University Department of Public Safety

Emergency (202) 806-7777
Non-Emergency (202) 806-1100

Metropolitan Police Departments

Emergency 911
Non-Emergency 311

The below listed are Campus Security Authorities (CSA) on the West Campus are obligated to report a crime or other emergency to the department of public safety or local police and forward the appropriate complaints to the Title IX Director.

North Campus Beltsville Project Manager 123

(202) 865-8536
Kimberly Smith
kl_smith@howard.edu

Employee Relations

202) 806-1280
Mr. Charles Pugh
charles.pugh@howard.edu

Interpersonal Violence Prevention Program

(202) 806-6870 or 7733
Dr. Michael E. Barnes, Ph.D.
IVPPHU@howard.edu

University Counseling Center

(202) 806-6870
Dr. Michael E. Barnes, Ph.D.
M_E_Barnes@howard.edu

Title IX

(202) 806-2550
Jessica White, Director
TitleIX@Howard.edu

Student Health Center

(202) 806-7539 or 7540
Dr. Ebony Copeland, Director
ebony.copeland@howard.edu

Access to Campus Facilities

Access to the North Campus is restricted. The main building where the offices and classrooms are is secured by a chain-link fence. To gain entry on to the secured campus grounds and facility, authorized students, faculty and staff have a code to punch into a keypad access control panel at the main gate and a code to punch into another keypad access control panel to enter the facility. All the other buildings and the Tower are secured by a chain-link fence, the locking mechanism for which is a padlock. All authorized students and personnel have 24-hours access to the campus. Individuals or visitors who need access to the facility must make pre-arranged plans. Please contact the Beltsville Project Manager or designated staff for access.

Security Maintenance of Campus

A Physical Facilities Management—Thompson Facilities staff member, is assigned to the North Campus to maintain its grounds and facilities. To report any deficiencies and repairs need inside or outside of the facility, students, faculty, and staff may also notify the campus Project Manager. To report building or ground deficiencies, please contact the Work Control Call Center, Physical Facilities Management Thompson Facilities (202) 806-1000 for work request.

Crime Definitions

Under the Clery Act, for the purposes of counting and disclosing Criminal Offense, Hate Crime, arrest and disciplinary referral statistics you must do so based on definitions provided by the

Federal Bureau of Investigation's (FBI's) Uniform Crime Reporting (UCR) Program. The definitions for Murder, Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Weapons

Carrying, Possessing, Etc. Law Violations, Drug Abuse Violations, and Liquor Law Violations are from the Summary Reporting System (SRS) User Manual from the FBI's UCR Program. The definitions of Fondling, Incest, and Statutory Rape are from the FBI's National Incident-Based Reporting System (NIBRS) Data Collection Guidelines edition of the UCR. Hate Crimes are classified according to the FBI's Uniform Crime Reporting Hate Crime Data Collection Guidelines and Training Manual. Note that, although the law states that institutions must use the UCR Program definitions, Clery Act crime reporting does not have to meet all of the other UCR Program standards. For the categories of Domestic Violence, Dating Violence and Stalking, the Clery Act specifies that you must use the definitions provided by the Violence Against Women Act of 1994 and repeated in the Department's Clery Act regulations. Violence Against Women Act of 1994 definitions citation 34 CFR 668.46(c) (6) (A) (i)

- **Murder and Non-Negligent Manslaughter** — The willful (non-negligent) killing of one human being by another.
- **Manslaughter by Negligence** — The killing of another person through gross negligence.
- **Sexual Assault (Sex Offenses)** — Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
- **Rape** — The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
- **Fondling** — The touching of the private body parts of another person for the purpose of
 - sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or
 - permanent mental incapacity.
- **Incest** — Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** — Sexual intercourse with a person who is under the statutory age of consent.
- **Consent** — Consent: Consent is the voluntary, informed, and freely given agreement, through words and/or actions, to participate in mutually agreed-upon sexual acts. Consensual sexual activity happens when each partner willingly and affirmatively chooses to participate in a particular sexual act.

A person cannot give consent to engage in sexual activity if they are:

- Under the age of consent
- Mentally or physically incapacitated
- Sleeping
- Being threatened or coerced
- Intoxicated by alcohol or drugs

Note: Consent definition from 400-005 (INTERIM) TITLE IX POLICY ON PROHIBITED SEXUAL AND GENDER-BASED HARASSMENT AND VIOLENCE AND OTHER FORMS OF INTERPERSONAL VIOLENCE

Continued Crime Definitions

- **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.
- **Burglary** — The unlawful entry of a structure to commit a felony or theft.
- **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.
- **Unauthorized Use of Motor Vehicles** — The theft or attempted theft of a motor vehicle.

Crime Definitions for Hate Crimes

Hate Crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim because of their race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, disability. For Clery Act purposes, Hate Crimes include any of the following offenses that are motivated by bias: Murder and Non-Negligent Manslaughter, Sexual Assault, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson. Also, the following offenses are included in the Clery Act statistics only if they are Hate Crimes.

- **Larceny-Theft** — The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
- **Simple Assault** — An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers visible severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- **Intimidation** — To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property** — To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Violence Against Women Act Crimes

Domestic Violence, Dating Violence, and Stalking are crimes added to the Clery Act by the Violence Against Women Act and are reportable Clery Act Crimes.

- **Dating Violence** — Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition—
 - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - Dating violence does not include acts covered under the definition of domestic violence.
- **Domestic Violence** — A felony or misdemeanor crime of violence committed—
 - By a current or former spouse or intimate partner of the victim;
 - By a person with whom the victim shares a child in common;
 - By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
 - By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Note: In Domestic/Dating Violence cases, the relationship between the perpetrator and victim must be more than just two people living together as roommates. The individuals involved must be current or former spouses or have an intimate relationship.

- **Stalking** — Engaging in conduct directed at a specific person that would cause a reasonable person to:
 - Fear for the person's safety or the safety of others; or
 - Suffer substantial emotional distress. For the purposes of this definition.
- **Course of Conduct** — Two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- **Reasonable Person** — A reasonable person under similar circumstances and with similar identities to the victim.
- **Substantial Emotional Distress** — Significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.
- **Then Everything Changed** – Kristin Mitchell's Story, Video courtesy of the Clery Center
<https://vimeo.com/clerycenter/download/368544706/8e88af9f1a>

Other Law Violations

- **Weapons Carrying, Possessing, Etc.** — The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.
- **Drug Abuse Violations** — The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and the making of narcotic drugs.
- **Liquor Law Violations** — The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession or use of alcoholic beverages, not including driving under the influence and drunkenness.
- **Unfounded Crimes** — Crimes are unfounded only after a full investigation by sworn or commissioned law enforcement personnel. A crime is considered unfounded for Clery Act purposes only if sworn or commissioned law enforcement personnel make a formal determination that the report is false or baseless. Failure to cooperate with the prosecution, and the inability to make an arrest do not “unfound” a crime report.
 - Crime reports can be determined to be false only if the evidence from a complete and thorough investigation establishes that the reported crime was not, in fact, completed nor attempted in any manner.
 - Crime reports can be determined to be baseless only if the allegations reported did not meet the elements of the offense or were improperly classified as crimes in the first place.

Daily Crime Log

The purpose of the daily crime log is to record criminal incidents and alleged criminal incidents that are reported to the HU DPS. The Daily Crime Log is maintained at the Department of Public Safety Headquarters. The information documented in the crime log includes the case number, type of crime, the location, date, and time the incident occurred and was reported; and the disposition of the case, if known. Any changes made to the crime log that includes entry updates or change in disposition will be posted in the crime log within two business days of receiving the information. However, HU DPS reserves the right to exclude from the crime log any identifiable information about victims for certain crimes and any information that could have an adverse impact on an investigation.



WHAT CLERY NUMBERS DO AND DO NOT INCLUDE

Statistics compiled for the annual security report and shared with the Department of Education **DO INCLUDE** those reported to the campus security authorities (CSA), such as campus police or security, a coach, an advisor to a student group, or a dean of students.

These statistics **DO INCLUDE** incidents documented by resident assistants of students violating campus policies that are also violations of laws captured under Clery.

These statistics **DO INCLUDE** all reports to campus security authorities of Clery crimes that occurred within Clery geography, regardless of whether the person chose to move forward with the criminal justice or campus disciplinary process.

These statistics **DO INCLUDE** all reports to campus security authorities of Clery crimes that occurred within Clery geography, regardless of whether the individual reporting was a member of the campus community.

These statistics **DO NOT** always represent incidents shared with confidential resources on campus such as a counseling center. Pastoral and professional counselors are exempt from Clery reporting, although many institutions have procedures encouraging them, if and when they deem it appropriate, to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis.

These statistics **DO NOT** include incidents that were not reported to the institution.

These statistics **DO NOT** reflect incidents reported that occurred in areas that are not Clery geography (such as at an off campus party at a location not owned or controlled by the institution, an incident that occurs at a local bar or club, or an incident that occurs in the hometown of a student).

Main Campus Crime Statistics

Due to the COVID-19 pandemic and limited access to information some items may not have been available to the Clery Act Compliance Coordinator during 2019 and 2020.

Criminal Offenses	Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Murder/ ⁽¹⁾ Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	5	1	0	0
	2020	0	0	0	0
	2019	5	1	0	2
Fondling	2021	0	0	0	0
	2020	1	0	0	0
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Robbery	2021	2	1	0	0
	2020	0	0	0	0
	2019	6	2	1	1
Aggravated Assault	2021	13	1	0	0
	2020	10	0	0	0
	2019	11	2	0	0
Burglary	2021	1	0	0	0
	2020	4	12	0	2
	2019	6	5	0	0
Motor Vehicle Theft	2021	1	0	0	0
	2020	0	0	0	0
	2019	6	0	0	0
Arson	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Main Campus Crime Statistics continued

Violence Against Women Offense	Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Domestic Violence	2021	2	1	1	0
	2020	3	0	0	0
	2019	19	14	0	8
Dating Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	24	12	7	1
Stalking	2021	0	0	0	0
	2020	0	0	0	0
	2019	21	17	0	5

Offenses/ Disciplinary Action	Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Weapons (carry, possess, etc.)	Arrest	2021	0	0	0
		2020	0	0	0
		2019	0	0	0
Weapons (carry, possess, etc.)	Referrals	2021	0	0	0
		2020	0	0	0
		2019	0	0	0
Drug Abuse Violations	Arrest	2021	0	0	0
		2020	0	0	0
		2019	0	0	0
Drug Abuse Violations	Referrals	2021	0	0	0
		2020	0	0	0
		2019	99	0	0
Liquor Law Violations	Arrest	2021	0	0	0
		2020	0	0	0
		2019	0	0	0
Liquor Law Violations	Referrals	2021	0	0	0
		2020	0	0	0
		2019	129	0	0

Main Campus 2021 Footnotes

1. The Non-campus property is located in California controlled by Howard University, on GooglePlex's property and apartments located in Mountain View and Sunnyvale, CA.
2. The location of the Howard West/Google Tech Exchange program is located at 1600 Amphitheater Parkway, Mountain View, CA, and the participants resides in Sunnyvale, CA.

Note: Statistics for four (4) Domestic Violence, six (6) Sexual Assaults and (0) Stalking reported to a Campus Security Authority were not included in the above data because reporting person was unable to provide the interviewer with the location of the crimes.

WEST Campus Crime Statistics

Criminal Offenses	Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Fondling	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Robbery	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Burglary	2021	1	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arson	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

WEST Campus Crime Statistics

Violence Against Women Offense	Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Domestic Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Dating Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Stalking	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Offenses/Disciplinary Action		Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Weapons (carry, possess, etc.)	Arrest	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Weapons (carry, possess, etc.)	Referrals	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Drug Abuse Violations	Arrest	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Drug Abuse Violations	Referrals	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Liquor Law Violations	Arrest	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Liquor Law Violations	Referrals	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0

North Campus Crime Statistics

Criminal Offenses	Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Negligent Manslaughter	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Fondling	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Incest	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Statutory Rape	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Robbery	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Aggravated Assault	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Burglary	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Motor Vehicle Theft	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Arson	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

North Campus Crime Statistics

Violence Against Women Offense	Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Domestic Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Dating Violence	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0
Stalking	2021	0	0	0	0
	2020	0	0	0	0
	2019	0	0	0	0

Offenses/Disciplinary Action		Year	On-Campus	On-Campus Student Housing	Non-Campus Property	Public Property
Weapons (carry, possess, etc.)	Arrest	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Weapons (carry, possess, etc.)	Referrals	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Drug Abuse Violations	Arrest	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Drug Abuse Violations	Referrals	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Liquor Law Violations	Arrest	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0
Liquor Law Violations	Referrals	2021	0	0	0	0
		2020	0	0	0	0
		2019	0	0	0	0



Hate Crimes/Unfounded/Date Rape Drug Violations

The Hate Crime statistics are crimes where the offender was motivated to commit the offense because of his/ her bias against the victim's race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, or disability. A crime is considered unfounded for Clery Act purposes if a sworn or commissioned law enforcement personnel makes a formal determination that the report is false or baseless.

Howard University Main Campus and Howard University Hospital

- **Hate Crimes** — There were no (0) police report for a Hate Crimes in 2021, (0) in 2020 and (0) 2019.
- **Unfounded** — There were no (0) police reports in 2021, (0) police reports unfounded in 2020 and (0) 2019.
- **Date Rape Drug Regulation** — There were no (0) reported Date Rape Drug violations in 2021, 2020 and 2019.

Howard University West Campus

- **Hate Crimes** — There were (0) police reports of Hate Crimes for 2019, 2018 and 2017.
- **Unfounded** — There were (0) police reports unfounded for 2019, 2018 and 2017.
- **Date Rape Drug Regulation** — There were (0) reported Date Rape Drug violations in 2021, 2020 and 2019.

Howard University North Campus

- **Hate Crimes** — There were (0) police reports of Hate Crimes for 2021, 2020 and 2019.
- **Unfounded** — There were (0) police reports unfounded for 2021, 2020 and 2019.
- **Date Rape Drug Regulation** — There were (0) reported Date Rape Drug violations in 2021, 2020 and 2019.

Crime Prevention

As a part of our crime prevention efforts, HU DPS Crime Prevention Specialists provide information to students and staff concerning campus security procedures and available services throughout each academic year. Members of the University community are reminded of the importance of promptly reporting crimes, suspicious behavior, and activities to HU DPS or local police, which is vital to HU DPS in developing focused law enforcement and prevention strategies. The crime prevention programs in place are designed to educate faculty, students, and staff to be more proactive as it relates to their safety and security. In addition to distributing crime prevention information throughout the year, the Specialist gives presentations at campus events, meetings, and orientations held for new and current students and employees informing them about precautionary measures they can take to protect themselves. Anyone who is interested in learning more and/or registering for services and programs offered by HU DPS may call (202) 806-1100 or access the HU DPS website, <https://publicsafety.howard.edu/services/crime-prevention-unit>.

- **HU DPS Active Shooter Awareness**, Chief of Police – Marcus Lyles
<https://vimeo.com/showcase/7808669/video/333868044>
- **Crime Prevention Video**, Crime Prevention Specialist - Joyce Brooks
<https://vimeo.com/showcase/7808669/video/313962221>
- **Residence Hall Safety** [HU DPS - Residence Hall Safety on Vimeo](#)
- **Theft from Auto Prevention** [HU DPS - Theft from Auto Prevention on Vimeo](#)

Programs and Services

- Active Shooter & Active Threat Training
- Bomb Threat Safety Training
- Campus Safety Tips
- Crime Prevention Orientation for New Students and Parents
- Chief of Police Crime Prevention Town Hall Meetings
- Emergency Management Community Updates
- Emergency Preparedness and Response Training
- HU DPS & Residence Life Crime Prevention Partnership
- HU DPS and MPD Crime Prevention Seminars and Workshops
- HU Peace of Mind (POM) personal safety devices
- Operation Safety Lift
- Student Safety Fair



Missing Student Policy

If a member of the Howard University Community has reason to believe that a student is missing, whether or not the student resides on campus, they shall immediately report it to HU DPS by calling (202) 806-1100, or 911 to the local police department. Individuals who are concerned about someone who has not been missing for 24 hours and has failed to return to his/her residence are encouraged to contact the HU DPS to report the situation.

In addition to registering a general emergency contact, students residing in campus housing will be informed annually that each student has the option to identify one or more confidential contacts. Students who opt to identify an individual to be their confidential contact, other than a parent or legal guardian, may fill out a Missing Person Confidential Contact Information Form with Residence Life. The confidential information is accessible only to authorized campus officials who have the responsibility of notification, as well as law enforcement officers in furtherance of a missing person investigation.

Once it is officially determined that a student is missing, HU DPS or an official of the University shall notify the designated confidential contact or, for students under the age of 18 and who are not emancipated, their parent or legal guardian. For students who reside off-campus, the reporting person will be encouraged to file a missing person report with the local law enforcement.

All reasonable efforts will be made by HU DPS to locate the student and determine her/his state of health and well-being. During an investigation, if the student resides on-campus, HU DPS will secure authorization from the Department of Residence Life to make a welfare entry into the student's room. Also, investigatory contacts may include, but are not limited to, University officials, friends, associates, professors, and the employer of the student to ascertain whether the student has been attending classes, labs, scheduled organizational/academic meetings, and work shifts, etc.

In all cases, local law enforcement will be notified within 24 hours of the determination that the student is missing, even if the student is above the age of 18, is an emancipated minor, or has not provided a missing person contact, unless local law enforcement made the original determination that the student was missing. The University will provide the necessary information to assist in locating the missing student.

If it becomes necessary to involve local law enforcement for on-campus or off-campus missing person's investigations, such as suspected foul play, the notification may be made within less than 24 hours. HU DPS will cooperate, aid, and assist local law enforcement agencies with the investigations, upon request, by what is prescribed by University regulations. If located, verify the student's state of health, well-being, and his/her intention of returning to the campus. When it is appropriate, forward a referral to the appropriate university office for further investigation.

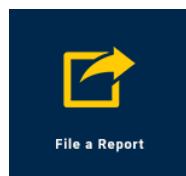
Metropolitan Police Department

Phone 202.576.6768 | Email missing.persons@dc.gov

Report a Missing Person

Phone 202-727-9099

Text the Tip Line at 50411



File a Missing Person Report

<https://missing.dc.gov/page/file-missing-person-report>

REPORTING YOUR MISSING CHILD

We know that finding your loved one is your greatest priority. We are here to help. To aid us in returning your child to you safely, we will need to confirm the child's identity. If your child has dental and medical records, please follow the steps below.

Visit this website — www.mppdc.dc.gov/missing
Ask your child's dentist and pediatrician/doctor to complete the appropriate sections in the NCIC Missing Person File Data Collection Entry Guide, a 36-page booklet that can be completed online
Bring the completed form to MPD's Missing Person Section, located at **5002 Hayes Street, NE** (202) 576-6768 or missing.persons@dc.gov



REPORTING YOUR MISSING CHILD

The first 48 hours following a missing or runaway episode are the most important in locating your child. While many children return home or are located during this period, it is critical to take every action available to help locate and safeguard your children. **DO NOT WAIT** to report your child missing. **There is no time limit that you must wait to report a person as missing.** Follow the steps on the reverse side to help us identify your child and visit www.mppdc.dc.gov/missing for more information and ways to keep your child safe.

Howard University Interpersonal Violence Prevention Program (IVPP)

Primary Prevention and Awareness Program

Howard University is committed to creating and maintaining a community where all persons who participate in University programs and activities can work and learn together in an atmosphere free of all forms of harassment, exploitation, or intimidation. The University has a zero tolerance policy on dating violence, domestic violence, sexual assault, and stalking, and affirms that such behavior is prohibited both by law and by University policy. The University will respond promptly and effectively to reports of these issues and will take appropriate action to prevent, correct, and if necessary, to prosecute behavior that violates its policy and the IVPP manual.

The VAWA Amendments passed as part of the 2013 Violence Against Women Act require that universities have policies and procedures for handling reported domestic violence, dating violence, sexual assault, and stalking. Annually, members of IVPP provide mandatory orientations that cover all four areas of crime to incoming students and employees; and conduct bystander intervention training for incoming students, faculty, and staff. Also, throughout the academic year, IVPP provides ongoing education and awareness programs for students and faculty to include annual training for law enforcement and judicial officers. IVPP also provides advocacy for victims of dating violence, domestic violence, sexual assault, and stalking.

The mission of the Howard University Interpersonal Violence Prevention Program (IVPP) is to enhance the safety and quality of life of students, staff, and faculty through survivor advocacy, and education and training related to dating violence, domestic violence, sexual assault and stalking prevention and intervention.

The IVPP focuses on four critical areas:

1. Organize a coordinated campus response to include the Campus Advisory Board, Community Advisory Board, Student Advisory Board, and Interpersonal Violence Response Team;
2. Provide comprehensive advocacy and referrals;
3. Provide training for the Department of Public Safety, disciplinary board, faculty, staff, and students;
4. Provide primary prevention and awareness programs for incoming students and new employees, bystander intervention training, and ongoing prevention education and awareness programs.

For additional information regarding the IVPP program please visit

<https://studentaffairs.howard.edu/ivpp>

HU Stands Against Sexual Assault #HUStands

Howard University is Raising Awareness, Provoking Advocacy, and Taking Action against sexual assault and other forms of interpersonal violence on our campus.

For additional information please visit <https://howard.edu/hustands>

HU Stands Resources <https://howard.edu/hustands/resources>

Take the Pledge at <https://howard.edu/hustands/pledge>

HU Stands Safety Tips please visit <https://howard.edu/sites/home.howard.edu/files/2022-03/Safety-Tips-Sheet-HU-Stands.pdf>

Primary Prevention and Awareness Program continued

Programs for the prevention of dating violence, domestic violence, sexual assault, and stalking should be comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that:

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

All members of the Howard University community are encouraged to promptly report incidents of dating/ domestic violence, sexual assault, and stalking. The MPD's Sexual Assault Unit investigates reported incidents of sexual assault, and HU DPS investigates reported incidents of domestic/ dating violence and stalking.

For more information review University Policy 400-011 Response to Domestic Violence, Dating Violence, Sexual Assault and Stalking Policy and the Interpersonal Violence Prevention Program (IVPP) website <http://campussafetyfirst.howard.edu/>

Howard University Interpersonal Violence Prevention Program (IVPP) Resources and Referral Options

Medical Assistance

Howard University Hospital	202-865-6100
Student Health Center	202-806-7540
SANE Program	800-641-4028

Advocacy and Support Services

Interpersonal Violence Prevention Program*	202-806-7647
University Counseling Services*	202-806-6870
DC Rape Crisis Center	202-232-0789
My Sister's Place	202-529-5991

Emergency Services

HU Department of Public Safety	202-806-1100
Metropolitan Police Department	911
Prince Georges County Police Department	911

Housing & Academic Accommodations

Office of Student Services	202-238-2420
Office of Residence Life	202-806-6131

Medical Assistance

- Students can go to the Howard University Hospital for medical services.
- The Student Health Center can provide health services and referrals.
- A Sexual Assault Exam can only be done at Washington Hospital Center. The exam includes preventive treatment for sexually transmitted infections, pregnancy, and evidence collection. The exam is conducted by a Sexual Assault Nurse Examiner (SANE) who is a registered nurse with advanced training and certification in conducting sexual assault exams. The Network for Victim Recovery of DC (NVRDC) provides advocates on site.
- A police report is not required to receive medical assistance.
- The SANE Exam is free even if you are not a District of Columbia resident.

Advocacy, Support Services, Housing & Academic Accommodations

- The Interpersonal Violence Prevention Program (IVPP) provides advocacy for survivors, on- and off-campus referrals and support, and IPV information (*confidential source).
- University Counseling Services provides individual and group counseling and psychotherapy, crisis intervention, and consultation (*confidential source).
- The Office of Student Services assists with academic and housing accommodations, referrals, disciplinary and judicial affairs.
- The Office of Residence Life can assist with housing accommodations.
- DC Rape Crisis Center provides a 24-hour crisis line, advocacy, and counseling services.
- My Sisters Place provides counseling and shelter services.
- DC Victim Hotline (844-443-5732) provides victims of crime with 24-hour crisis intervention and referrals.

Note: Employees may seek services from the last three agencies listed above.

Emergency Services

- The Howard University Department of Public Safety provides 24- hour emergency services.
- Students can also call 911 for 24-hour emergency services from the Metropolitan Police Department.



- Title IX Investigators: Angie Logan-Pope, angie.loganpope@howard.edu, and Caitlin G. Myron, caitlin.myron@howard.edu, Contact: (202) 806-2573 or 202-806-2550
- Investigates and ensures Title IX Compliance and implementation of university policies and procedures.

Bystander Intervention

BYSTANDER INTERVENTION TECHNIQUES (THE 4 DS)

Please remember that your safety is of the utmost importance. When a situation threatens physical harm to yourself or another student, ask someone for help.

- I. **Direct:** Step in and address the situation directly. This might look like saying, “That’s not cool. Please stop.” or “Hey, leave them alone.” This technique tends to work better when the person that you’re trying to stop is someone that knows and trusts you. It does not work well when drugs or alcohol are being used because someone’s ability to have a conversation with you about what is going on may be impaired, and they are more likely to become defensive.
- II. **Distract:** Distract either person in the situation to intervene. This might look like saying, “Hey, aren’t you in my Spanish class?” or “Who wants to go get pizza?” This technique is especially useful when drugs or alcohol are being used because people under the influence are more easily distracted than those that are sober.
- III. **Delegate:** Find others who can help you to intervene in the situation. This might look like asking a friend to distract one person in the situation while you distract the other (“splitting” or “defensive split”), asking someone to go sit with them and talk or going and starting a dance party right in the middle of their conversation. If you didn’t know either person in the situation, you could also ask around to see if someone else does and check in with them. See if they can go talk to their friend, text their friend to check in, or intervene.
- IV. **Delay:** For many reasons, you may not be able to do something right at the moment. For example, if you’re feeling unsafe or if you’re unsure whether or not someone in the situation is feeling unsafe, you may just want to check in with the person. In this case, you can combine a distraction technique by asking the person to use the bathroom with you or go get a drink with you to separate them from the person that they are talking with. Then, this might look like asking them, “Are you okay?” or “How can I help you get out of this situation?” This could also look like texting the person, either in the situation or after you see them leave, and asking, “Are you okay?” or “Do you need help?”

HU Bystander Information Sheet – How can the University Community Respond

<https://howard.edu/sites/home.howard.edu/files/2022-03/Bystander-Information-Sheet-HU-Stands.pdf>

The Importance of Bystander Intervention Video

<https://youtu.be/vpWUskalo60>



Bystander Intervention Tips

1. Talk to your friends honestly and openly about sexual assault.
2. Don't be a bystander – if you see something, intervene in any way you can.
3. Trust your gut. If something looks like it might be a bad situation it probably is.
4. Be direct. Ask someone who looks like they may need help if they're okay.
5. Get someone to help you if you see something – enlist a friend, RA, bartender, or host to help step in.
6. Keep an eye on someone who has had too much to drink.
7. If you see someone who is too intoxicated to consent, enlist their friends to help them leave safely.
8. Recognize the potential danger of someone who talks about planning to target another person at a party.
9. Be aware if someone is deliberately trying to intoxicate, isolate, or corner someone else.
10. Get in the way by creating a distraction, drawing attention to the situation, or separating them.
11. Understand that if someone does not or cannot consent to sex, it's rape.
12. Never blame the victim.
13. If you are a victim or survivor or helping someone in that situation, please visit the RAINN website at <https://www.rainn.org/resources> to get the resources and information you need. You can also call the National Sexual Assault Hotline at 1-800-656 HOPE or CHAT online at online.rainn.org

Contacts

Bystanders are encouraged to contact Human Resources, Title IX or Department of Public Safety

- **Human Resources** (202) 806-1280
- **Title IX** (202) 806-2550
- **Department of Public Safety** (202) 806-1100

Designated Responsible Employee listed in Howard University Policy <https://howard.edu/title-ix/documents> click on [Responsible Employee Reporting Obligations](#)

For employees mental or physical health-related issues, please call Howard EAP (888) 319-7819 or visit <https://hr.howard.edu>.

If someone is in immediate danger, please immediately notify HU DPS at 202-806-1100 or call 911 from off campus.

The Violence Against Women Act (VAWA)

VAWA Terminology and Definitions

Primary prevention programs — Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe direction.

- **Awareness programs** — Community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence promote safety and reduce perpetration.
- **Ongoing prevention and awareness campaigns** — Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, use a range of strategies with audiences throughout the institution.
- **Risk reduction** — Options designed to decrease the bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.
- **Bystander intervention** — Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking Bystander intervention includes:
 - Recognizing situations of potential harm;
 - Understanding institutional structures and cultural conditions that facilitate violence overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene.
- **Consent – (as it relates to Sex Offenses)** — Words or overt actions indicating a freely given agreement to the sexual act or contact in question. Lack of verbal or physical resistance or submission by the victim, resulting from the use of force, threats, or coercion by the defendant, shall not constitute consent.
- **§ 22–3001. Definitions**
<https://code.dccouncil.us/dc/council/code/sections/22-3001.html#:~:text=Lack%20of%20verbal%20or%20physical,defendant%20shall%20not%20constitute%20consent.>
- **Proceeding** — All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact-finding investigations, formal or informal meetings, and hearings. The proceeding does not include communications and meetings between officials and victims concerning protective measures to be provided to a victim.
- **Result** — Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution.



Reporting Protocols and Procedures

Howard University encourages all members of the University community to report incidents of dating/ domestic violence, sexual assault, and stalking. Reports may be made to the following campus officials/ offices:

Department of Public Safety	(202) 806-1100
Interpersonal Violence Prevention Program	(202) 238-2382
Title IX Investigator	(202) 806-2550
Office of Student Services	(202) 238-2420
Office of Residence Life	(202) 806-6131
Metropolitan Police Department	Non-Emergency 311 (202) 265-9100
Prince Georges County Police Department	Non-Emergency 311 (301) 352-1200
Mountain View Police Department	Non-Emergency 311 (650) 903-6344
Emergency	911

Sexual Assault

Sexual assaults will be reported to the Metropolitan Police Department at the request of the survivor. Department of Public Safety officers have been trained to provide a trauma-informed approach while emphasizing the importance of preserving physical evidence. Howard University takes these incidents seriously and, when reported, will respond promptly and effectively. If a survivor requires medical attention, the student will be encouraged to obtain a SANE examination at Washington Hospital Center, which is the only facility in the District of Columbia that offers this examination. The procedures for referring and connecting students to services in the District of Columbia will be followed. Receiving the free-of-charge SANE exam does NOT mean that you will have to file a police report. If the student chooses not to receive a SANE examination, the student will be encouraged to obtain medical services at Howard University Hospital or the Student Health Center. IVPP will work with the student regarding any request to seek academic and housing accommodations and on-and off-campus counseling services. The University will support survivors receiving services regardless of when the sexual assault took place. The University recognizes that survivors may not report at the time of the incident and remains committed to providing advocacy and support services regardless.

Stalking

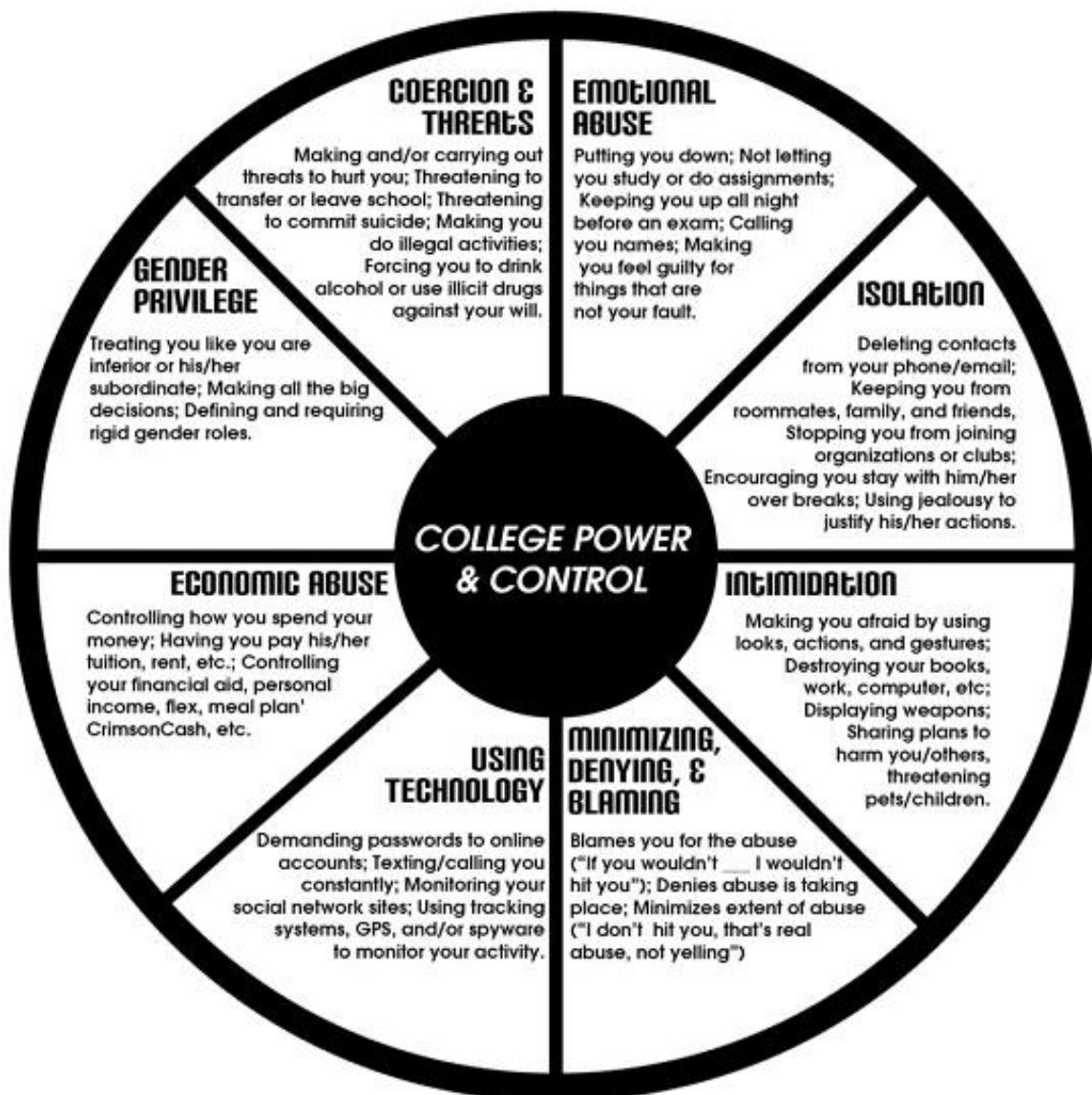
Stalking incidents may be reported to the Howard University Department of Public Safety or Title IX Office at the request of the survivor. Students are provided with information about stalking from the National Stalking Resource Center. The information includes ways to track stalking incidents and ways in which stalking impacts victim-survivors. In cases of stalking, students may receive academic and housing accommodations, no-contact orders, and counseling services. If a survivor requests a no-contact order, the respondent must be identified. Accommodations, safety planning, and counseling referrals can be provided without filing a formal complaint.

Note that any law enforcement investigation is separate from and independent of the University's Title IX administrative investigation. The University's Title IX administrative investigation will precede simultaneously with any law enforcement investigation, whether by the University's Department of Public Safety or the Metropolitan Police Department.

Continuation of Reporting Protocols and Procedures

Domestic and Dating Violence:

Students may also make a report directly to the Metropolitan Police Department by dialing 911. The Department of Public Safety is required to report incidents of domestic violence to the Metropolitan Police Department. In cases of domestic and dating violence, students will be informed about domestic and dating violence, and the option to receive academic and housing accommodations at the time of reporting. DPS will be notified of academic and housing protective measures to ensure safety. IVPP will conduct safety planning with the survivor and connect the survivor to 24-hour community resources that also provide safety planning and domestic violence services. IVPP can work with the survivor and accompany him or her to seek a protective order. The survivor can also receive a no-contact order through Title IX or the Office of Student Services, and IVPP can assist in this effort. If a survivor requests a no-contact order, the respondent must be identified. Survivors will also be referred to University Counseling Services for further support. Protective measures, safety planning, and counseling referrals can be provided without filing a formal complaint by IVPP or IVPP can provide an off-campus referral to provide these supports as well.



Continuation of Reporting Protocols and Procedures:

Filing Complaints: Any and all potential violations of this policy, including known and suspected harassment or discrimination by or against a student, should immediately be brought to the attention of a Title IX Officer or a Responsible Employee. Violations include discrimination, harassment, and retaliation that are committed by other students, faculty or staff members, administrative personnel at the University and Howard University Hospital, individuals doing business on University property, those engaged in educational or extracurricular activities on University property and visitors. When reporting such incidents, the complainant should provide as much information as possible, including, but not limited to, the name of each person involved, the date and time of the incident, the location where the incident occurred, a specific description of what happened and any other information on which the complaint is based. Immediately upon learning of a potential violation of this policy, the Responsible Employee must contact the Title IX Office to report any, and all known information related to the incident. All complaints that are brought to the attention of a Responsible Employee must be submitted to a Title IX Officer by the Responsible Employee.

Students are encouraged to consult with the Title IX Office if they have any questions regarding this policy, including, but not limited to, the appropriateness of filing a complaint. Once the complainant gives notice of a possible violation of this policy to the Title IX Officer or a Responsible Employee, whether written, verbal, or by any other means, the Title IX Officer will start an investigation in accordance with this policy. Upon receiving notice of a possible violation of this policy, the Title IX Officer will invite the putative Complainant to submit a written complaint which states the facts and allegations of the potential violation. If they elect not to submit a written complaint, the Title IX Officer will nonetheless conduct an investigation, but such investigation will be necessarily limited based upon the information provided.

University Amnesty Statement: The University recognizes that an individual who has been drinking or using drugs at the time of the incident may be hesitant to make a report because drinking and drug use may be a violation of the Student Code of Conduct and/or local law. In order to encourage reporting and remove barriers to doing so, any individual who reports prohibited conduct under this policy, either as a complainant or as a third-party witness, will not be subject to disciplinary action by the University for their own personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not place the health, safety or well-being of any other person at risk. The University may, however, advise a student to engage in an educational discussion regarding the dangers of alcohol consumption or drug use or to pursue other educational and counseling activities regarding such use.

What to do if you need help?

Submit a report to the Title IX Office via the [ONLINE REPORTING FORM](#)



Filing Internal Complaints Title VII and Title IX

In addition to filing reports with outside law enforcement agencies, internal systems are in place for filing reports, and mediating and adjudicating alleged discriminatory, harassment, and misconduct complaints.

Complaints involving students are handled by the Title IX Director. For policy, guidance read the “Interim Title IX Policy on Prohibited Sexual Harassment and Gender-Based Discrimination in Education Programs and Activities.” Students have the option and are encouraged to file a complaint with the Title IX Director, an assigned Title IX designee, or consult with Title IX staff for any questions regarding the Title IX policy and filing a complaint. The Office of Human Resources, Employee Relations handle employee complaints and issues appropriate disciplinary action ranging from a “Letter of Admonition” to “Termination.” For a better understanding review the “Title VII Policy Against Sexual Harassment in the Workplace” that provides guidance on how complaints are filed, and Employee Relations mediate and adjudication of complaints.

The University’s adjudication systems are designed to ensure that a complainant (the person who is bringing a charge), and a respondent (the person who the charge is against) have a fair and prompt judicial resolution process for incidents involving students and employees. Alleged complaints are taken seriously and will be investigated by the appropriate University’s judicial authority to determine the violation and seek a resolution. In the student adjudication process, both the complainant and the respondent are entitled to have an advisor of their choosing present during proceedings, and each will receive written notification of the results of the investigation. If either party is unable or unwilling to attend the Findings Meeting, the written notification may be mailed or emailed to the appropriate party. In the case of an employee, if allegations of sexual harassment are sustained, the Decisional Authority responsible for reviewing the Report on Investigation shall:

1. Prepare a notice of findings and what remedial action was taken or to be taken.
2. Notify the subject of investigation of the findings and the remedial action taken or to be taken; and
3. Notify the complaining party that the allegations have been sustained and that appropriate remedial action has been or will be taken.

The complainant shall be informed of the nature of such action if the remedial action may affect the terms and conditions of the complainant’s employment. If the allegations of sexual harassment are not sustained, the Decisional Authority responsible for reviewing the report on investigation shall notify the complainant and the subject of that fact.

For further information, <https://hr.howard.edu/working-hu/employee-relations-hr-business-partners> or <https://hr.howard.edu/eeo> Sanctions imposed can range from an informal resolution to formal disciplinary actions resulting in expulsion for students or termination for employees. The full texts of the policy may be found in 400-005 Interim Title IX (Student) Policy on Prohibited Sexual Harassment and Gender-Based Discrimination in Education Programs and Activities <http://www.howard.edu/secretary/documents/400-005TitleIXPolicyonSexualViolence.pdf> and 400-006 Title VII (Employee) Policy Against Sexual Harassment in the Workplace; both are accessible from the University website.

The University does not condone any acts or threats of violence against any member of the University community, including visitors. Any student, faculty or staff member who is the victim of, become aware of or believes that she/he has witnessed an incident of violent or threatening behavior; should immediately report the incident/s to HU DPS or a supervisor. If the employee believes that someone may be in imminent danger or if the incident may result in someone being physically injured, the employee and their supervisor must immediately contact HU DPS.

Campus and Workplace Violence

Policies that address campus and workplace violence are in the Personnel Guidelines for employees, and further assistance employees may contact the Office of Equal Employment Opportunity & Diversity. For the students the Student Code of Conduct, Interpersonal Violence Prevention Program Manual contains information concerning campus and workplace violence, further assistance can be sought at the Office of the Dean of Special Student Services.

Changing Living, Academic and Work Situations

Any Howard University student or employee who is the survivor of a crime of violence (e.g., a sexual assault, domestic and dating violence, and stalking), may request a change in her/his, work or living arrangements or academic schedule. These arrangements will be kept confidential to the extent possible. The Dean of Special Student Services will assist students with their matters, in conjunction with other University officials who will be involved with providing protective measures involving the change/s. Employees who request a change in the work arrangements may initiate this through the Office of Human Resources. Notification will be made to those who report victimization (students and employees of options for and assistance in changing academic and living accommodations, transportation, and working situations if requested and available.

Protection Orders

“No Contact/Stay-Away” notices are issued by the Dean of Student Services, and Title IX Director. These notices are issued for certain alleged student misconduct violations and may be imposed when situations arise that require such actions. This notice is issued to the respondent in letter form, and a copy of the same is provided to the petitioner. Additionally, if a petitioner decides to seek a Temporary or Civil Protection Order from the court, HU DPS investigators or IVPP advocate will be available to assist.

Sex Offender Registry Act

The Sex Offender Registration Act of 1999 gives law enforcement agencies the authority to establish a database that provides information that identifies sex offenders who reside, work, and attend schools within an agency’s jurisdiction. The Federal Campus Sex Crimes Prevention Act further provides for tracking of convicted and registered sex offenders are working, volunteering, and attending institutions of higher education.

- **District of Columbia**—the link for Sex Offender Registry is <https://mpdc.dc.gov/service/sex-offender-registry> | <https://sexoffender.dc.gov/> or email MPD at sexoffender.registry@dc.gov
- You may visit any MPD Police District Station to look at MPD Registry Book, or call (202) 727-4407
- **State of Maryland**—The Sex Offender Registry may be accessed on the State of Maryland Department of Public Safety website <https://dpscs.maryland.gov/online/servs/socem/default.shtml> or call (410) 585-3600
- Mountain View Police – the link to the Mountain View Sex Offender Registry is <https://www.city-data.com/so/so-Mountain-View-California.html>

Judicial Process and Disciplinary Actions

Jurisdiction

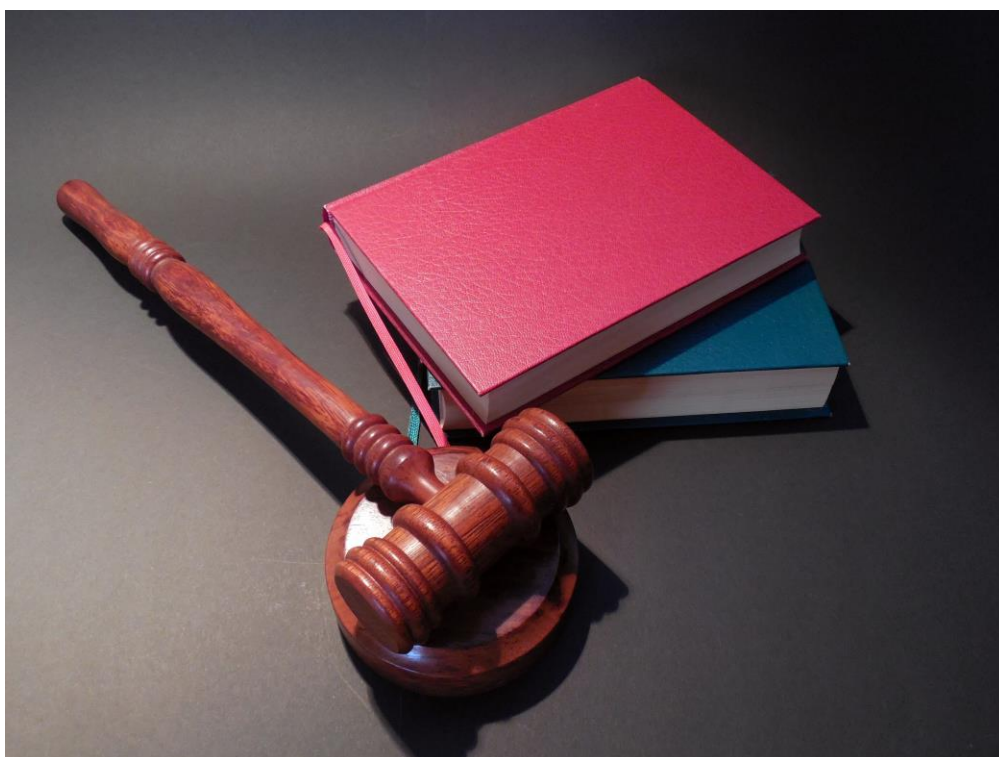
Any person who reports dating violence, domestic violence, sexual misconduct (including sexual assault, and stalking) by a Howard University student, on University property, or at an official University function may ask the University to investigate and bring charges against the accused. Sexual assaults occurring off University property may also be considered for investigation. In considering whether to exercise off-campus jurisdiction in an individual's case, the following may be considered; the seriousness of the alleged misconduct, whether the complainant or respondent are members of the University community, whether a crime has been reported to the criminal authorities, the risk of future harm involved, whether the off-campus conduct is part of a series of actions that occurred both on and off-campus, and the ability of the University to gather evidence, including the testimony of witnesses.

Presenting False Testimony

Knowingly making false statements before, during, or after the disciplinary adjudication process is a violation of the Student Code of Conduct.

Retaliation

This policy and procedure manual also prohibit retaliation against a person who reports dating violence, domestic violence, sexual misconduct/assault, sexual harassment, and/or stalking. When someone assists with a report of dating violence, domestic violence, sexual misconduct/assault; or participates in any manner in an investigation or resolution of dating violence, domestic violence, sexual misconduct/assault, and/or stalking report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.



Disciplinary Actions

Howard University takes all criminal allegations seriously, and many such acts are prohibited by the Student Code of Conduct (The Code).

One or more of the following sanctions may be imposed for any violation of the Code. The failure to satisfy the sanction, as directed, can lead to the imposition of more severe sanctions, up to and including suspension or expulsion. Students who have not completely fulfilled their sanctions may be allowed to participate in General Mandatory Registration for the subsequent semester if all other financial and academic conditions have been met. However, their registration will be canceled if they fail to comply with all the stipulations of the sanctions within the time limit set. Below is a non-exhaustive list of disciplinary sanctions that may be imposed for violations of the Code:

- **Disciplinary Warning or Reprimand**

A disciplinary warning or reprimand is an official written statement of censure. It is used when a student's behavior is unacceptable but is considered to be minor and/or unintended. It includes a warning that any other violation of the University's Code for which the student is found guilty will result in more severe disciplinary action. The written statement shall be delivered to the student, with a copy placed in his/her judicial file.

- **Requirement to Seek Counseling**

This sanction may be imposed when a student is found to have engaged in disruptive or uncivil behaviors. In such cases, the student shall be required to provide evidence to the Office of the Dean of Student Services of attendance and completion of counseling by a qualified professional.

- **Participation In, or Conducting Special Workshops, Classes, or Seminars**

A student may be required to participate in, or to develop, advertise, and present special workshops or seminars related to a Code violation. In such a case, the student may be required to present a typed summary of the activity to the Office of the Dean of Student Services.

- **Mandatory University or Community Service**

A student may be required to perform work assignments at the university or in the local community; this work is monitored by the Office of Student Services and the Office of Student Life and Activities for community service assignments.

- **Restitution**

Restitution is reimbursement to compensate for personal injury, property damage, or misappropriation of University or other personal property. It may be in the form of money or services, subject to the discretion of the Hearing Officer or Disciplinary Hearing Board.

- **Disciplinary Probation**

Disciplinary probation may be imposed for a limited term or indefinitely. A student who is under disciplinary probation will not be permitted to participate in intramural, intercollegiate or club sports, or student clubs and organizations. Such a student may not represent the University in any public function, competition, or performance, hold office in a student organization, or be eligible to join a fraternity or sorority. The violation does remain on the student's record housed at the Office of Student Services. Students receiving scholarships for any activities enumerated above may have that scholarship suspended or terminated. Decisions regarding scholarships will be made by the Vice President for Student Affairs in consultation with the Dean for Student Services and other appropriate University officials.

Disciplinary Actions continued

- **Limited-Term Suspension**

Suspension is appropriate in cases of serious misconduct, or in cases when a student has violated a condition of disciplinary probation or has failed to meet the stipulations of lesser sanctions. A student may be suspended from the university for the remainder of the semester, or summer session, in which the sanction is applied, or any portion thereof, for the next semester, or for any other additional periods determined appropriate by the University. Suspensions are recorded on the student's permanent record (official transcript). Students suspended from the University are required to return their student identification cards, room keys, and other University property and shall be barred from the campus for the duration of their suspension. Exceptions may be granted to this prohibition by the Office of the Dean of Student Services, if it is first determined that the barred student must enter University property for a valid reason and valid approval is obtained from HU DPS. If a student returns to the campus without permission during the period of suspension, his or her eligibility to be re-admitted to Howard University is jeopardized. Such persons may also be charged with unlawful entry and, thereby, may be subject to arrest.

- **Indefinite Suspension**

Indefinite Suspension provides for all conditions described in Limited Term Suspensions but does not give a specific date for the consideration of readmission of the suspended student. This sanction is used in cases of extremely serious misconduct when evidence of rehabilitation must be presented by the student and accepted by the Vice President for Student Affairs before the student is readmitted to the University.

- **Expulsion**

Expulsion is the most severe sanction that the University may impose. Expulsion is permanent dismissal from the University. In addition, the student is not eligible for readmission to the University and is permanently barred from Howard University-owned or operated property and from all University-sponsored events. Students expelled from the university are required to return any student identification cards, room keys, and other University property and must leave campus immediately upon notification of being expelled. If an expelled student returns to the campus, he or she will be charged with unlawful entry and may be arrested. An expelled student's relationship with the University is severed permanently.

Refer to page 98 of the Howard University Student Handbook to review the Student Code of Conduct the information can be found by clicking here:

<https://studentaffairs.howard.edu/sites/studentaffairs.howard.edu/files/2020-10/Student%20Handbook%202020.2021%200.pdf>

Howard University Alcohol and Drug Policy

The “Drug-Free Work Place Act” and the “Drug-Free Schools and Communities Act Amendments of 1989” require colleges and universities to certify that they have adopted and implemented programs to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. In accordance with local and federal laws, Howard University prohibits the unlawful manufacture, distribution, possession, sale or use of any controlled substances or illicit drugs on its property or during any event that is sponsored by any students, faculty and staff members whether the event occurs on campus property or off-site. The only exception to this policy is that alcohol will be permitted on the premises for events that receive advanced written authorization and approval for the provision and consumption of such beverages.

However, in the event alcohol distribution is permitted at an event or social function, no person under the age of 21 may consume, purchase, and attempt to consume or purchase, or otherwise possess any alcohol at any time. Anyone found in violation will be subject to disciplinary measures in accordance with University’s code of conduct. Additionally, those who are 21 years of age or older will be required to produce proper identification verifying that they are of age. Finally, those who are 21 years of age or older are reminded to limit and monitor their alcohol intake and consume in moderation so that they may act responsibly at all times. It is the policy of Howard University to use a multi-disciplinary approach to preventing the use of illicit drugs and the abuse of alcohol by students, faculty, staff, and other members of the University Community. To that end, the University has established an **Alcohol and Drug Prevention Services Network**. The Alcohol and Drug Prevention Services Network is comprised of the Office of the Dean of Student Services, University Counseling Service, the Student Health Center, the Office of Human Resources, and the Howard University Department of Public Safety. These University offices and departments are responsible for handling matters involving drugs and alcohol and have adopted policies and procedures designed to educate members of the University community and address problems of alcohol and drug abuse that students, faculty, staff and other members of the University community may be experiencing.

The use and possession of unlawful drugs and the unlawful use and abuse of alcohol are of serious concern and jeopardizes the health, safety, and livelihood of the University. Through the combined efforts of the Alcohol and Drug Prevention Services Network, students, faculty, staff, and other members of the University Community will annually receive information:

1. Outlining the risks associated with alcohol and illicit drug use;
2. Articulating the sanctions imposed for violations; and
3. Provide guidance, assistance, and support for those suffering from or at risk of having a substance abuse problem.

Annually, the Alcohol and Drug Prevention Services Network will ensure the distribution of the Howard University Alcohol and Drug Prevention Notice and Resources Supplement to each student, faculty, and staff member. Biennially, an internal review of the Alcohol and Drug Prevention Services Network will be conducted to evaluate the effectiveness of the services provided by the network and implement changes that will enhance the services if necessary.

Policies: 400-013 Alcohol and Drug Prevention Policy and Policy Statement Concerning

the Use of; the Possession for Sale, Transfer, or Exchange of; and the Manufacture, Transfer, Sale or Exchange of; Controlled Substances.

<https://publicsafety.howard.edu/about/alcohol-drug-prevention-notice>

The On-Campus “Network”

Members of Service Network on Campus and Contact Information		Student	Faculty/Staff member of HU
Office of the Dean for Special Student Services https://www2.howard.edu/special-student-services	(202) 238-2420	✓	
University Counseling Service https://studentaffairs.howard.edu/about/departments/university-counseling-service	(202) 806-6870	✓	
Student Health Center https://studentaffairs.howard.edu/wellness/visit-student-health-center	(202) 806-7540	✓	
Office of Human Resources https://hr.howard.edu/	(202) 806-1280		
Howard University — Employees Assistant Program https://hr.howard.edu/working-hu/managers/employee-separations/employee-assistance-program	(888) 319-7819		✓
Howard University Hospital (Employees Assistant Program) www.metlifeap.com	(866) 519-8354		✓
HU Department of Public Safety https://publicsafety.howard.edu/	(202) 806-1100	✓	✓

Referring Others

It is an essential and sometimes difficult task. Suggested guides to approach someone in need of help:

- Every year many students, faculty, and staff call or come to the University Counseling Service expressing concern for a student, whether that person is a friend, relative, or roommate.
- We recommend that you approach the student you are concerned about in a gentle, caring, and non-judgmental manner and specifically state your concerns.
- Then suggest that he/she seek out a professional assessment at the Counseling Service.
- Most often, the student will feel relieved that there is help available and will agree to make an appointment.
- If you want to offer extra support, you can have the student call UCS from your office or room, and you may offer to accompany the student to the UCS to her/his first appointment.
- If the person you are concerned about refuses to get help immediately (and it is not an emergency situation), try to be friendly and remain open to the possibility that he/she may want your help in the future.
- Some students may feel ambivalent about seeking help from any source, including the University Counseling Service.
- A direct response to such ambivalence can sometimes be helpful: “If their problem cannot be resolved at the University Counseling Service, they can be directed to the appropriate place.”
- If you decide to be more explicit about your concern, feel free to contact the University Counseling Service (202) 806-6870 to discuss different options of how to handle the crisis.

A clinician will help you to assess the situation and assist your friend:

- Proposing possible interventions,
- Find the best way to make a referral, if necessary
- Explore resources on and off-campus,
- Clarification of what is going on and how you can be more effective.

District of Columbia Crimes and Penalties—Alcohol and Drugs Alcohol—Possession and Consumption Persons under 21

- **Crime 1:** No person under 21 years of age may consume, purchase, and attempt to purchase, or otherwise, possess alcohol.
- **Crime 2:** No person may falsely represent his or her age or possess or present fraudulent identification for the purpose of procuring alcohol. Penalties: Considered a misdemeanor and fined not more than \$300; failure to pay the fine will result in a jail term of not more than 30 days. These penalties are in addition to the penalties for Crimes 1 and 2 listed below.
- **Penalties for Crimes 1 and 2:** First violation, driving privileges suspended for 90 days; **Second violation**, driving privileges suspended for 180 days; **Third violation** and each subsequent violation, driving privileges suspended for one year.
- **Crime 3:** No person may purchase alcohol for the purpose of delivering it to another person who is under 21 years of age.
- **Crime 4:** No person who is not an Alcoholic Beverage Regulation Administration license holder may make available alcohol to any person under 21 years of age, except when necessary for the person under 21 years of age to perform lawful employment responsibilities (e.g., waiters and waitresses).

Penalties for Crimes 3 and 4: \$1,000 fine and a maximum jail term of 180 days. Drugs — Possession and Consumption

Initiative 71—Legalization of Possession of Minimal Amounts of Marijuana for Personal Use Initiative became in effective on February 26, 2015, in the District of Columbia.

As a result, it is legal for a person who is at least 21 years old to:

- Possess two ounces or less of marijuana;
- Transfer one ounce or less of marijuana to another person who is at least 21 years old, so long as there is no payment made or any other type of exchange of goods or services;
- Cultivate within their residence up to six marijuana plants, no more than three of which are mature;
- Possess marijuana-related drug paraphernalia – such as bongs, cigarette rolling papers, and cigar wrappers that are associated with one ounce or less of marijuana; or
- Use marijuana on private property.

Note: Marijuana possession by persons under 21 years of age is illegal. Initiative 71 did not change existing law on marijuana possession for anyone under 21 years of age.

A person can still be arrested for:

- Selling any amount of marijuana to another person;
- Possessing more than two ounces of marijuana;
- Operating a vehicle or boat under the influence of marijuana; or
- Smoking, eating, or drinking marijuana – or holding or carrying a lighted roll of paper or other lighted smoking equipment filled with marijuana – in any public space, such as:
 - On any street, sidewalk, alley, park, or parking area;
 - In a vehicle on any street, alley, park, or parking area; or
 - Any place to which the public is invited.

Driving Under the Influence of Alcohol or Drugs

- **Crime 5:** No individual shall, when the individual's blood contains .08 percent or more, by weight, of alcohol (or when .38 micrograms or more of alcohol are contained in 1 milliliter of his or her breath, consisting of substantially alveolar air), or defendant's urine contains 10 percent or more, by weight, of alcohol; or under the influence of intoxicating liquor or any drug or any combination thereof; operate or be in physical control of a vehicle in the District. No individual under 21 years of age shall, when the individual's blood, breath, or urine contains any measurable amount of alcohol, operate or be in physical control of any vehicle in the District.
- **Penalties for Crime 5:** First violation (unless the individual has been convicted of a violation of Crime 6 below), a maximum fine of \$300 and a maximum jail term of 90 days; Second violation, or for the first offense following a previous conviction for Crime 6 below, within a 15-year period, a minimum fine of \$2,000 but not more than \$15,000 and/or maximum jail term of one year.
- **Crime 6:** No individual shall, while the individual's ability to operate a vehicle is impaired by the consumption of intoxicating liquor, operate or be in physical control of any vehicle in the District. This includes the operation of a non-motorized bicycle.

District of Columbia Crimes and Penalties—Drugs

It is unlawful for any person to knowingly or intentionally manufacture, distribute, or possess, with intent to manufacture or distribute, controlled substances or drug paraphernalia. A conviction under local laws may result in imprisonment, a fine, or both. The length of prison term and the amount of the fine depend upon the particular type of controlled substance(s) involved. Subsequent convictions and violations involving distribution to minors carry increased penalties, up to twice the usual sanctions. To learn more about the law, please visit www.mpdcc.gov/marijuana or to find out about substance use disorder prevention and treatment services, please call the DC Department of Behavioral Health Access Helpline at 1-888-793-4357 or visit dbh.dcc.gov

Maryland Crimes And Penalties—Alcohol Persons Under 21 Possession And Consumption

It is illegal in the State of Maryland to purchase, possess, or drink alcohol if you are under the age of 21. It is illegal for a person under 21 to falsify or misrepresent his or her age to obtain alcohol or to possess alcoholic beverages with the intent to consume. It is illegal to purchase or otherwise supply alcohol to persons who are under age 21. Penalties for the above violations are a \$500 fine for the first offense, and up to a \$1,000 fine for repeat offenses.

Driving Under the Influence of Alcohol or Drugs

In the State of Maryland, a person may not operate or attempt to drive any vehicle while intoxicated or under the influence of alcohol. A blood alcohol level (BAL) of .07 may result in charge of Driving While Impaired (DWI); a level of .08 may result in a "Driving Under the Influence" (DUI) charge. Drinking and driving charges are not restricted to these BAL limits.

An underage drinker with a BAL of .02 (approximately one drink) may be charged with a violation of the restricted license, which will result in a suspension of the driver's license. Such an individual can still be charged with a violation despite possession of an out-of-state driver's license.

Maryland Crimes and Penalties—Drugs

In addition to federal laws, violations of the State of Maryland laws regarding the distribution, manufacturing, and possession of controlled substances may result in penalties of up to \$25,000 and imprisonment for up to 20 years for a first offense. In the Annotated Code of Maryland, Schedules I through V in Sections 5-402 through 5-406 outlines information regarding “Controlled substance” and “illegal drugs.”

Federal Drug Crimes and Penalties

Despite the changes in the District of Columbia marijuana law, the federal drug laws are still enforced by federal law enforcement agencies. Federal law continues to prohibit the possession or use of any amount of marijuana. As a result, federal law enforcement officers may arrest anyone in the District of Columbia for possession or use of any amount of marijuana as a violation of federal law. For example, the U.S. Park Police can arrest a person for possessing or using any marijuana on the National Mall, Rock Creek Park, or any other National Park Service land.

Federal Drug, Possession, Trafficking and Penalties

Federal law of controlled substances prohibits the possession, use, distribution, manufacture, or dispensing. The ultimate punishment for drug crimes depends on the quantity, classification, and purpose of possession of the drug. The most serious drug crimes are producing, manufacturing, or selling illegal drugs. Federal penalties and sentencing provisions vary for the possession and trafficking drugs. For more detail information about drugs, trafficking, penalties, and sentencing guidelines, go to [www.dea.gov/under the “Drug Info” section](http://www.dea.gov/under the 'Drug Info' section).

Definition of Controlled Substance Schedules and Penalties for First Offense

***From Office of Diversion Control website of the Drug Enforcement Administration (DEA)**

Substance/Quantity	Penalty
Any Amount of Other Schedule I & II Substances Schedule I - no currently accepted medical use in the United States Schedule II - have a high potential for abuse	First Offense: Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than Life. Fine \$1 million if an individual, \$5 million if not an individual.
Any Amount of Other Schedule III Drugs Schedule III - have a potential for abuse less than substances in Schedules I or II	First Offense: Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.
Any Amount of All Other Schedule IV Drugs (other than one gram or more of Flunitrazepam) Schedule IV - have a low potential for abuse relative to substances in Schedule III	First Offense: Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.
Any Amount of All Schedule V Drugs Schedule V - have a low potential for abuse relative to substances listed in Schedule IV	Not more than 1 yr. Fine, not more than \$100,000 if an individual, \$250,000 if not an individual.

Firearms and other Prohibited Weapons Policy

The University is concerned about the increased violence in our society and with the rising number of incidents occurring on university campuses and in the workplace involving the use of firearms and other prohibited weapons. Therefore, the possession of firearms and any other prohibited weapons that violate federal and local laws are prohibited on University property. The only exception is trained and commissioned personnel who are authorized and possess a license to carry such weapons. Howard University strictly prohibits possessing, using, storing, or transporting firearms; or other weapons, such as explosives, fireworks, ammunition, or dangerous chemicals on any University-owned or leased properties. There is an exception for hazardous chemicals that are authorized and used in classes, or in connection with University sponsored research. Violation of federal, local laws or University policies for firearms or weapons offenses will be prosecuted to the maximum extent allowable under the law for each violation. These offenses include possession or use of a deadly weapon or firearm; carrying, opened or concealed; furnishing a deadly weapon or firearm to another, including minors; and all attempts to commit any of these listed offenses.



Emergency Management Plan

An Emergency Management Plan and Emergency Response Handbook have been established to ensure that Howard University is prepared for emergencies that pose an immediate threat to the Howard University campuses. The documents serve as a guide for University personnel and students in response to emergency situations, such as major disasters and disturbances that occur on or near the campus properties. The staff has been designated and trained to understand the policies and procedures of the Plan as it relates to them carrying out specific responsibilities. The Emergency Management Plan was created to meet the Occupational Safety and Health Administration Standard 29 CFR 1910.38: Emergency Action Plan. The University-wide policy, 200-001 Howard University Emergency Management Plan delineates the framework of the actual Emergency Management Plan that is posted on HU DPS's website <https://publicsafety.howard.edu/emergency-management/howard-university-plans>.

Under the framework of National Incident Management System (NIMS) - Incident Command System (ICS), the techniques in the Howard University's Emergency Management Plan have been developed, and mechanisms have been established to support University operations during an emergency situation. For instance, evacuation maps are located on all floors in all buildings the University Mass Notification System allows authorized Howard University officials to send emergency information and instructions simultaneously to students, faculty, and staff via cell phones, text messaging, and e-mail within moments of an occurrence of a critical incident. In the event of a confirmed emergency, Howard University activates the Incident Command Center and the Emergency Management Plan which is designed to effectively coordinate the use of both university and community resources to protect lives and safeguard University properties during and immediately following a major crisis or disturbance on or near the University campuses. The Emergency Management Plan is activated whenever an emergency overwhelms the University, and the situation cannot be managed using daily operating resources. The University ensures that all new faculty and staff are informed of the Emergency Management Plan when they attend a new hire introduction meeting.

Emergency evacuation maps that show exit routes are strategically posted throughout the facilities owned or under the control of the University. In the event an evacuation is necessary, an alert is sent via text message, email, and information displays informing of the danger and providing direction. There is also a bull horn in the Campus Security office that can be used to provide instruction during an evacuation. In the absence of the Chief of Public Safety, the on-duty Public Safety Supervisor will determine the need for an evacuation.

Additionally, the Department of Public Safety conducts unannounced evacuation drills that involve members of the University community and emergency response training with organizations such as MPD, the DC Fire Department, and D.C. Homeland Security & Emergency Management Agency (DCHSEMA).



Emergency Exercises and Evacuation Drills

Howard University shall conduct and participate in exercises and evacuation drills on an annual basis to assess and evaluate emergency procedures and capabilities. Departments throughout the University and the Department of Public Safety participate in table-top exercises and emergency preparedness training. These exercises may involve members of the District of Columbia's Office of Homeland Security and Emergency Management, the D.C. Fire and local police departments. The Howard University Department of Public Safety documents each test and evacuation drill, including the date, time, and whether the exercise is announced or unannounced.

Mass Notification System

The “**Bison Safe**” is the University’s mass notification system used to alert students, faculty, and staff in the event of an emergency or incident that adversely impacts the University community. Bison Safe is designed to send emergency alerts messages to students, faculty, and staff that could be directly affected by a critical incident which poses an imminent threat to their health and safety. The “Bison Safe” mobile application is capable of immediately broadcasting messages via e-mail, text, and push notification to your mobile device to the University community. Once a significant emergency or dangerous situation has been confirmed, and pertinent information has been gathered for distribution, Howard University will send a notification via the “Bison Safe” mobile application.

Designated University officials will confirm and determine the content of the notification and initiate the notification system. The only exception for delaying a notification will be in cases where it would compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. After the initial notification, follow-up information will be disseminated to the community as soon as available.

The following offices have been designated as University authorities that are vested with the authority to decide the existence of an emergency, create and make the decision what segment of the campus community should receive the notification and approve emergency messages for dissemination. Examples of such emergency incidents include but are not limited to severe weather, hazardous material spills, and acts of criminal violence that have the potential to threaten the safety of members of the University community.

1. Office of the President or his designee
2. Executive Vice President and COO
3. Office of the Chief of Police
4. Office of University Communications

Once approved, the emergency messages will be forwarded to a system administrator for release, then to the subscriber of the messaging service for mass distribution.

Emergency Alerts — The Message Templates (“standard messages”) are created and reviewed by the Office of University Communications and Department of Public Safety.

Post Emergency Communication

The University will issue an “all clear” message to convey the University’s return to normal operations to all faculty, staff, and students via University-assigned email accounts, the HU website homepage, and text message via the internal subscriber’s service.

The Annual Fire Safety Report

The Higher Education Opportunity Act, enacted on August 14, 2008, requires institutions with on-campus housing facilities for students to publish an Annual Fire Safety Report that outlines the fire safety policies, practices, standards of the institution, and discloses statistics for fire-related incidents. The information in this portion of the Annual Security and Annual Fire Safety Report satisfies the requirements of the Clery Act. The Campus Fire Safety Policy includes a description of fire safety systems installed in on-campus student housing; the number of regular mandatory supervised fire drills; and the policies on portable electrical appliances, smoking, and items that produce open flames.

At Howard University, all residence halls are equipped with safety equipment that detects, warns, and controls smoke and fire. The installation of a combination of fire doors, fire extinguishers, fire alarms, smoke detectors, and an integrated fire sprinkler system in the facilities and dorm rooms are precautionary measures that have been taken to control smoke and fire. The residence halls are monitored on a system which is in operation 24 hours/day, 7 days/week. Residents are also informed about policies regarding fire safety to include contacting HU DPS or 911 for fire emergencies, and that tampering with any emergency fire apparatus is a crime and punishable by law and are grounds for immediate eviction from residence halls and could result in dismissal from Howard University. The Howard University Office of Environmental Health and Safety annually review the fire systems in all residence halls and make upgrades, repairs, or revisions as necessary. See Student Handbook – https://studentaffairs.howard.edu/sites/studentaffairs.howard.edu/files/2020-10/Student%20Handbook%202020.2021_0.pdf and Resident Hall Handbook - studentaffairs.howard.edu/residence-hall-handbook.

Alarming Truth, Fire Safety – Video courtesy of the Clery Center

<https://vimeo.com/125466286?ref=em-share>



Definitions

- **Fire** — Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.
- **Fire Drill** — A supervised practice of a mandatory evacuation of a building for a fire.
- **Fire Related Injury** — Any instance in which a person is injured as a result of the fire. It may include injuries sustained from a fire in which the cause is natural or accidental, and injuries were while trying to control fire, make rescue attempts, or escaping from a fire. The term person includes students, faculty, staff, visitors, firefighters, or any other individuals.
- **Fire Related Death** — Any instance in which a person is killed as a result of a fire, including death resulting from a natural or an accidental cause while involved in trying to control a fire, rescue attempts, or escaping from a dangerous fire, or deaths that occur within 1 year of sustaining an injury resulting from a fire.
- **Fire Safety System** — Any mechanism or system designed to detect, warn, or control a fire, such as sprinkler or other fire extinguishing systems, fire detection devices, standalone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights, smoke- control and reduction mechanisms, and fire doors and walls that reduce the spread of a fire.
- **Value of Property Damage** — The estimated value of the loss of the structure its contents, regarding the cost of replacement in like kind and quantity; including, contents damaged by fire, related damages caused by smoke, water, and overhaul. However, it does not include indirect loss, such as business interruption.

Smoking Policy

Howard University prohibits smoking in any of the residence halls and a minimum of fifty feet from the entrance of residence halls.

Reporting Fires and Other Emergencies

Each dormitory, classroom, and the administrative building has an approved fire Emergency evacuation plan specifically designed for that facility. All building evacuations will occur when an alarm sounds and upon notification by a fire and emergency attendant/warden/campus police or dc fire department. When reporting a fire, contact the Howard University Department of Public Safety at 202-806-1100 or call 911. (See Student Handbook)

Fire Log

The Fire Log is maintained at the Howard University Department of Public Safety. It discloses reported fires over a 60-day period and is open for public inspection during normal business hours. Any request made for information beyond the 60-day period will be made available within two business days of the request. All fires that occurred in an on-campus student housing facility are recorded in the fire log. The report includes the nature, date, time, and general location of each fire. The Fire Log entry and any updates shall be made within two business days of the receipt of the information. The data taken from these reports are disclosed in statistical charts below.

Mandatory Residence Hall Fire Drills

Fire drills are held routinely in the Residence Halls. Howard University must comply with the fire and safety code of the District of Columbia, which requires two (2) such drills per year. Therefore, participation in all fire drills in Residence Halls is MANDATORY. All students are expected to participate in fire drills so that in the event of a real emergency, they will respond safely and appropriately. Students failing to participate will be dismissed from the Residence Hall and possibly fined per the ordinance or regulation of the District of Columbia.

Fire Safety Education and Inspections

The Residence Life policy on fire safety prohibits usage of electrical cooking appliances, candles, and specific electrical equipment in individual rooms. Candles, or any item that produces an open flame, are prohibited in residence hall rooms. There are limits on the number of electrical appliances allowed in each residence hall room. During the academic semester, Residence Life staff schedule meetings with residents and conduct fire/ life inspections. Rooms and public areas are examined for prohibited electronic appliances and the type of item that can cause an open flame. During the inspection, if a violation is found, the student/s will receive a letter indicating the violation and will be expected to meet immediate compliance. If the violation/s have not been corrected after an unannounced re-inspection, the occupant/s will be subject to disciplinary action. Violations include, but are not limited to:

- Extension cords and multi-tap electric units without a breaker
- Items stored closer than 18 inches from a sprinkler head
- Blocking of electrical panels
- Blocking of egress (exit) pathways
- Evidence of burning of candles, incense, or tobacco products
- Evidence of cooking; or cooking appliances, even if unused
- Evidence of a heavy load of combustibles in a room, on the walls, c
- Covering a door with paper or other combustible material
- Use of electrical wiring, devices, and appliances which are modified or damaged
- Use of portable heaters
- Smoke detectors that have been tampered with
- Use of halogen lamp/lighting
- Unsafe lifting or propping of beds
- Strings of lights, twinkle lights, holiday lights
- Any other situation deemed hazardous by the staff inspector



Emergency Management Plan

Howard University Emergency Management on the HU-DPS website

<https://publicsafety.howard.edu/emergency-management/howard-university-plans>

Campus Fire Safety for Students

National Fire Protection Association

<https://www.nfpa.org/Public-Education/Staying-safe/Safety-in-living-and-entertainment-spaces/Campus-and-dorm-fires>

Fire Statistics

Due to the COVID-19 pandemic and limited access to information some items may not have been available to the Clery Act Compliance Coordinator.

Information Regarding Fires in Howard University Residential Facilities Main Campus 01/01/2021 to 12/31/2021

Residence Halls	Total Fires	Fire Number	Date	Time	Cause of Fire	Number Injuries	Number Deaths	Property Damage Value
Bethune Annex	0	0	N/A	N/A	N/A	0	0	N/A
Carver Hall	0	0	N/A	N/A	N/A	0	0	N/A
Cook Hall	0	0	N/A	N/A	N/A	0	0	N/A
Drew Hall	0	0	N/A	N/A	N/A	0	0	N/A
Howard Manor	0	0	N/A	N/A	N/A	0	0	N/A
Howard Plaza East	0	0	N/A	N/A	N/A	0	0	N/A
Howard Plaza West	0	0	N/A	N/A	N/A	0	0	N/A
Slowe Hall	0	0	N/A	N/A	N/A	0	0	N/A
Tubman Quadrangle	0	0	N/A	N/A	N/A	0	0	N/A
College North	0	0	N/A	N/A	N/A	0	0	N/A
College South	0	0	N/A	N/A	N/A	0	0	N/A

Fire Statistics

Information Regarding Fires in Howard University Residential Facilities Main Campus 01/01/2020 to 12/31/2020

Residence Halls	Total Fires	Fire Number	Date	Time	Cause of Fire	Number Injuries	Number Deaths	Property Damage Value
Bethune Annex	0	0	N/A	N/A	N/A	0	0	N/A
Carver Hall	0	0	N/A	N/A	N/A	0	0	N/A
Cook Hall	0	0	N/A	N/A	N/A	0	0	N/A
Drew Hall	0	0	N/A	N/A	N/A	0	0	N/A
Howard Plaza East	0	0	N/A	N/A	N/A	0	0	N/A
Howard Plaza West	0	0	N/A	N/A	N/A	0	0	N/A
Slowe Hall	0	0	N/A	N/A	N/A	0	0	N/A
Tubman Quadrangle	0	0	N/A	N/A	N/A	0	0	N/A
College North	0	0	N/A	N/A	N/A	0	0	N/A
College South	0	0	N/A	N/A	N/A	0	0	N/A

Information Regarding Fires in Howard University Residential Facilities Main Campus 01/01/2019 to 12/31/2019

Residence Halls	Total Fires	Fire Number	Date	Time	Cause of Fire	Number Injuries	Number Deaths	Property Damage Value
Bethune Annex	0	0	N/A	N/A	N/A	0	0	N/A
Carver Hall	1	1	02/03/19	15:15	Microwave Caught Fire	0	0	Unknown
Cook Hall	0	0	N/A	N/A	N/A	0	0	N/A
Drew Hall	0	0	N/A	N/A	N/A	0	0	N/A
Howard Plaza East	0	0	N/A	N/A	N/A	0	0	N/A
Howard Plaza West	0	0	N/A	N/A	N/A	0	0	N/A
Slowe Hall	2	1	05/21/19	22:18	Cooking in the Kitchen	1	0	Unknown
Tubman Quadrangle		2	11/18/18	09:40	Cooking in the Kitchen	0	0	Unknown
College North	0	0	N/A	N/A	N/A	0	0	N/A
College South	0	0	N/A	N/A	N/A	0	0	N/A

“Opportunities don’t happen. You create them.”

This report is published by Howard University’s Department of Public Safety. We encourage current and prospective members of the Howard University community to use this report as a guide for information to engage in safe activities on and off-campus.

A copy of this report is available on the Department’s website at <https://publicsafety.howard.edu/resources/HU-DPS-annual-security-fire-safety-reports>.

To obtain a hardcopy of the Annual Security and Fire Safety Report or view the Daily Crime Log, contact the Department of Public Safety at (202) 806-1132

