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## 2019 COMBINED ANNUAL SECURITY REPORT & FIRE SAFETY REPORT

(Published 10/01/2020)

### **Introduction**

This report is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, as amended. It provides students and employees of Ripon College (“College”) with information on the College’s security arrangements, policies, and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the College will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

### **Policy for Preparing the Annual Report**

This report is prepared by the Campus Safety Officer (currently the responsibility of the Director of Residence Life) in cooperation with local law enforcement authorities and includes information provided by them as well as by the College’s campus security authorities and various other elements of the College such as the Director of Financial Aid and the Director of Human Resources.

Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report are available at no cost by contacting Mark Nicklaus, Campus Safety Officer at [nicklausm@ripon.edu](mailto:nicklausm@ripon.edu) or 920-748-8186.

The College is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field, and are constantly tested and re-evaluated for their effectiveness.

## **General Safety and Security Policies**

### **Campus Security Personnel & Relationship with Local Law Enforcement**

The Vice President/Dean of Students and the Campus Security Officer is responsible for campus safety at the College. They utilize the Safety and Security Committee with representatives from faculty, staff, students, food service, plant department, health services, human resources, and IT to address safety/security concerns and to develop/revise related policies and procedures. These positions and committees form what will be referred to as the Campus Security Department throughout this document.

Ripon College employs security through a contracted service: Per Mar Security. Security Guards are contracted to aid in the protection of campus during the evening/night hours. Security Guards are not commissioned law enforcement officers. They do not have the authority to make arrests and carry firearms. Per Mar Security officers do not have arrest powers and do not carry weapons. Escort services from parking lots to the residence halls also are available upon request. Security personnel has the authority to escort students to any campus location. The city of Ripon Police provides routine patrol of public areas adjacent to the College and works closely with the Residence Life staff to assist in on-campus emergencies and to address student concerns.

While the College does not have any written agreements with local law enforcement agencies, it does maintain a close working relationship with local police.

### **Campus Security Authorities (on separate list)**

The College has designated certain positions of the College to serve as campus security authorities (see appendix A). All campus security authorities can be contacted to report criminal activity and they, in turn, will ensure that the crimes are reported to one of the people in the list below. The information is collected as part of the College's annual report of crime statistics and to be able to determine if a timely warning may be necessary.

Campus security authority is a Clery Act-specific term that encompasses four groups of individuals and organizations associated with an institution.

- The campus security department of an institution.
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department (e.g., an individual who is responsible for monitoring the entrance into Ripon College property).
- Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.

### **Reporting a Crime or Emergency**

The College encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the College, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged even when the victim of a crime elects not to make a report or is unable to do so.

- All crimes occurring on or near College property should be reported immediately to the Residence Life staff or Campus Security. During normal business hours, Residence Life staff can be reached at 920-748-8186 or 920-896-5344 from 7 pm-7 am. A security officer is available from 10 pm to 6 am daily and can be reached at 920-748-8703 option 001.

- If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911 or 9-911 from an on-campus telephone.
- Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a College staff member will assist in making the report to the police.
- Crimes can be reported anonymously via telephone at 920-748-8186 or 920-896-5344 from 7 pm-7 am. A security officer is available from 10 pm to 6 am daily and can be reached at 920-748-8703 option 001.

### **Confidential Reporting**

The College will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim, or disciplining the perpetrator will know the victim's identity.

Pursuant to the College's sexual misconduct policy, when an employee who is not a confidential resource becomes aware of alleged misconduct under that policy (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking), the employee is responsible for reporting that information, including the status of the parties if known, to the Title IX Coordinator. A victim of other types of crimes (e.g., aggravated assault, burglary, etc.) who does not want to pursue action within the College disciplinary system or the criminal justice system is nevertheless encouraged to make a confidential report to a campus security authority. Upon the victim's request, a report of the details of the incident can be filed with the College without revealing the victim's identity. Such a confidential report complies with the victim's wishes but still helps the College take appropriate steps to ensure the future safety of the victim and others. With such information, the College can keep an accurate record of the number of incidents involving members of the campus community, determine where a pattern of crime may be developing, and alert the community as to any potential danger. These confidential reports are counted and disclosed in the annual crime statistics for the College.

The College encourages its professional counselors when they deem it appropriate; to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics. The College does not have pastoral counselors.

### **Security of and Access to Campus Facilities**

Each member of the Ripon College community has been issued a Red Hawk OneCard. This card not only serves as an identification but also as an access card to gain entrance to buildings through proximity readers installed on exterior doors around campus. All academic and administrative buildings are secured during the evenings and weekends. Access to the buildings is only allowed for faculty/staff members and students through the use of their Red Hawk OneCard. The residence halls are locked at all times, again presenting a Red Hawk OneCard is necessary to gain entrance at any time. Security officers secure the academic and administrative buildings each evening from 10 pm to 6 am. The officers also perform vehicle patrols of parking lots and surrounding areas during that time. The Residence Life staff performs rounds and walkthroughs of the residence halls each evening from 7 pm to 7 am.

Students and employees are asked to be alert and to not circumvent practices and procedures that are meant to preserve their safety and that of others:

- Do not prop doors open or allow strangers into campus buildings that have been secured
- Do not lend keys or Red Hawk OneCard to non-students and do not leave them unattended
- Do not give access to anyone who does not belong to the campus community

Keys to the offices, laboratories, and classrooms on campus will be issued to employees only as needed and after receiving the proper authorization. Each department supervisor is responsible for assuring his/her area is secured and locked. The OneCard Office maintains a list of keys issued and controls the issue of keys to new employees. The Physical Plant issues and manages Red Hawk OneCard access to contractors and other companies providing maintenance to campus facilities.

Employee and student Red Hawk One Card may be used to verify the identity of persons suspected to be in campus facilities without permission. All employees working in the Physical Plant, Housekeeping, and Food Service should be also wearing uniforms to help identify them as members of the community with permission to be in campus buildings.

### **Security Considerations in the Maintenance of Facilities**

The Campus Security Department works with the Facilities Department to identify maintenance issues on campus that may be safety hazards. Safety checks are completed to identify street or safety lights that are not functioning properly or to determine if shrubs or other landscaping might need trimming. Maintenance personnel regularly check to ensure there is adequate lighting on pathways and that egress lighting is working in hallways and stairwells.

### **Educational Programs Related to Security Awareness and Prevention of Criminal Activity**

The College seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes.

The College provides information at the beginning of each academic term for students and employees regarding the College's security procedures and practices. This information is in the form of posters and other displays, articles in the College newspaper, and email blasts. Among other things, it advises students and employees of the importance of reporting criminal activity, to whom crimes should be reported, being responsible for their own safety and the safety of others, and practices regarding timely warnings and emergency notifications.

### **Monitoring Off-Campus Locations of Recognized Student Organizations**

The College monitors and records, through local police agencies, any criminal activity in which students have engaged at off-campus locations of student organizations officially recognized by the College. The College does not have student organizations with off-campus housing facilities.

### **Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense**

Upon written request, the College will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the College against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

## **Drug and Alcohol Policy**

The College is committed to creating and maintaining an environment that is free of alcohol abuse. The College prohibits the possession, use, and sale of alcohol beverages on-campus or as any part of the College's activities unless it is done so in accordance with applicable College policies, and it enforces the state's underage drinking laws.

The College also enforces federal and state drug laws. The possession, sale, manufacture, or distribution of illegal drugs is prohibited on campus or as any part of the College's activities. Violators of the College's policies or federal and state laws regarding illegal drugs will be subject to disciplinary action and possible criminal prosecution.

## **Drug and Alcohol Abuse Prevention Program**

The College has a drug and alcohol abuse and prevention program and conducts a biennial review of this program to evaluate its effectiveness. For more information, see below.

- Student alcohol/drug policy:  
<https://www.ripn.edu/wp-content/uploads/2014/10/Handbook-2.pdf>
- Employee alcohol/drug policy:  
<https://www.ripn.edu/wp-content/uploads/2020/09/drug-and-alcohol-policy.employee-2020.pdf>
- The Dean of Students' Office in Bartlett 101 can provide information about the biennial review of the College's drug and alcohol abuse prevention program.

## **Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking**

Consistent with applicable laws, the College prohibits dating violence, domestic violence, sexual assault, and stalking. The College's policy used to address complaints of this nature, as well as the procedures for filing, investigating, and resolving complaints, may be found at:

- [Title IX Equal Opportunity, Harassment, and Nondiscrimination Policy and Procedures:](#)

The following sections of this report discuss the College's educational programs to promote the awareness of dating violence, domestic violence, sexual assault, and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

## **Primary Prevention and Awareness Program**

The College conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the College prohibits the offenses of dating violence, domestic violence, sexual assault, and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

## **Crime Definitions**

Definitions for dating violence, domestic violence, sexual assault, stalking, and consent (as it relates to sexual activity) in Wisconsin can be found in Appendix B at the end of this report.

### College Definition of Consent

**Consent is:**

- knowing, and
- voluntary, and
- clear permission
- by word or action
- to engage in sexual activity.

Since individuals may experience the same interaction in different ways, it is the responsibility of each party to determine that the other has consented before engaging in the activity.

If consent is not clearly provided prior to engaging in the activity, consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Reasonable reciprocation can be implied. For example, if someone kisses you, you can kiss them back (if you want to) without the need to explicitly obtain *their* consent to being kissed back.

Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated. If consent is withdrawn, that sexual activity should cease within a reasonable time.

Consent to some sexual contact (such as kissing or fondling) cannot be presumed to be consent for other sexual activity (such as intercourse). A current or previous intimate relationship is not sufficient to constitute consent.

Proof of consent or non-consent is not a burden placed on either party involved in an incident. Instead, the burden remains on Ripon College to determine whether its policy has been violated. The existence of a consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

Consent in relationships must also be considered in context. When parties consent to bondage, discipline/dominance, submission/sadism, and masochism (BDSM) or other forms of kink, non-consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual, so Ripon College’s evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to the policy that assumes non-kink relationships as a default.

### Reduce Risk of Sexual Misconduct Suggestions

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be as direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible for your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.

### Reduce Risk of Being Accused of Sexual Misconduct Suggestions

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Remember that you owe sexual respect to the other person.
- Do not make assumptions about the other person’s consent or about how far they are willing to go.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you their intentions.
- Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Do not take advantage of someone who is drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, do not be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

### Warning Signs

It is also important to be aware of the warning signs of an abusive person. Some examples include past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

### Bystander Intervention

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.

- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, do not hesitate to contact the police.

### Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

### **Ongoing Prevention and Awareness Campaign**

The College also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP, but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault, and stalking.

### **PPAP and OPAC Programming Methods**

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the College. Methods include, but are not limited to presentations, online training modules, distribution of written materials, periodic email blasts, and guest speakers. A summary of this programming is provided below.

New students receive education on the prevention of dating violence, domestic violence, sexual assault, and stalking through a presentation by the Title IX Coordinator, Campus Safety Officer, and Student Activities Office during Welcome Week. All new employees receive training from the Human Resources Office as well as the Title IX Coordinator.

As part of its ongoing campaign, the College uses a variety of strategies, such as in-person presentations by sexual assault organizations, email blasts with pertinent information, web announcements, etc. While programming occurs throughout the year, the College also offers educational sessions and literature in coordination with nationally recognized observances such as Sexual Assault Awareness Month and Domestic Violence Awareness Month.

### **Procedures to Follow if you are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking**

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or the Residence Life Department at 920-748-8186 during regular business hours and 920-896-5344 from 7 pm to 7 am or the College's third party security officer 920-748-8703 option 001 from 10 pm to 6 am. You may also contact the College's Title IX Coordinator, Michele Wittler, at 920-748-8119.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).



2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

### Immediate Care and Preservation of Evidence & Forensic Examinations

If you experience sex- or gender-based discrimination, harassment, or violence; or incidents of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence, or domestic violence, some or all of these safety suggestions may guide you after an incident has occurred:

1. Go to a safe place and speak with someone you trust. Tell this person what happened. If there is any immediate danger, call 911 or contact the College's third party security officer 920-748-8703 option 001 from 10 pm to 6 am, or the Residence Life Department at 920-748-8186 during regular business hours and 920-896-5344 from 7 pm to 7 am. You may also contact the College's Title IX Coordinator, Michele Wittler, at 920-748-8119.
2. For your safety and well-being, immediate medical attention is encouraged. Further, being examined as soon as possible, ideally within 120 hours, is important in the case of rape or sexual assault. Sexual Assault Nurse Examiners are available at [campus health center or local hospital]; however, you can go to [specify medical facility] and they will ensure you receive proper care. The hospital will arrange for a specific medical examination at no charge or can work with you to arrange state reimbursement.
  - Do not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Do not bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at Agnesian Healthcare 430 E Division Street, Fond du Lac, WI (920) 929-2300.
  - Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.
  - Typically, if police are involved or will be involved, they will obtain evidence from the scene, and it is best to leave things undisturbed until their arrival. They will gather bedding, linens or unlaundered clothing, and any other pertinent items that may be used for evidence. It is best to allow police to secure items in evidence containers, but if you are involved in the transmission of items of evidence, such as to the hospital, secure them in a clean paper bag or clean bedsheet to avoid contamination.
  - Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.
  - If you have physical injuries, photograph, or have them photographed, with a date stamp on the photo.
  - Record the names of any witnesses and their contact information. This information may be helpful as proof of a crime, to obtain an order of protection, or to offer proof of a campus policy violation.
  - Try to memorize details (e.g., physical description, names, license plate number, car description, etc.), or even better, write notes to remind you of details, if you have time and the ability to do so.

- If you obtain external orders of protection (e.g., restraining orders, injunctions, protection from abuse), please notify the Residence Life Department at 920-748-8186 during regular business hours and 920-896-5344 from 7 pm to 7 am. You may also contact the College's Title IX Coordinator, Michele Wittler, at 920-748-8119 so that those orders can be observed on campus.

3. Even after the immediate crisis has passed, consider seeking support from the [List of Available Resources](#) below.

4. Procedurally, when the College receives a report of sex or gender-based discrimination, harassment, or violence, the campus Title IX Coordinator is notified. If the Complainant wishes to access local community agencies and/or law enforcement for support, the College/University can assist the Complainant in making these contacts.

The Title IX Coordinator will offer assistance to Complainants in the form of supportive measures such as opportunities for academic adjustments; changes in on-campus housing assignment; visa and immigration assistance; changes in working situations; and other assistance as may be appropriate and available on campus or in the community (such as no-contact orders, campus safety escorts, transportation assistance, targeted interventions, etc.).

The Title IX Coordinator can connect the Complainant with a counselor on- or off-campus [as well as an on-or off-campus victim advocate]. No Complainant is required to take advantage of these services and resources, but the College provides them in the hopes of offering help and support. Similar supports can be made available to Respondents, upon request.

#### Law Enforcement & How to Make a Police Report

It is the policy of Ripon College to not notify local/campus law enforcement when sex or gender-based discrimination, harassment, or violence occurs unless a Complainant wishes or there is an emergency threat to health or safety.

Complainants have the option to notify law enforcement directly or to be assisted in doing so by campus authorities. If requested, campus officials can facilitate reporting to campus or local law enforcement but may also respect a Complainant's request not to do so.

- Ripon Police Department, 100 Jackson Street, Ripon WI 920-748-2888
- To make a police report, a victim should contact the local police agency listed above either by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim's ability.

#### Information about Legal Protection/Restraining Orders

In Wisconsin, victims may obtain a Restraining Order, which provides protective relief for victims of domestic violence, stalking, or sexual assault. Information about Restraining Orders may be found at <https://www.doj.state.wi.us/ocvs/victim-rights/restraining-orders>.

You start the process by requesting papers for a temporary restraining order (TRO). These papers are called the petition. The person completing the petition is called the petitioner. The person you file against is called the respondent. Once you file a TRO petition, the court decides whether or not to issue a TRO based on the information you write in the petition. If the court grants the TRO, the court will schedule a hearing for you to come back to court within 14 days. This hearing is called an injunction

hearing. At that hearing, you will ask the court to order a final order of protection, which is called an injunction. An injunction can be granted for up to 2 years for child abuse, and up to 4 years for domestic abuse, harassment, and individuals at risk. A victim should be prepared to present documentation and/or other forms of evidence when filing for a restraining order. Additional information about the orders may be found at <https://www.doj.state.wi.us/ocvs/victim-rights/restraining-orders>.

- Information about obtaining a Restraining Order in Fond du Lac County can be found here: <https://www.doj.state.wi.us/ocvs/victim-rights/restraining-orders>.
- A petition for a Temporary Restraining Order should be filed at the Fond du Lac County Clerk's Office at 160 S MACY ST PO BOX 1355 FOND DU LAC, WI 54936-1355 (920) 929-3040. More information is available here: [https://wicourts.gov/forms1/circuit/ccform.jsp?FormName=&FormNumber=&beg\\_date=&end\\_date=&StatuteCi te=&Category=11&SubCat=Domestic%20Abuse%20Restraining%20Orders/Injunctions](https://wicourts.gov/forms1/circuit/ccform.jsp?FormName=&FormNumber=&beg_date=&end_date=&StatuteCi te=&Category=11&SubCat=Domestic%20Abuse%20Restraining%20Orders/Injunctions).

Victims may contact local domestic violence and sexual assault advocates for assistance in obtaining a protection order. Both the Agnesian Domestic Violence Services (920) 926-4207 and ASTOP 920-926-5395 are two organizations that provide advocates for victims.

When a protection order is granted, it is enforceable statewide. If you have obtained a protection order and need it to be enforced in your area, you should contact the local police department.

The College will also enforce any temporary restraining order or other no-contact order against the alleged perpetrator from a criminal, civil, or tribal court. Any student or employee who has a protection order or no-contact order should notify the Title IX Coordinator and Dean of Students and provide a copy of the restraining order so that it may be kept on file with the institution and can be enforced on campus, if necessary. Upon learning of any orders, the College will take all reasonable and legal action to implement the order.

The College does not issue legal orders of protection or restraining orders. However, as a matter of institutional policy, the College may impose a no-contact order between individuals in appropriate circumstances. If the information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community the College may also remove that individual from campus, whether or not that individual is a part of the campus community or not. A person found to be in violation of a no-contact order may be referred to the local law enforcement agency and recommended for arrest or criminal charges.

### **Available Victim Services**

Victims will be provided written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the College and in the surrounding community. Those services include:

#### College Resources

- Health Services – Kathy Welch, Bartlett 301, [welchk@ripon.edu](mailto:welchk@ripon.edu), 920-748-8141
- Counseling Services – Cindy Viertel and Emily Johnson, Bartlett 3rd Floor, [rccounseling@ripon.edu](mailto:rccounseling@ripon.edu)

- Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand that there might be financial aid implications in taking such leave. This should be discussed with financial aid personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The College’s financial aid website can be found at <http://www.ripon.edu/financial-aid/>.

### State/Local Resources

- Ripon Medical Center 845 Parkside St, Ripon WI 920-748-3101, Agnesian Healthcare 430 E Division Street, Fond du Lac, WI (920) 929-2300
- Collaborative Wellness, mental health counseling 112 Watson St, Ripon WI 54971 (920) 896-0189 <https://www.collaborativewellnesswi.com/>
- Agnesian Domestic Violence Services (920) 926-4207 <https://www.agnesian.com/services/domestic-violence-services> and ASTOP (Assist Survivors, Outreach, Training, Prevention) (920) 926-5395 <https://www.astop.org/>
- Legal Action Wisconsin for low-cost legal advice, 404 North Main Street, Suite 702, Oshkosh, WI 54901 (920) 233-6521 <https://www.legalaction.org>
- Ripon Students also have the option of one-time legal advice free from Jahns Law Office, 400 Watson Street, Suite A, (920) 745-2555
- Printable map of WI domestic violence programs <http://www.endabusewi.org/>
- Provides resources to sexual assault victims <https://www.wcasa.org/>

### National Resources

- National Domestic Violence Hotline: 1-800-799-7233
- National Sexual Assault Hotline: 1-800-656-4673
- Rape, Abuse and Incest National Network (RAINN): <https://www.rainn.org/>
- US Dept. of Justice Office on Violence Against Women: <https://www.justice.gov/ovw>
- National Coalition Against Domestic Violence: <http://www.ncadv.org/>
- National Sexual Violence Resource Center: <http://www.nsvrc.org/>
- U.S. Citizenship and Immigration Services: <https://www.uscis.gov/>
- Immigration Advocates Network: <https://www.immigrationadvocates.org/>

### **Accommodations and Protective Measures**

The College will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or interim/protective measures. If victims request these accommodations or protective measures, and they are reasonably available, the College is obligated to provide them regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Dean of Students, Chris Ogle at [oglec@ripon.edu](mailto:oglec@ripon.edu) or 920-748-8111, and he is responsible for deciding what if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the College may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.

- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant
- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The College will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the College’s ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the College in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the College will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared, and why.

### **Procedures for Disciplinary Action**

Allegations of domestic violence, dating violence, sexual assault, or stalking will be processed through the College’s Title IX Equal Opportunity, Harassment, and Nondiscrimination Policy and the related complaint resolution procedures. The procedures are utilized whenever or wherever a complaint is made, regardless of the status of the complainant and the respondent.

The complaint resolution procedures are invoked once a report is made to one of the following individuals:

#### **Title IX Coordinators**

Michele Wittler  
 Associate Dean of Faculty and Registrar  
 (920) 748-8119  
 105 Bartlett Hall  
[wittlerm@ripon.edu](mailto:wittlerm@ripon.edu)

Jennifer Franz  
 Director of Human Resources  
 (920) 748-8192  
 202B Smith Hall  
[franji@ripon.edu](mailto:franji@ripon.edu)

#### **Residence Life**

Chris Ogle  
 Dean of Students  
 (920) 748-8111  
 101 Bartlett Hall  
[oglec@ripon.edu](mailto:oglec@ripon.edu)

Mark Nicklaus  
 Director of Residence Life  
 (920) 748-8186  
[nicklausm@ripon.edu](mailto:nicklausm@ripon.edu)

Once one of the above individuals receives a complaint or concern, those concerns about a possible violation of the policy are forwarded to the Title IX Coordinator, Michele A. Wittler, Associate Dean of Faculty and Registrar. In consultation with Chris Ogle, Vice President and Dean of Students, Jennifer Franz, Director of Human Resources, and/or other colleagues, the concern is reviewed. In some cases, the alleged violation may be considered sexual harassment and/or sexual assault. In those cases, under Title IX, the College must investigate the incident in the manner described below. The person submitting the report is the complainant; the person alleged to have violated the policy is the respondent.

The Title IX Coordinator appoints a panel of staff, faculty, and/or others to investigate the incident. The goals of the investigation are to determine the facts surrounding the circumstances and determine if there has been a violation of the College's sexual harassment policy. Students are expected to be truthful and provide complete information. The panel's notes will be shared with the complainant and respondent, each of whom may submit comments. The panel's conclusion and recommendation, based on the preponderance of evidence standard, are presented to the Vice President and Dean of Students who makes a decision about whether there has been a policy violation.

The results of the investigation and in some cases, sanctions, will be communicated to the complainant and the respondent. The goals of the sanctions include: 1) end the violation/behavior; 2) prevent its recurrence; 3) remedy the effects upon the victim and community. If necessary, an appeal to the President of the College may be considered only if there is a material procedural error, if there is new evidence to consider, or if the sanctions or lack of sanctions imposed are disproportionate to the severity of the violation. Any form of retaliation should be reported immediately to the Vice President and Dean of Students. Retaliation will not be tolerated and will be subject to disciplinary sanctions. If you are concerned about your safety, dial 911.

The institution strives to complete the process within sixty (60) calendar days.

### **Retaliation**

Both Title IX and the Clery Act provide protections for whistleblowers who bring allegations of non-compliance with the Clery Act and/or Title IX to the attention of appropriate campus administrators.

The College does not retaliate against those who raise concerns of non-compliance. Any concerns should be brought to the immediate attention of the campus Title IX Coordinator, Michele Wittler, and/or to officials of the U.S. Department of Education.

### **Rights of the Parties in an Institutional Proceeding**

A summary of rights, options, supports, and procedures, in the form of this document, is provided to all Complainants, whether they are students, employees, guests, or visitors.

When appropriate upon receipt of [notice and/or] a formal complaint, the Title IX Coordinator will initiate a prompt, fair, and impartial process, commencing with an investigation, which may lead to the imposition of sanctions for a Respondent based upon a [preponderance of the evidence (what is more likely than not)].

Procedures detailing the investigation and resolution processes of the College can be found online here: [Insert link]. The Title IX Coordinator is ultimately responsible for assuring in all cases that the behavior is brought to an end, the College acts to reasonably prevent its recurrence, and the effects on the Complainant and the community are remedied.

All parties are entitled to a process which:

- Is prompt, fair, and impartial from initial investigation to the final result, including being:
  - Completed within reasonably prompt timeframes, including allowing for the extension of timeframes for good cause with written notice to the parties of the delay and the reason for the delay;
  - Conducted in a manner that is consistent with the institution's policies and transparent to the parties;
  - Given timely notice of meetings at which the parties (one or all) may be present;
  - Given timely provision to the parties and any appropriate officials of equal access to any information that will be used during informal and formal disciplinary meetings and hearings, and is
  - Conducted by officials who do not have a conflict of interest or bias for or against any of the parties
- Is conducted by administrators who, at a minimum, receive annual training on:
  - Issues related to dating violence, domestic violence, sexual assault, and stalking; and
  - How to conduct an investigation and hearing process that protects the safety of the parties and promotes accountability
- Allows all parties the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice
- Does not limit the choice of advisor or presence for any party in any meeting or institutional disciplinary proceeding; however, the institution may establish restrictions regarding the extent to which the advisor may participate in the proceedings, as long as the restrictions apply equally to all parties
- Provides for simultaneous written notification to all parties of:
  - The result of any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking;
  - The institution's procedures for the parties to appeal the result of the institutional disciplinary proceeding, if such procedures are available;
  - Any change to the result; and
  - When such results become final
- Prohibits retaliation

### **Possible Sanctions or Protective Measures that the College May Impose for Dating Violence, Domestic Violence, Sexual Assault, or Stalking Offenses**

Following a final determination in the institution's disciplinary proceeding that dating violence, domestic violence, sexual assault, or stalking has been committed, the institution may impose a sanction depending on the mitigating and aggravating circumstances involved.

The sanctions described in this policy are not exclusive of and may be in addition to, other actions taken or sanctions imposed by external authorities.

#### **a. Student Sanctions**

The following are the usual sanctions that may be imposed upon students or organizations singly or in combination:

- Warning: A formal statement that the conduct was unacceptable and a warning that further violation of any Ripon College policy, procedure, or directive will result in more severe sanctions/responsive actions.
- Required Counseling: A mandate to meet with and engage in either Ripon College-sponsored or external counseling to better comprehend the misconduct and its effects.
- Probation: A written reprimand for violation of institutional policy, providing for more severe disciplinary sanctions in the event that the student or organization is found in violation of any institutional policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from co-curricular activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.
- Suspension: Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at Ripon College.
- Expulsion: Permanent termination of student status and revocation of rights to be on campus for any reason or to attend Ripon College-sponsored events.
- Withholding Diploma: Ripon College may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has an allegation pending or as a sanction if the student is found responsible for an alleged violation.
- Revocation of Degree: Ripon College reserves the right to revoke a degree previously awarded from Ripon College for fraud, misrepresentation, and/or other violation of Ripon College's policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.
- Organizational Sanctions: Deactivation, loss of recognition, loss of some or all privileges for a specified period of time.
- Other Actions: In addition to or in place of the above sanctions, Ripon College may assign any other sanctions as deemed appropriate.

#### b. Employee Sanctions

Responsive actions for an employee who has engaged in harassment, discrimination, and/or retaliation include:

- Warning – Verbal or Written
- Performance Improvement/Management Process
- Required Counseling
- Required Training or Education
- Probation
- Loss of Annual Pay Increase
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Suspension with pay
- Suspension without pay
- Termination
- Other Actions: In addition to or in place of the above sanctions, Ripon College may assign any other sanctions as deemed appropriate.



In addition, the College can make available to the victim a range of protective measures. They include forbidding the accused from entering the victim's residence hall and from communicating with the victim, other institutional no-contact orders, security escorts, modifications to academic requirements or class schedules, changes in working situations, etc.

### **Recordkeeping and Privacy**

College records of investigations and resolutions are maintained in privacy in accordance with the institution's record retention policy for a [minimum of seven years]. Information is shared internally between administrators who need to know in order to complete their job duties.

When information must be shared to permit the investigation to move forward, the parties will be informed. Privacy of the records specific to the investigation is maintained in accordance with Wisconsin law and the federal FERPA statute. Any public release of information needed to comply with the open crime logs or timely warning provisions of the Clery Act will not include the names of Complainant or information that could easily lead to a Complainant's identification.

Additionally, the College maintains privacy in relation to any supportive measures afforded to a Complainant, except to the extent necessary to provide supportive measures. Typically, if faculty members or administrators are asked to provide supportive measures for a specific student, they are told that such measures are necessary under Title IX or the Clery Act, but they are not given any details of the incident, or what kind of incident it is.

Irrespective of state law or public records access provisions, information about Complainants is maintained privately in accordance with Title IX and FERPA.

In any complaint of sex or gender-based discrimination, harassment, or violence covered under Title IX and/or the Clery Act, the Complainant and Respondent are entitled to the same opportunities for a support person of their choice throughout and to fully participate in the process, including any meeting, conference, hearing, appeal, or other procedural action.

The role of Advisors is described in detail here: (see page 34, section 5 Right to an Advisor) <https://www.ripon.edu/wp-content/uploads/2020/08/TitleIXAugust132020final.docx.pdf>. The parties will receive written notification of the allegations as well as any hearing outcome; they will also be afforded opportunities to review and respond to the investigation report before it is finalized and again before a hearing.

Delivery of written notifications to the parties will occur simultaneously (without undue delay between notifications). All parties will be informed of the College's appeal processes, and their rights to exercise a request for appeal. Should any change in outcome occur prior to finalization, all parties will be timely informed in writing and will be notified when the results of the resolution process become final.

### **Victims to Receive Written Notification of Rights**

When a student or employee reports to the College that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off-campus, the College will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

### **Sex Offender Registration Program**

In accordance to the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling

Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, and the Family Educational Rights and Privacy Act of 1974, the College is providing a link to the Wisconsin State Sex Offender Registry.

All sex offenders are required to register in the state of Wisconsin and to provide notice of each institution of higher education in Wisconsin at which the person is employed, carries out a vocation, or is a student. [Wisconsin State Sex Offender Registry](#). Once there, search by location and enter the Ripon zip code (54971) to access names.

In addition to the above notice to the State of Wisconsin, all sex offenders are required to deliver written notice of their status as a sex offender to the College's Dean of Students at 920-748-8111 no later than three (3) business days prior to their enrollment in, employment with, volunteering at, or residence in the College.

Such notification may be disseminated by the College to, and for the safety and well-being of, the College community, and may be considered by the College for enrollment and discipline purposes.

## **Timely Warnings and Emergency Response**

### **Timely Warnings**

In the event of criminal activity occurring either on campus or off campus that in the judgment of the Dean of Students Office constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:

- Dean of Students, Bartlett 101, 920-748-8111, oglec@ripon.edu
- Director of Residence Life, Bartlett 103, 920-748-8186, nicklausm@ripon.edu
- Campus Safety Officer, Bartlett 103, 920-748-8186, nicklausm@ripon.edu

The College has communicated with local law enforcement asking them to notify the College if it receives reports or information warranting a timely warning.

### **Emergency Response**

The College has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The College has communicated with local police requesting their cooperation in informing the College about situations reported to them that may warrant an emergency response.

Students, staff, and visitors are encouraged to notify the Campus Emergency Line at 920-748-8703 or 911 of any emergency or potentially dangerous situation.

The Campus Safety Officer will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the institution’s response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other College departments may be involved in the confirmation process.

Once the emergency is confirmed and based on its nature, the Campus Safety Officer will consult with other appropriate College officials to determine the appropriate segment or segments of the College community to be notified.

The Campus Safety Officer in collaboration with other appropriate personnel will determine who should be notified, and will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. In addition, as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Campus Safety Officer will direct the issuance of emergency notifications, which will be accomplished using one or more of the methods discussed later in this section, depending on the nature of the threat and the segment of the campus community is threatened.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the College issues a timely warning or emergency notification to the campus community.

<b>Method</b>	<b>Sign-Up Instructions</b>
Text Messaging System	Students, staff, and faculty are automatically enrolled in the RAVE text messaging system, visit <a href="https://www.getrave.com/login/ripon">https://www.getrave.com/login/ripon</a> to sign up additional phones
College Email Account	All employees and students are given an email account at the time they start
Postings on doors/bulletin boards	N/A

Testing & Documentation

The College tests its emergency response and evacuation procedures at least once a year. The tests may be announced or unannounced. In addition, at various times the Emergency Response Team will meet to train and test and evaluate the College’s emergency response plan.

The Campus Safety Officer maintains a record of these tests and training exercises, including a description of them, the dates and times they were held, and an indication of whether they were announced or unannounced. In connection with at least one such test, the College will distribute to its students and employees information to remind them of the College’s emergency response and evacuation procedures.

### **Missing Student Policy**

If a member of the College community has reason to believe that a student who resides in on-campus housing is missing, that information should be reported immediately to the Dean of Students at 920-748-8111. Any College employee receiving a missing student report should immediately notify the Dean of Students so that an investigation can be initiated.

Students residing in on-campus housing have the option to identify confidentially an individual to be contacted by the College only in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, the College will notify that individual no later than 24 hours after the student is determined to be missing. The option to identify a contact person in the event the student is determined missing is in addition to identifying a general emergency contact person, but they can be the same individual for both purposes. A student's confidential contact information will be accessible only by authorized campus officials, and it will only be disclosed to law enforcement personnel in furtherance of a missing student investigation.

A student who wishes to designate a confidential contact may do so by contacting the Dean of Students Office, Bartlett 101 or 920-748-8111.

After investigating a missing person report, if it is determined that the student has been missing for 24 hours, the College will notify local police authorities unless it was local law enforcement that made the determination that the student is missing. If the missing student is under the age of 18 and is not emancipated, the College will also notify that student's custodial parent or legal guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

## STATISTICAL REPORTING UNDER THE CLERY ACT

Reporting of statistics under the Clery Act uses federal offense definitions that allow comparability across campuses/locations, regardless of the state/location in which the campus is located. These definitions are as follows:

### **SEXUAL ASSAULT**, defined as:

Sex Offenses, Forcible – Any sexual act directed against another person, without the consent of the Complainant including instances where the Complainant is incapable of giving consent.

- Forcible 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 Complainant.
- Forcible Sodomy – Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Sexual Assault With An Object – To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
- Forcible Fondling – The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

Sex Offenses, Nonforcible – Nonforcible sexual intercourse.

- Incest – Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by [insert state] law.
- Statutory Rape – Nonforcible sexual intercourse with a person who is under the statutory age of consent of [insert age in your state].

**DATING VIOLENCE**, defined as: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the Complainant. The existence of such a relationship shall be determined based on the Complainant'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**, defined as: a felony or misdemeanor crime of violence committed –

- By a current or former spouse or intimate partner of the Complainant;
- By a person with whom the Complainant shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner;

- By a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of [insert your state here];
- By any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Wisconsin.

\*To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship.

**STALKING**, defined as: engaging in a course of conduct directed at a specific person that would cause a reasonable person to –

- Fear for the person's safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition –

- (i) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- (ii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
- (iii) Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

### Crime Statistics

The statistical summary of crimes for this College over the past three calendar years follows:

Crime	On-Campus			On-Campus Housing *			Non Campus			Public Property		
	2019	2018	2017	2019	2018	2017	2019	2018	2017	2019	2018	2017
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	4	2	3	4	2	1	0	0	0	0	0	1
Fondling	2	7	1	1	6	1	0	0	0	1	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	1
Burglary	2	1	3	2	1	3	0	0	1	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	1	0	0	0	0	0	0	0	0	0	0
Dating Violence	3	0	1	3	1	1	0	0	0	0	0	0
Stalking	4	0	0	4	0	0	0	0	0	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	8	2	1	8	2	1	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	17	37	9	17	37	9	0	0	0	0	0	0
Arrest - Liquor Law Violation	6	0	1	6	0	1	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	52	68	88	52	68	81	0	0	0	0	0	0
Hate Crime- Larceny Theft	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crime - Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crime - Intimidation	0	0	0	0	1	0	0	0	0	0	0	0
Hate Crime - Destruction/Damage/ Vandalism of Property	0	0	0	0	0	0	0	0	0	0	0	0

\* On-Campus Housing statistics are a subset of On-Campus statistics. Refer to Appendix C for a description of the geographic categories in this table.



## Corrections:

### *Disciplinary Referral - Liquor Law Violation.*

- In previous years, Ripon College combined alcohol policy violations and liquor law violations in our summary statistics. For example, students broke Ripon College policy if they were over 21 years of age and consuming alcohol where minors were present. While this broke our policy, it is not considered a liquor law violation. Statistics for 2017 were updated to reflect law violations, not policy violations.

### *Arrest - Drug Abuse Violation.*

- The 2018 report has been updated to include an arrest that occurred in 2017.

## **Hate crimes:**

**2019:** No hate crimes reported.

**2018:** One on-campus housing Intimidation incident characterized by racial bias.

**2017:** No hate crimes reported.

## **Crimes unfounded by the College:**

**2019:** 0 unfounded crimes.

**2018:** 0 unfounded crimes.

**2017:** 0 unfounded crimes.

## **Statistics for unfounded crimes provided by law enforcement agencies:**

**2019:** 0 unfounded crimes.

**2018:** 0 unfounded crimes.

**2017:** 0 unfounded crimes.

## **Data from law enforcement agencies:**

- The data above reflects statistics provided by law enforcement agencies related to crimes that occurred on the College's Clery Geography.
- The College was provided with some crime data from law enforcement agencies for which it cannot be determined whether any of the statistics apply to or include the College's Clery Geography.
- Certain law enforcement agencies did not comply with the College's request for crime statistics.

## Annual Fire Safety Report

### Housing Facilities and Fire Safety Systems

The College maintains on-campus housing for its students. Below is a description of fire safety systems and the number of fire drills conducted during the previous calendar year. All of our fire systems are monitored 24/7 by an off-site monitoring company.

Campus Address: 300 Seward St. Ripon, WI 54971

Facility	Fire Alarm Monitoring Done on Site	Partial Sprinkler System	Full Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans & Placards	Number of evacuation (fire) drills in the previous calendar year
Anderson Hall.			X	X	X	X	1
Bovay Hall			X	X	X	X	1
Brockway Hall			X	X	X	X	1
Johnson Hall			X	X	X	X	1
Mapes Hall			X	X	X	X	1
Scott Hall			X	X	X	X	1
Tri Dorms			X	X	X	X	1

### **Policies on Portable Appliances, Smoking, and Open Flames**

The use of open flames, such as candles, and the burning of such things as incense, and smoking are prohibited in campus housing. Microwaves are the only portable cooking appliances permitted to be used in campus housing, toasters are only permitted in the Campus Apartments. In addition, tampering with fire safety systems is prohibited and any such tampering may lead to appropriate disciplinary action.

The College reserves the right to make periodic inspections of campus housing to ensure fire safety systems are operational and that the policy on prohibited items is being complied with. Prohibited items, if found, will be confiscated and donated or discarded without reimbursement if appropriate or can be returned to the student at the completion of a semester at the student's initiation if appropriate.

### **Fire Evacuation Procedures**

In the event of a fire, the College expects that all campus community members will evacuate by the nearest exit, closing doors and activating the fire alarm system (if one is nearby) as they leave. If circumstances permit at the time of the alarm, additional instructions will be given regarding where students and/or staff are to relocate.

## Fire Education and Training Programs

Fire safety education programs for all residents of on-campus student housing and all employees with responsibilities related to that housing are held at the beginning of each semester. Their purpose is to: familiarize everyone with the fire safety system in each facility, train them on procedures to follow if there is a fire, and inform them of the College's fire safety policies. Information distributed includes maps of each facility's evacuation route and any fire alarms and fire suppression equipment available in the facility. Attendees are advised that participation in fire drills is mandatory and any student with a disability is given the option of having a "buddy" assigned to assist him or her.

## Reporting Fires

The College is required to disclose each year's statistical data on all fires that occurred in on-campus student housing. When a fire alarm is pulled and/or the fire department responds to a fire, these incidents are captured. If you encounter a fire that presents an emergency situation, ensure your own safety, and then please call 911.

There may also be instances when a fire is extinguished quickly and an alarm is not pulled or a response by the fire department was not necessary. It is important that these incidents be recorded as well. Therefore, if you are aware of such a fire, see evidence of one, or hear about one, you should contact Mark Nicklaus, Director of Residence Life at 920-748-8186 or via email at [nicklausm@ripon.edu](mailto:nicklausm@ripon.edu). When providing notification of a fire, give as much information as possible about the location, date, time, and cause of the fire.

## Plans for Future Improvements

The College periodically reviews its fire safety protections and procedures. At this time, it has no plans for future improvements.

## Fire Statistics

### ***Reported Fires***

<b>Total Number Fires</b>			
<b>Residential Facility</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
Anderson Hall	0	0	0
Bovay Hall	0	0	0
Brockway Hall	0	0	1
Campus Apartments	0	0	0
Johnson Hall	0	0	0
Mapes Hall	0	0	0
Merriman House	0	0	0
Scott Hall	0	1	0
Tri Dorms	0	0	0

***Additional Information about Reported Fires***

**2019**

No fires were reported in 2019.

**2018**

One fire was reported in 2018.

<b>Residential Facility</b>	<b>Cause of Fire(s)</b>	<b>Number of Injuries that Required Treatment at a Medical Facility</b>	<b>Number of Deaths Related to a Fire</b>	<b>Value of Property Damage Caused by Fire</b>
Scott Hall	Unintentional/ oven burner caught grease on fire	0	0	\$100-999

**2017**

One fire was reported in 2017.

<b>Residential Facility</b>	<b>Cause of Fire(s)</b>	<b>Number of Injuries that Required Treatment at a Medical Facility</b>	<b>Number of Deaths Related to a Fire</b>	<b>Value of Property Damage Caused by Fire</b>
Brockway Hall	Cigarette lighter on room door	0	0	\$0

## Appendix A

The campus security authorities to whom Ripon College would prefer that crimes be reported are listed below.

- Mark Nicklaus, Director of Residence Life at [nicklausm@ripon.edu](mailto:nicklausm@ripon.edu), 920-748-8186
- M Dietrich, Residence Hall Director at [dietrichme@ripon.edu](mailto:dietrichme@ripon.edu), 920-748-7048
- Mamadou Diallo, Residence Hall Director at [diallom@ripon.edu](mailto:diallom@ripon.edu), 920-748-7077
- Courtney Bernd, Residence Hall Director at [berndc@ripon.edu](mailto:berndc@ripon.edu), 920-748-7055
- Chris Ogle, Dean of Students at [oglec@ripon.edu](mailto:oglec@ripon.edu), 920-748-8111
- Jennifer Franz, Human Resources Director at [franzj@ripon.edu](mailto:franzj@ripon.edu), 920-748-8192
- Michele Wittler, Title IX Coordinator at [wittlerm@ripon.edu](mailto:wittlerm@ripon.edu), 920-748-8119
- Campus Security at [riponcollegesecurity@ripon.edu](mailto:riponcollegesecurity@ripon.edu), 920-748-8703 (10pm-6am)
- **Tri-Dorms, Campus Apartments, Johnson Hall Resident Assistants:** 920-896-5275 (7 pm - 7 am)
- **Scott Hall Resident Assistants:** 920-896-1556 (7pm - 7am)
- **Anderson, Bovay, Brockway, and Mapes Halls (Quad) Resident Assistants:** 920-896-1904 (7 pm - 7 am)

## Appendix B

### Jurisdictional Definitions for Dating Violence, Domestic Violence, Sexual Assault, Stalking, and Consent (as it relates to sexual activity)

It is a crime in Wisconsin to rape or sexually assault anyone -- man, woman, child, spouse, or significant other. Generally, the criminal penalties vary based on how much force or violence is used, whether weapons are displayed, and other aggravating factors, including the age of the victim. Wisconsin does not use the term rape. Instead, this crime is called sexual assault and is divided into four degrees covering different types of offensive sexual actions.

The table below details Wisconsin's rape and sexual assault laws.

<b>Code Sections</b>	Wisconsin Statutes Sections 940.225 - Sexual Assault and 948.02 - Sexual Assault of a Child
<b>What is Prohibited?</b>	<p><b>Sexual assault</b> in Wisconsin is divided into four levels with the first being the most serious:</p> <ul style="list-style-type: none"> <li>● First-Degree Sexual Assault - Sexual contact or intercourse (vaginal, oral, or anal sex and the intrusion of any part of a person's body into the genital or anal openings) with a person without his or her consent (words or actions by a competent person indicating freely agreeing to sexual activity) that causes pregnancy or serious physical injury, by use of a dangerous weapon (gun, knife, dog), or is helped by another person and the sexual activity was accomplished by use or threat of violence</li> <li>● Second-Degree Sexual Assault - Sexual contact or sex under any of the following circumstances:             <ul style="list-style-type: none"> <li>● Use or threat of force or violence</li> <li>● Causing injury, disease, reproductive impairment, or mental anguish</li> <li>● Sexual contact or sex with a mentally-ill, intoxicated, or unconscious person (to point can't consent)</li> <li>● Being aided by one or more person(s)</li> <li>● An employee of an adult family home, community-based residential facility, an in-patient health care facility, or a state treatment facility who has sexual conduct with a patient or resident of the facility</li> <li>● An employee of a child welfare agency, foster home, or shelter or a direct care or treatment services hospital or home health agency who has sexual conduct with a client at the facility</li> <li>● A correctional officer; or prison volunteer who has sexual contact or sex with an inmate (unless the person was sexually assaulted by the inmate)</li> <li>● A probation or parole officer who has intercourse or sexual contact with the individual on parole or probation who's supervised by him or her or a subordinate</li> </ul> </li> <li>● Third-Degree Sexual Assault - Sexual intercourse or contact involving intentional ejaculation, urine, or feces of either the defendant or victim on any part of either's body (with or without clothes) for purposes of sexual humiliation or gratification</li> <li>● Fourth-Degree Sexual Assault - Non-consensual sexual contact with a person involving intentional touching directly or through clothing if for sexual</li> </ul>

	<p>humiliation of the victim or sexual gratification of the defendant, includes touching of the victim's, defendant's, or another's intimate parts</p> <p><b>Note:</b> <i>This law applies whether the victim is alive or dead when the assault occurs. Also, if separate sexual assaults occur, even on the same day in the same location, they're considered separate offenses and a person can be charged with both.</i></p> <p>If the victim is a child, the Sexual Assault of a Child statute applies. This law is also divided into degrees, but only two.</p> <ul style="list-style-type: none"> <li>● First-Degree Sexual Assault - Different felonies apply depending on the age of the victim and any bodily harm sustained by the victim: <ul style="list-style-type: none"> <li>● Sexual contact or intercourse with a child under 13, if the incident causes physical injury to the child it's increased to a Class A felony</li> <li>● Sexual intercourse with a child under 12 or 12-16 by use or threat of force or violence</li> <li>● Sexual contact with a person under 16 by use or threat of force or violence if the defendant is at least 18 when the contact occurs</li> </ul> </li> <li>● Second-Degree Sexual Assault - sexual contact or intercourse with a person under 16 years old</li> <li>● Failure to Act - Knowing that another person intends, is having, or has had sexual intercourse or contact with a child, is physically and emotionally able to prevent it, but fails to act and that failure exposes the child to the risk of sexual activity with the person OR facilitating intercourse or contact between the child and another person</li> </ul> <p><b>Note:</b> <i>If the defendant believes an adult is a child, for example in a police sting operation, the state can still prosecute him or her for attempted child sexual assault.</i></p>
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**Legal Definition of Domestic Violence in Wisconsin**

- Intentional infliction of physical pain, physical injury or illness.
- Intentional impairment of physical condition.
- First, Second or Third Degree Sexual Assault
- Whoever intentionally causes damage to any physical property of another without the person's consent.

**Legal Definition of Stalking in Wisconsin**

*Two or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:*

- Maintaining visual or physical proximity to the victim.
- Approaching or confronting the victim.
- Appearing at the victim's workplace or contacting the victim's employer or coworkers.
- Appearing at the victim's home or contacting the victim's neighbors.
- Entering property owned, leased, or occupied by the victim.
- Contacting the victim by telephone or causing the victim's telephone or any other person's telephone to ring repeatedly or continuously, regardless of whether a conversation ensues.
- Sending material by any means to the victim or for the purpose of obtaining by the victim.
- Delivering an object to a member of the victim's family or household or an employer, coworker, or friend of the victim or placing an object on, or delivering an object to, property owned, leased, or occupied by such a person with the intent that the object be delivered to the victim.

## Appendix C



<b>Clery Act Geography</b>			
<b>On Campus</b>			
	<b>Location</b>	<b>Occupancy</b>	<b>Street Address</b>
<b>On-Campus Student Housing</b>	Evans - Shaler - Wright (TRI Res H)	Residence Hall	333 Seward St
	Marshall Scott Hall (Middle Section)	Residence Hall	524 Thorne St
	-East section	Residence Hall	
	-West section	Residence Hall	
	Anderson Hall (Quad)	Residence Hall	608 Thorne St
	Brockway Hall (Quad)	Residence Hall	604 Thorne St
	Mapes Hall (Quad)	Residence Hall	600 Thorne St
	Bovay Hall (Quad)	Residence Hall/Terrace	612 Thorne St
	Johnson Hall	Residence Hall	416 Thorne Street
	Campus Apartments	Residence Hall	430 Woodside Ave.
	Lane Library	library, meeting rooms	303 Elm St
	Farr Science Hall	Classroom	340 Ransom St
	Pickard Commons	dining hall, bookstore, meeting rooms, offices, Starbucks	304 Elm Street
	President's House	family dwelling	1 Merriman Lane
	Kemper Hall	Computer lab & Offices	669 Thorne st
	Willmore Center (Storzer - renamed)	gym, pool, offices, weight room, classrooms, fitness facility	504 S. Union St
	Todd Wehr Hall	Classroom	304 Ransom St.
	Rodman Center for the Arts	theatre, classroom	404 S Union St
	Merriman House	Vacant	516 Congress St
	Harwood Memorial Union	Great Hall, Pub, Mail Center, offices	320 Seward St
	West Hall	Office Building	239 Elm Street
	Smith Hall	Office Building	300 Seward St.
	East Hall	Classrooms/Office Building	230 Ransom St.
	Evans Welcome Center	Office Building	301 Seward St
	Bartlett and Link to Harwood Union	Offices	302 Seward St
	CLC	Vacant	420 Thorne Street
	829 Congress St.	Physical Plant	829 Congress Street
	Ceresco Prairie		
	Tracy Field		
	Larson Courts		
	Doehling Practice Field		
	Prairie Field		
	Parking lot at corner of Woodside and Seward		
	Parking lots next to and just NE of Kemper		
	Carnegie	Office Building	401 Watson St.
<b>Non Campus Buildings or Property that the College Controls</b>			
	<b>Location</b>	<b>Street Address</b>	
	Ingalls Field and adjacent parking lot	701 Saint Wenceslaus S	
<b>Public Property Within or Immediately Adjacent to the Campus</b>			
	<b>Location</b>	<b>Street Address</b>	
	border of walkway running along Hillside Cemetery	includes sidewalks on both sides of these streets/roads	
	Union Street from Prairie Field north to Congress Street		
	Thorne Street from Union Street east to Watson Street		
	Congress Street East to Ransom Street		
	Elm Street from Congress Street to alley that runs between Elm and Ransom St.		
	Ransom Street from the north end of the City Parking Lot south to Seward Street		
	triangle from the parking lots behind Carnegie to E Fond du Lac Street in front of Carnegie		



# RIPON

— COLLEGE —

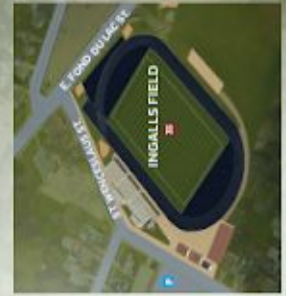
1-800-947-4766 · RIPON.EDU / MAP

- 1 EAST HALL classrooms, Knight Little Theatre, faculty offices
- 2 SMITH HALL financial aid, consultants engagement, human resources, administration, classrooms, faculty offices
- 3 WEST HALL classrooms, faculty offices, museum
- 4 LANE LIBRARY work space, BookBus Computer Lab
- 5 HARWOOD MEMORIAL UNION Great Hall, The Spit, student life, administration
- 6 BARTLETT HALL dean of students, health and counseling services, Center for Diversity and Inclusion, registrar, One-Cold office, faculty offices, classrooms
- 7 FARR HALL OF SCIENCE classroom, lab, faculty offices, Beer Auditorium
- 8 TODD WEHR HALL classrooms, faculty offices, work space, computer lab, Inbart Cognition Lab
- 9 S.N. PICKARD COMMONS dining, work space, student activities and orientation, career professional and development, Common Grounds, "the Physical Server" Starbucks
- 10 MERRIMAN HOUSE

- 11 BOVAY'S STUDY BAR & MERCANTILE campus bar, work space, High Cafeteria
- 12 CARNegie BUILDING president's office, dean of faculty's office, marketing and communications
- 13 EVANS ADMISSION CENTER AT HUGHES HOUSE admission office
- 14 CAMPUS APARTMENTS student residence
- 15 TRI-DORMS (EVANS, WRIGHT, SHALER) student residence
- 16 JOHNSON HALL student residence
- 17 COLLABORATIVE LEARNING CENTER work space
- 18 SCOTT HALL student residence
- 19 MAPES HALL student residence
- 20 BROCKWAY HALL student residence
- 21 BOVAY HALL student residence
- 22 ANDERSON HALL student residence
- 23 SADOFF FIELDS multipurpose

- 24 KEMPER CENTER information technology, computer lab
- 25 WILLMORE CENTER chess, athletics, gymnasium, field house/indoor track, classrooms, faculty/coach offices, Conference Services
- 26 C.J. RODMAN CENTER FOR THE ARTS Broadcast Theatre, Common Recital Hall, Coelecter AI Gallery, classrooms, faculty offices, computer lab
- 27 PHYSICAL PLANT campus maintenance and ground
- 28 ONE MERRIMAN LANE president's private residence
- 29 CERESCO PRAIRIE CONSERVANCY forest outdoor classroom, hiking and mountain biking trails
- 30 FRANCIS FIELD baseball
- 31 LARSON COURTS tennis
- 32 TRACY FIELD softball
- 33 DOEHLING PRACTICE FIELD multipurpose
- 34 PRAIRIE FIELD men's and women's soccer
- 35 INGALLS FIELD football, outdoor track

**PARKING**  
Public and future lots are marked with .  
Student lots are marked with .



To INGALLS FIELD  
3 blocks east of campus