5 Things Every JMU Student Should Know about Safety
JMU Students and Families,

Welcome to JMU! The commencing of a new stage of life is incredibly exhilarating and inspiring to see and I love that it is part of what I get to do every day. Starting college is an incredibly exciting time because everything is new, for everyone. You have just ended one stage of your life journey and we are excited you have chosen JMU for the next stage.

For many students and families, the last few years have included a wide variety of experiences but there has also been the constant of a family support system, well known values and an established community. As you all enter this new stage of life together you have to give yourselves time to adjust and realize that like other new experiences, this will take time and everyone adjusts at a different pace. It will take time for you to learn and understand the culture, expectations and community at JMU but I promise that the effort will be well worth it. JMU exists to help students become their best possible selves in the classroom, in the community and in the world.

Much of what will be expected of you aligns with the values that made you successful enough to join the JMU community, including integrity, relationships, leadership, service and compassion. We expect you to rely on these as you progress through your JMU career and after you graduate and become citizen leaders in our world. It is important that you remember these values and those you have gained from your family as you face new and different choices at JMU.

College students across the country are facing choices and risks related to high-risk drinking, drug use, bias incidents and sexual violence. While not all students engage in or experience all of these inappropriate behaviors, the negative consequences of only a few can have significant impacts on the greater campus community and the individuals involved.

I want each of you to be safe and secure while you attend JMU so we have created this document to inform you of the comprehensive intervention strategies we implement to educate and inform students about policies, programming, safety and personal responsibility regarding alcohol, drugs and sexual misconduct. We will highlight key portions of policy, but invite you to read each policy in full online via the websites provided. It is our hope that you will make decisions that are consistent with the strong values, ethics and morals that you have learned from family and friends prior to arriving on JMU’s campus. We also expect every student to be considerate of their own health and safety and to support and care for their friends, as well as the greater campus community.

This next stage of your life will set the tone for much of what will follow so please be thoughtful as you prepare to enter the JMU community by being an informed and engaged learner even before you arrive on campus.

Go Dukes!

Dr. Tim Miller
You will start off on the right path by completing these four required programs:

JMTRUTH
JMtrUth is a comprehensive training that outlines JMU’s expectations for its community members. This is the official introduction to the policies that students are expected to uphold while members of the JMU community. It includes videos that cover JMU’s values, Alcohol and Drug Policy, Sexual Misconduct & Title IX Sexual Harassment Policy, and resources in our community for those who experience sexual misconduct. JMtrUth provides a foundation for students to build upon their ability to navigate their intimate relationships in a manner that is consistent with the expectations the university has for how they will treat their fellow community members.

ALCOHOLEDU® FOR COLLEGE
AlcoholEdu® for College is a program that uses the latest prevention techniques and evidence-informed research to educate students about the impact of alcohol on the mind and body. Whether or not you choose to drink, AlcoholEdu® empowers you to make well-informed decisions about alcohol and to cope with the drinking behaviors of your peers.

Parents and guardians have the most influence in the decision-making process of their children. That influence extends to the decisions students make about relationships, alcohol and other drugs. That is why we are making Vector Solutions available to JMU families.

SEXUAL ASSAULT PREVENTION FOR UNDERGRADUATES®
Sexual Assault Prevention for Undergraduates® provides education on the issues associated with sexual violence using interactive skill-building exercises. You learn about healthy relationships and consent, as well as how to create and support a healthy and safe campus environment.

As part of our comprehensive prevention strategy, the university requires each incoming undergraduate to complete AlcoholEdu® and Sexual Assault Prevention for Undergraduates®, online alcohol education and relationship violence prevention programs. Every student is expected to complete and pass both parts of each program. AlcoholEdu® and Sexual Assault Prevention for Undergraduates® Part 1 will be available for four weeks so you do not have to complete both in one sitting. You should plan to spend about two hours on the programs. Follow The One Book instructions to begin these trainings in late July. Approximately thirty days after completing AlcoholEdu® and Sexual Assault Prevention for Undergraduates® Part 1, you will have access to complete Part 2 of both programs.
3 Harrisonburg is a pretty safe place. On-campus is even safer, but you still need to be careful.

Safety on our campus is a natural source of concern for parents, students and university employees. Education—the business of JMU—can only take place in an environment in which each student, employee and visitor feels safe and secure. JMU does its part to ensure the safety of its students and employees through a professionally trained and supervised police force and a closely screened and well-trained residence life staff who work in concert with a campus community that is informed, aware and alert; all sharing the responsibility of making the JMU campus a safe place to study, work and live.

SAFETY IN HARRISONBURG

JMU is located in the City of Harrisonburg which is nestled in the Shenandoah Valley of Virginia. Although the Harrisonburg area, with its small-town feel and neighborly attitude, has a relatively low crime rate, crime prevention remains a high priority in the campus community.

The JMU Police work closely and maintain a close working relationship with state and local police including, but not limited to, the Harrisonburg Police Department, the Rockingham County Sheriff’s Office and the local contingent of the Virginia State Police on incidents that occur on and off campus. The JMU Police Communications Center can be reached using the LiveSafe App. The app can be downloaded onto a smartphone and allows individuals to text information in real time to the JMU communications center.

SAFETY IN THE RESIDENCE HALLS

The Office of Residence Life takes the safety and security of our residence hall communities very seriously. All residence halls are locked 24-hours a day and are accessed using the JMU Access Card (JACard). Students only have access to their own building and have a key to their bedroom. Students are required to escort all guests in and out of their building.

Each residence hall has a live-in hall director who manages the operations of the hall and a staff of resident advisers (RAs) who are trained to respond to emergency and crisis situations and help keep residents safe. The hall staff work with university police to conduct regular fire drills in the halls and conduct safety inspections at various times throughout the year. Residence Life staff also work closely with the state fire marshal to reduce the risk of fires in the halls. Please check the prohibited items listed on our Reslife website and have any curtains or tapestries fire-sprayed as they are brought into the hall.

QUICK TIPS FOR STAYING SAFE IN THE HALLS:

- Always lock your room door when you are not in the room and at night when you are sleeping.
- Always carry your key and JACard—even to the bathroom.
- Ensure that any curtains or fabric wall hangings are made of fire retardant material or are treated with fire resistant spray.
- Escort your own guests at all times.
- Evacuate the building quickly when the fire alarm sounds—even if you think it’s only a drill.
- Never allow strangers to follow you into a residence hall and report any suspicious person or behavior to the hall staff or to the police right away.
**EMERGENCY NOTIFICATION & TIMELY WARNING**

The JMU Police Department has the responsibility of notifying the campus community upon the confirmation of a significant emergency or dangerous situation occurring on the campus involving an immediate threat to the health or safety of students, employees and visitors. This is done through a comprehensive mass-communication system consisting of emergency horns and sirens, blast email capabilities, and mass SMS Text messaging through Madison Alert. Timely Notices or Community Alerts are sent to students, faculty and staff when a crime that has occurred is considered to be a serious or continuing threat to the campus community.

**CADETS**

Through the Campus Police Cadet Program, carefully screened students are employed to act as additional eyes and ears for the JMU Police. They alert the police of incidents for possible further investigation, provide services during special events, and provide building and campus security. They are in radio contact with the JMU police at all times. Cadets are mainly on duty in the evening and late night, patrolling their assigned areas providing security escort services to students walking across campus and to and from parking lots. Cadets also provide vehicular escorts from distant areas on campus. Following cadet duty hours, JMU police escort students as needed. Cadets are also responsible for patrolling and securing academic and administrative buildings on campus each evening. Cadets are primarily assigned to walking patrol of the campus and escorts during the fall and spring semesters.

**OFF-CAMPUS PARTIES**

If you choose to attend parties off campus, here are a few tips to follow:

- Always use the buddy system
- Never leave your drink unattended
- Only bring cash and cards you will need
- Be aware of outsiders who prey on students
- Know the law—you can be cited for underage possession and open container violations, as well as arrested for drunk in public

**PREVENTION, HARM REDUCTION AND PERSONAL RESPONSIBILITY**

Harm reduction is a method used by the University Health Center to address the existence of risk and choice with regard to various health behaviors. Harm reduction acknowledges that individuals make their own choices regarding health behaviors and that knowing how to reduce harm or risk is an important piece of making an informed decision. In our alcohol and other drug abuse prevention programs, harm reduction is non-judgmental, evidence-based, and meets students where they are. An example of our harm reduction message includes acknowledging that alcohol consumption is a choice, and if students choose to drink, they can make choices that reduce their risk of harm, such as:

- Eating before and/or during drinking
- Planning ahead to have safe transportation home
- Drinking at their own pace, not someone else’s
- Alternating water and alcohol
- Determining not to exceed a set number of drinks

**SAFERIDES**

SafeRides is a student-run, non-profit organization designed to create a safer community for the city of Harrisonburg. Members work to prevent drunk driving by educating the JMU community, fundraising to support their mission, and providing free rides home for students on Friday and Saturday nights. SafeRides neither promotes nor discourages the consumption of alcohol, but instead works to raise awareness about the dangers of drinking and driving. Hours of operation are Friday and Saturday during the fall and spring semester. Rides can be requested using the SafeRides app or by calling 540-568-7433(RIDE).
There are expectations that need to be met. These are online in the Student Handbook, but here are a few we would like to highlight.

Please Note: Policies listed reflect the 2021-22 Student Handbook; policies may be altered for the 2022-23 Student Handbook in the summer 2022 to reflect necessary changes due to laws or the needs of the community. Check your email in August 2022 for when the 2022-23 Student Handbook is published.

**ALCOHOL POLICY**
(Academic Year 2021-22)

1. Individuals must be 21 years of age to buy, possess or consume alcoholic beverages. Examples of possession and consumption include, but are not limited to, holding, drinking a beverage containing alcohol or having alcohol in an area under the responsibility of the student. Areas of responsibility for a student may include, but not be limited to backpacks, refrigerators, residence hall rooms, personal belongings, private rooms, common spaces, and/or vehicles.

2. Alcoholic beverages may not be sold or furnished to any person who at the time of sale or exchange is underage or visibly under the influence of alcohol.

3. Falsely representing one’s age for the purpose of purchasing, possessing, or consuming alcohol is against university Standards of Conduct.

4. Drunkenness and/or possession of open containers of alcohol is prohibited in public areas in accord with local ordinance, state law or University policy.

5. Alcoholic beverages may not be possessed, distributed or consumed at events open to the general university community and held on university property except when specific written approval has been obtained for the event in advance. Sponsors are responsible for assuring that all persons in attendance at an event comply with state alcohol law and university alcohol policy.

6. Kegs or other large containers with alcohol are prohibited on campus unless previously approved by JMU Special Events and Catering Services. All kegs, events, possession, and service of alcohol on or off campus must comply with Virginia’s Department of Alcoholic Beverage Control rules and regulations.

7. Students shall not misuse or abuse alcohol regardless of their age. This includes but is not limited to; driving under the influence, providing alcohol to those underage, or a hospital visit relating to alcohol consumption.

Please Note: The Drug Free Schools and Communities Act prohibits the possession and/or use of marijuana on college campuses which receive federal funding. Therefore, JMU will continue to address possession or use of marijuana in accordance with this Act regardless of changing state or local laws.

**DRUGS POLICY**
(Academic Year 2021-22)

1. No student shall use, consume, or possess a drug. No student shall sell, distribute, or give a drug to another person. No student shall intend to sell, distribute, or give a drug to another person. Examples of possession and use includes, but are not limited to, ingesting a drug, or having a drug in an area under the responsibility of the student. Areas of responsibility for a student may include, but not be limited to backpacks, refrigerators, residence hall rooms, personal belongings, private rooms, common spaces, and/or vehicles.

2. No student shall use, possess, sell, give, or distribute drug paraphernalia. Examples include but are not limited to equipment, products, and materials which are designed for or used to manufacture or consume cannabis, controlled substances, or other drugs. An example of possession includes, but is not limited to, having paraphernalia in an area under the responsibility of the student. Areas of responsibility for a student may include, but not be limited to backpacks, refrigerators, residence hall rooms, personal belongings, private rooms, common spaces, and/or vehicles.

3. Students shall not misuse or abuse drugs. This includes but is not limited to driving under the influence, public intoxication, or consuming drugs to the point of hospitalization.
Federal law prohibits the possession and/or use of cannabis on college campuses which receive federal funding, such as JMU. Therefore, JMU will continue to address possession, use, or distribution of cannabis on its property or as part of any of its programs or activities, in accordance with federal law, regardless of changing state or local laws.

Virginia law allows persons 21 years of age and older to possess up to 1 ounce of cannabis or an equivalent amount of cannabis products, and to share with other persons 21 years of age and older. Therefore, JMU will not apply the Drugs policy to student use or possession of cannabis in the amount of 1 ounce or less, for students 21 years of age and older, if such use and possession is in accordance with Virginia state law and is not on JMU property or part of any of its programs or activities.

It is illegal for any person under the age of 21 to consume, purchase or possess, or attempt to consume, purchase or possess cannabis or cannabis products. It is illegal to sell or purchase cannabis in Virginia. It is illegal to consume cannabis or cannabis products in public spaces.

**The alcohol and drug and all other policies students are expected to review and abide by are available at jmu.edu/handbook.**

**THE BIG FOUR ALCOHOL AND DRUG STRATEGIES**

1. **Off-Campus Adjudication** – Alcohol violations, drug violations, felonies, and other student behavior that occurs off-campus within the City of Harrisonburg or Rockingham County may be addressed by the Office of Student Accountability and Restorative Practices. Alcohol and drug violations will be addressed at the conclusion of the court process if the student is found guilty or enters a deferred disposition. Student behavior that is against the educational atmosphere or mission of the institution may be addressed by the Office of Student Accountability and Restorative Practices regardless of the location in which it occurred.

2. **Three Strikes** – Students will receive a strike if found responsible for an incident involving alcohol and/or drugs. Students may be suspended for a minimum of one semester upon their receipt of a third strike; strikes are cumulative over a student's career at JMU. However, students may be suspended prior to a third strike for violations which pose health or safety concerns to the student or the community. Examples of health and safety concerns include, but are not limited to, distribution of drugs, supplying alcohol to those who are underage, a hospital visit due to alcohol and/or drug use, DUIs, and keg registration violations.

3. **Parent/Guardian Notification** – If a student is under the age of 21 at the conclusion of the Accountability Process and is found responsible for an alcohol or drug violation(s), parents/guardians will be notified.

4. **Enlightened Citizen Amnesty Process** – OSARP will grant amnesty from receiving a strike to eligible students who voluntarily report they are in need of medical attention or have medical attention requested for them by another due to the consumption of alcohol or drugs. For bystanders who report the need of medical attention for another, they may qualify for ECAP as well and may be found Dropped-Amnesty due to their actions. A finding of Dropped-Amnesty is not a responsible finding and will not be seen on a disciplinary record or carry a strike. For the full ECAP text, visit jmu.edu/osarp/handbook/OSARP/ECAP

**RESOURCES**

JMU provides a variety of comprehensive, evidence-based substance misuse prevention and early intervention programs that promote the use of protective strategies to reduce the negative consequences associated with high-risk drinking and wellness coaching for substance misuse prevention. These include:

**TOBACCO/NICOTINE LAW**

In summer 2019, the Governor of Virginia enacted a law prohibiting, among other things, the purchase or possession of tobacco and nicotine products by persons under the age of 21. The law prohibits e-cigarettes, vaping devices and tobacco products, including non-combustibles such as chewing tobacco. The civil penalty for violating the law is a fine or performance of community service. This was extended federally in December 2019. JMU expects that students under 21 will not use tobacco or nicotine products of any kind in compliance with Virginia and federal law. Relevant university staff may take action if they find students in possession of or using prohibited items.
HAZING POLICY
(Academic Year 2021-2022)

The university prohibits hazing, including recklessly or intentionally endangering the health or safety of a student or students; inflicting bodily injury on a student or students; any activity or behavior that creates emotional distress, physical discomfort, embarrassment, shame, harassment, malicious amusement, or ridicule in connection with or the purpose of initiation, admission into, or affiliation with or as a condition for continued membership in a club, organization, or association, fraternity, sorority, or student body, regardless of whether the student or students so endangered, injured, or affected participates voluntarily in the relevant activity. Students directing, engaging in, aiding, or participating in, actively or passively, the forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, of individuals to participate in hazing activities shall be considered in violation of this policy.

It is impossible to anticipate every situation that could involve hazing. Behavior listed below does not and cannot encompass every circumstance that can be categorized as hazing, but this policy does in some circumstances prohibit beyond those outlined by the State Council on Higher Education in Virginia’s model hazing policy. Further, this policy is not intended to prohibit customary athletic events, contests, competitions, or trainings that are sponsored by the University, the organized and supervised practices associated with such events, or activity or conduct that furthers the goals of a legitimate curriculum or program as approved by the University.

Hazing activities shall include, but not be limited to, forcing, compelling, requiring, encouraging, or expecting, whether direct or implied, any individual to participate in any of the following actions or activities: paddling; kidnapping; all forms of physical activity which are used to harass, punish, or harm an individual; excursions or road trips; confinement; spraying, painting, or pelting with any substance; burying in any substance; nudity with the intent to cause embarrassment; servitude; exposure to uncomfortable elements; verbal abuse; wearing, in public, of apparel which is conspicuous and/or indecent; forcing consumption of alcohol or any other substance, legal or illegal; depriving students of sufficient sleep (six consecutive hours per day is normally considered to be a minimum); burning, branding, or tattooing any part of the body; psychological hazing, defined as any act which is likely to: (a) Compromise an individual’s dignity; (b) Cause an individual embarrassment or shame; (c) Cause an individual to be the object of malicious amusement or ridicule; or (d) Cause an individual emotional distress; interrogating an individual in an intimidating or threatening manner; misleading prospective members in an effort to convince them that they will not become members unless they complete tasks, follow instructions, or act in a certain way; misleading prospective members into believing that they will be hurt during induction or initiation; carrying any items (shields, paddles, bricks, hammers, etc.) that serve no constructive purpose or that are designed to punish or embarrass the carrier; blindfolding and parading individuals in public areas, blindfolding and transporting in a motor vehicle, or privately conducting blindfolding activities that serve no constructive purpose; binding or restricting an individual in any way that would prohibit them from moving on their own; and requiring or suggesting that an individual obtain or possess items or complete tasks in an unlawful manner (i.e. for a scavenger hunt). Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts.

An individual cannot consent to being hazed; a victim’s voluntary or willful participation in hazing activities will not be considered evidence that a violation of this policy did not occur.

Section 18.2-56 of the Code of Virginia declares hazing illegal, establishes conditions for civil and criminal liability, and outlines the duties of the university when a student has been found guilty of hazing in civil or criminal court.

The full hazing policy and all other policies students are expected to review and abide by are available at jmu.edu/handbook.
SEXUAL MISCONDUCT POLICY
(Academic Year 2021-22)

The following behavior is prohibited at JMU:

Sexual Assault: A sexual act committed against another person without consent. For purposes of this policy, sexual assault includes any of the following offenses:

- Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Attempts to commit rape are included.
- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.
- 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. The statutory age of consent in the Commonwealth of Virginia is 18 years old.
- For the purposes of this policy, sexual assault also includes any nonconsensual physical contact of a sexual nature that is forced on another person, including unwelcome sexual touching of any kind. This includes engaging, attempting to engage, or completing any kissing; intentional touching of another person's body part in a sexual manner, directly or through clothing; or forcing a person to touch oneself or another person's body part in a sexual manner, directly or through clothing.

Sexual Exploitation: Taking sexual advantage of another person without that individual's consent. Examples include, but are not limited to, prostituting another person; causing or attempting to cause the incapacitation of another person for a sexual purpose; recording, photographing, creating, or transmitting sexual utterances, sounds, or images, whether real or fake, of another person without that person's consent; allowing a Third Party to observe sexual activity without the consent of the participants; knowingly transmitting sexually transmitted infections or other diseases without the knowledge of the person's sexual partner; inducing another to expose his/her body for sexual purposes; intentionally altering, removing, or sabotaging contraceptive or prophylactic measures without the knowledge of the other party, including but not limited to condoms and/or birth control measures; and viewing another person's sexual activity, intimate body parts, or nakedness in a place where that person would have a reasonable expectation of privacy without that person's consent.

Sexual Misconduct: Conduct consisting of unwelcome or offensive sexual advances, requests for sexual favors, or other conduct of a sexual nature that can be verbal (e.g., specific demands for sexual favors, sexually suggestive comments, sexual propositions, or sexual threats); non-verbal (e.g., sexually suggestive emails or other writings; objects or pictures; suggestive, obscene or insulting sounds or gestures); or physical (e.g., unwanted touching or other physical contact; or any unwelcome or coerced sexual activity), and that meets at least one of the following definitions:

- Term or condition of employment or education (“quid pro quo”). This type of sexual harassment occurs when the terms or conditions of employment, educational benefits, academic grades or opportunities, living environment, or participation in a university activity are conditioned upon, either explicitly or implicitly, submission to or rejection of unwelcome sexual advances or requests for sexual activities, or such submission or rejection is a factor in decisions affecting that individual's employment, education, living environment, or participation in a university education program or activity.
Hostile environment. Acts of sexual harassment that create a hostile environment, as defined here: A hostile environment may be created by oral, written, graphic, or physical conduct that is sufficiently severe, persistent, or pervasive, and objectively offensive in a manner that interferes with, limits, or denies the person the ability to participate in or benefit from the institution's education programs or activities, including employment access, benefits or opportunities. Mere subjective offensiveness is not enough to create a hostile environment. In determining whether conduct is severe, persistent, or pervasive, and objectively offensive, and thus creates a hostile environment, the following factors will be considered: (a) the degree to which the conduct affected one or more individuals’ education or employment; (b) the nature, scope, frequency, duration, and location of the incident(s); (c) the identity, number, and relationships of persons involved; (d) the perspective of a “reasonable person” in the same situation as the person subjected to the conduct; and (e) the nature of higher education.

Dating Violence: A form of sexual violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with another person, where the existence of such a relationship shall be determined based on a consideration of the following factors:
- The length of the relationship
- The type of relationship
- The frequency of interaction between the persons involved in the relationship

Domestic Violence: Crimes of violence committed by any of the following:
- A current or former spouse or intimate partner of the victim
- A person with whom the victim shares a child in common
- A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the Commonwealth of Virginia
- 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 Commonwealth of Virginia

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.

Non-Consensual Relationship: A sexual relationship between members of the university community is prohibited if it is influenced by any form of fear or coercion, such that it causes one party to believe that they must submit to unwelcome sexual conduct in order to accept or continue employment, achieve an employment or educational benefit, or participate in a program or activity. A sexual relationship is prohibited between individuals where a power differential would imply or raise the inference of exploitation or raise the inference that an educational or employment decision will be based on whether or not there is submission to coerced sexual conduct.

In adjudicating allegations of violating Sexual Misconduct the following definitions will be applied:

Consent: An outward demonstration through understandable words or actions that convey a knowing and voluntary agreement to engage in mutually agreed upon sexual activity. Consent cannot be obtained by physical or verbal coercion that is express or implied, which includes the use of intimidation, threats, force, or duress. Consent cannot be obtained by ignoring or acting in spite of the objections of another, by previous consent, or by taking advantage of another person’s incapacitation or physical helplessness where a person knows or a reasonable person should have known of such incapacitation or helplessness. An individual who is incapacitated because of age, disability, voluntary activity, or through the acts of others cannot give consent. Silence or absence of resistance does not imply consent. Consent is voluntary and may be withdrawn at any time by communicating the withdrawal through an outward demonstration of understandable words or actions.

Incapacitation: Physical or mental inability to make informed, rational judgments. States of incapacitation include, without limitation, sleep, blackouts, unconsciousness, and the inability to make such decisions due to the voluntary or involuntary use of alcohol or drugs. Incapacitation may occur because of age, disability, voluntary activity, or through the acts of others.

Sexual Violence: Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the person's age, mental state, use...
of drugs or alcohol, or because an intellectual or other disability prevents the person from having the capacity to give consent).

The sexual misconduct and all other policies students are expected to review and abide by are available at [jmu.edu/handbook](http://jmu.edu/handbook).

**TITLE IX SEXUAL HARASSMENT POLICY**
(Academic Year 2021-22)

**The following behavior is prohibited at JMU:**

**Title IX Sexual Harassment** - Conduct on the basis of sex that satisfies one or more of the following:
- Quid pro quo - An employee conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education program or activity; or
- Sexual assault, dating violence, domestic violence, or stalking.

**The following definitions apply to the third prong of Title IX Sexual Harassment:**

**Dating Violence**: A form of sexual violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with another person, where the existence of such a relationship shall be determined based on a consideration of the following factors:
- The length of the relationship
- The frequency of interaction between the persons involved in the relationship

**Domestic Violence**: Crimes of violence committed by any of the following:
- A current or former spouse or intimate partner of the victim
- A person with whom the victim shares a child in common
- A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner
- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the Commonwealth of Virginia
- 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 Commonwealth of Virginia

**Sexual Assault**: A sexual act committed against another person without consent. For purposes of this policy, sexual assault includes any of the following offenses:
- Rape: Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. Attempts to commit rape are included.
- Fondling: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim.
- 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. The statutory age of consent in the Commonwealth of Virginia is 18 years old.

**Stalking**: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress.
In adjudicating allegations of violating the Title IX Sexual Harassment policy, the following definitions will be applied:

**Consent:** An outward demonstration through understandable words or actions that convey a knowing and voluntary agreement to engage in mutually agreed upon sexual activity. Consent cannot be obtained by physical or verbal coercion that is express or implied, which includes the use of intimidation, threats, force, or duress. Consent cannot be obtained by ignoring or acting in spite of the objections of another, by previous consent, or by taking advantage of another person’s incapacitation or physical helplessness where one knows or a reasonable person should have known of such incapacitation or helplessness. An individual who is incapacitated because of age, disability, voluntary activity, or through the acts of others cannot give consent. Silence or absence of resistance does not imply consent. Consent is voluntary and may be withdrawn at any time by communicating the withdrawal through an outward demonstration of understandable words or actions.

**Incapacitation:** Physical or mental inability to make informed, rational judgments. States of incapacitation include, without limitation, sleep, blackouts, unconsciousness, and the inability to make such decisions due to the voluntary or involuntary use of alcohol or drugs. Incapacitation may occur because of age, disability, voluntary activity, or through the acts of others.

The Title IX sexual harrassment and all other policies students are expected to review and abide by are available at [jmu.edu/handbook](http://jmu.edu/handbook).

STRATEGIES FOR SEXUAL MISCONDUCT RESPONSE

**Resources for Survivors**

- Reporting and interim measures through Title IX
- Confidential survivor advocates in the University Health Center
- Confidential medical services in the University Health Center
- Confidential counselors in the Counseling Center

**Process for Criminal Charges**

JMU Public Safety

- Non-Emergency Line: 540-568-6912
- Campus Emergency Line: 540-568-6911
- Website: jmu.edu/pubsafety

Harrisonburg Police Department

- Non-Emergency Line: 540-434-4436
- Emergency Line: 911
- Website: harrisonburgva.gov/police

Incident Reporting and Coordination of resources and support for Reporting and Responding Students

Title IX Coordinator, Amy Sirocky-Meck

Title IX Office

- Madison Hall 4035
- Phone: 540-568-5219
- Email: sirockam@jmu.edu, titleix@jmu.edu
- Website: jmu.edu/access-and-enrollment/titleIX

Office of Student Accountability and Restorative Practices for adjudication through the Sexual Misconduct Accountability Process, Title IX Sexual Harassment Adjudication Process, or addressing sexual harm through Adaptable Resolution (after the completion of the Title IX Formal Complaint Investigation Process by the Title IX Office)

- Phone: 540-568-6218
- Email: osarp@jmu.edu
- Website: jmu.edu/osarp

SURVIVOR ADVOCACY

Providing confidential support to students who have experienced sexual and intimate partner violence is an important service of the Counseling Center.

Advocates are professional staff members who are non-judgmental, knowledgeable and empathic resources whose focus is on providing survivor support. Advocacy services may include, but are not limited to: assistance accessing on- and off-campus response services, accompaniment to medical care, accompaniment through legal proceedings and student conduct processes, and providing referrals to Title IX, if desired. Students may seek advocacy services for a variety of reasons, but are not required to share information that they want to keep private.

Survivor Advocacy is located in the Counseling Center, located on the third floor of the Student Success Center. Students may schedule an appointment to meet with a Survivor Advocate by calling, stopping by, or contacting an advocate directly. Students are welcome to bring a friend or support person along for their meeting with the Survivor Advocate.
Like any university, JMU wants its students to live and learn in a safe and supportive environment. You are joining a university community that is built for your success. Thus, we have created a culture at JMU—values, beliefs, language, actions—that makes your safety a priority. Such a culture does not just happen, and it doesn’t happen everywhere—it is an intentional decision on our part, it is something we constantly pay attention to, and it is something to which you get to add your own mark. This culture of care and respect can be seen in the programs and services we offer, the way our campus is managed, and in the people whom you will join in this community of Dukes.

You will read about many safety and well-being programs and services we offer in this guide and in other online and print publications. We take our responsibilities to educate, support and inform you seriously, and we encourage you to do your part to be informed and make good decisions.

You will notice that the JMU campus is not only beautiful and well-organized, but it has many features designed to enhance safety. When you walk, bike or drive on campus, be aware of your surroundings and take steps to keep yourself and others safe.

The students, faculty and staff of JMU are proud of our university and committed to helping each other make the most of our time here. We care about each other. And we want you to adopt that same caring attitude: be kind to and respect one another, step up if you see someone who needs help, and do your best to balance the freedom and responsibility you now enjoy.

While much of our work focuses around academic accommodations, we also provide students with access to services such as HDPT Paratransit. Paratransit provides transportation for students whose disability or temporary impairment impacts their ability to drive or navigate the general bus system safely.

For more information about Disability Services and the accommodation application process, visit our website at https://www.jmu.edu/ods/index.shtml

**DISABILITY SERVICES**

Disability Services collaborates with the JMU community providing programs and services that support the university in creating inclusive, equitable environments that value disability, diversity and accessibility.

Students who are interested in learning more about support, accommodations and resources related to disability, access and inclusion can call 540-568-6705 or email disability-svcs@jmu.edu to request an appointment with one of our staff members.

**LGBTQ STUDENTS**

SOGIE (Sexual Orientation, Gender Identity and Expression) works to foster a welcoming and inclusive environment for students of all sexual and romantic orientations, gender identities and expressions by valuing the dignity of every student and limiting factors that would make students feel unsafe or prevent them from taking full advantage of their academic experience. We work toward this mission by providing educational programs, direct services, resources and advocacy.

People experience the world in very different ways depending on the identities they hold; this understanding guides programs, services and advocacy efforts. Our department provides direct social and developmental support programs and services primarily targeted to the needs and interests of undergraduate and graduate students. Students can find community...
through joining the SOGIE volunteer team or by visiting the Lavender Lounge on the first floor of the Student Success Center to meet new people. Students are also welcome to speak with staff privately about sexual and romantic orientations, gender identities and expressions or challenges they might be facing connected with their identities. Information about campus and community resources is available to address questions or concerns about sexuality, dating, family relationships, identity development (e.g., coming out, identity synthesis, navigating campus) and other areas in which a student may need support. For more information visit jmu.edu/sogie.

TITLE IX

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in any educational program or activity that receives federal funding. James Madison University’s Title IX Office receives, responds to, and addresses all reports of Title IX sexual harassment and sexual misconduct that impact members of the university community. The office is located on the 4th floor of Madison Hall in Rooms 4023, 4033, and 4035. Title IX also oversees university efforts to prevent and eliminate sex and gender based discrimination.

Students who are interested in meeting with a member of the Title IX staff can email, call, or drop by in person or can schedule an appointment.

Some of the resources the Title IX Office offers include connecting individuals to medical and counseling resources, legal and law enforcement options. Title IX provides information about campus conduct processes and assistance and support with housing, academic, transportation, and other needs. The Title IX Office can also issue No Contact Orders. The Title IX Office is responsible for investigating formal complaint of sexual misconduct.

JMU employees including all faculty, most student employees, and most staff are responsible for reporting incidents of sexual misconduct involving JMU community members to Title IX. When a responsible employee reports, the Title IX office responds by reaching out to the individual who experienced the harm with information about resources and options for moving forward including the option of filing a formal complaint with Title IX.

Medical staff in the University Health Center and JMU Counseling Center staff are all considered Confidential Resources which means they DO NOT report any disclosures of sexual misconduct to Title IX. Confidential Resources can be a great place to seek out information about resources and options available in a completely confidential manner.

Most importantly, everyone in the JMU community can at any time seek out assistance from JMU or off-campus law enforcement to learn about options available through the criminal justice system.

Welcome to JMU. Welcome to our culture of care and respect. From everyone in the University Health Center, we extend to you the care and learning opportunities that will help you be well, stay well and do well.
RESOURCES

UNIVERSITY HEALTH CENTER (UHC)
Student Success Center–1st & 2nd Floors
540-568-6178

UNIVERSITY RECREATION CENTER (UREC)
Sexual Assault Prevention
Alcohol and Other Drug Abuse Prevention
540-568-2831
jmu.edu/urec

SOGIE PROGRAM
jmu.edu/sogie

COUNSELING CENTER
Student Success Center – 3rd Floor, Suite 3200
Survivor Advocates
540-568-6251
jmu.edu/counselingctr

PUBLIC SAFETY
Anthony-Seeger Hall
540-568-6913 (non-emergency)
540-568-6911 (emergency)
pd_dispatch@jmu.edu
jmu.edu/publicsafety

CAMPUS SAFETY ESCORTS
540-568-6913

SAFERIDES
540-568-7433 (RIDE)

INCIDENT REPORTING AND COORDINATION OF RESOURCES AND SUPPORT FOR REPORTING AND RESPONDING STUDENTS
Title IX Coordinator, Amy Sirocky-Meck
Madison Hall 4035
540-568-5219
sirockam@jmu.edu, titleix@jmu.edu
jmu.edu/access-and-enrollment/titleIX

OFFICE OF STUDENT ACCOUNTABILITY AND RESTORATIVE PRACTICES (OSARP)
Student Success Center–Suite 2122
540-568-6218
osarp@jmu.edu
jmu.edu/osarp

STUDENT HANDBOOK
jmu.edu/handbook

OFFICE OF RESIDENCE LIFE
res-life@jmu.edu
jmu.edu/orl

ALCOHOLEDU® FOR PARENTS
everfi.com/alcholeduforparents