

2026 Annual Security & Fire Safety Report

Statistics for 2023, 2024 & 2025



Penn
UNIVERSITY of PENNSYLVANIA

2026 Annual Security & Fire Safety Report
for the University of Pennsylvania Main Campus,
West Philadelphia, PA 19104

and three non-contiguous University properties:

- University Boathouse, #11 Kelly Drive, Philadelphia, PA 19130
- Morris Arboretum, 100 East Northwestern Avenue, Philadelphia, PA 19118
- New Bolton Center Hospital for Large Animals, 382 West Street Road, Kennett Square, PA 19348

University of Pennsylvania's Equal Opportunity and Nondiscrimination Statement

The University of Pennsylvania seeks talented students, faculty and staff with a wide variety of backgrounds, experiences, and perspectives. The University of Pennsylvania does not discriminate on the basis of race, color, sex, sexual orientation, religion, creed, national origin (including shared ancestry or ethnic characteristics), citizenship status, age, disability, veteran status or any other class protected under applicable federal, state or local law in the administration of its admissions, financial aid, educational or athletic programs, or other University-administered programs or in its employment practices. Questions or complaints regarding this policy should be directed to the Executive Director of the Office of Equal Opportunity Programs; Franklin Building, 3451 Walnut Street, Suite 421, Philadelphia, PA 19104-6106; or (215) 898-6993 (Voice).

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Cover: College Hall
All photos courtesy the Office of University Communications

Emergency Contacts

All Emergencies (24/7)	215-573-3333 511 (from campus phone)
HELP Line (24/7)	215-898-HELP (4357)

University of Pennsylvania Division of Public Safety

General Information	215-898-7297
Office of the Vice President	215-898-7515
Special Services	215-898-4481 215-898-6600 (24/7)
Fire & Emergency Services	215-573-7857
Security Technology	215-573-6670
PennComm & Emergency Communications	215-898-9441
Finance & Administration	215-898-6696
Security Services	215-573-6670
Penn Police Detective Unit	215-898-4485
Penn Police Records Department	215-898-4482

Additional University of Pennsylvania Departments

Employee Assistance Program (EAP)	1-888-503-2380
Human Resources	215-898-7372
Office of the Associate Vice President for Equity & Title IX Officer	215-898-2887
Office of the Chaplain	215-898-8456
Office of Student Affairs	215-898-6533
Center for Community Standards and Accountability	215-898-5651
Penn Violence Prevention	215-746-2642
Penn Women’s Center	215-898-8611
Office of Equal Opportunity	215-898-6993
University Life/Student Intervention Services (SIS)	215-898-6081

Wellness at Penn

Student Health and Counseling: Medical Svcs.	215-746-3535
Student Health and Counseling: Counseling Svcs.	215-898-7021
Public Health and Wellbeing	215-898-0300

Hospitals

Penn Presbyterian Medical Center Security	215-662-8238
Hospital of the University of Pennsylvania Security Department	215-662-2677

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PREPARATION OF THE ANNUAL SECURITY REPORT AND DISCLOSURE OF CRIME STATISTICS

The Division of Public Safety publishes this report to inform the Penn community about campus security policies, initiatives to prevent and respond to crime and emergencies, and the occurrence of crime on campus. This report complies with the Jeanne Clery Campus Safety Act as amended and uses information collected by the Division of Public Safety Police Department; information provided by other University offices such as Student Affairs, College Houses & Academic Services, Center for Community Standards and Accountability, Office of the Associate Vice President for Equity & Title IX Officer, Admissions, Human Resources, and Campus Security Authorities; and information provided by the Philadelphia Police Department. Each of these agencies provides updated policy information and crime data to the Division of Public Safety.

This report provides statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings, or property owned, leased, or controlled by the University of Pennsylvania.

This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, hazing, alcohol, and other drugs.

The Division of Public Safety distributes a notice of the availability of this Annual Security and Fire Safety Report by October 1 of each year to every member of the University community.

Anyone, including prospective students and employees, may obtain a paper copy of this report by contacting the Division of Public Safety at (215) 898-7515 or can access an electronic copy of the Annual Security and Fire Safety Report at the following link:

www.publicsafety.upenn.edu/ASR/2026_ASR_PENN.pdf

» **Campus Safety & Security: “A Shared Responsibility”**

Campus safety and security at the University of Pennsylvania is a shared responsibility. The best protection against campus crime is an aware, informed, alert campus community—students, faculty and staff who use reason and caution—along with a well-trained, active, community-based public safety division.

The vast majority of our students, faculty, staff and visitors do not experience crime at the University of Pennsylvania. However, despite our best efforts, crimes may occur. This information is provided because of our commitment to campus safety and security and in compliance with the federal law, the Jeanne Clery Campus Safety Act (The Clery Act), the Pennsylvania Uniform Crime Reporting Act (UCR, formerly known as the College and University Security Information Act) and the amendments to the VAWA (Violence Against Women Act) of March 7, 2013. The Stop Campus Hazing Act (SCHA), enacted on December 23, 2024, amends the Clery Act to prioritize the prevention of and transparency about hazing incidents at colleges and universities. Hazing statistics are now included in this report, beginning with 2025 statistics.

This report is meant to be useful to you. If you have concerns, questions or comments about federal or state law requirements or Penn’s compliance with these laws, please contact the office of the Vice President for Public Safety at (215) 898-7515.

» **The University of Pennsylvania Campus**

The University of Pennsylvania main campus is located just west of Center City Philadelphia and encompasses 302 acres. The core of the Penn campus, between Walnut and Spruce Streets from 33rd to 40th Streets, is connected by a network of pedestrian walkways. Locust Walk, running from College Green to Hamilton Village, acts as both a major pedestrian thoroughfare and a hub of campus life for the entire Penn community. The preceding description is meant to provide an approximation of the boundaries of the campus, but is in no way intended to detail the specific contour of the campus’s frequently changing boundaries.

We also have a co-located emergency back-up facility with Drexel University’s Division of Public Safety at the Pennovation Works, purchased by the University in 2011.

In addition, there are five satellite campuses:

New Bolton Center Hospital for Large Animals, 382 West Street Road, Kennett Square, PA 19348, which covers 700 acres;

Morris Arboretum, a historic public garden and educational institution, 100 East Northwestern Avenue, Philadelphia, PA 19118, which covers 92 acres;

Wharton San Francisco, #2 Harrison Street, 6th Floor, San Francisco, CA, which operates Monday-Friday 9 a.m.-5 p.m., and Saturday 9 a.m.-4 p.m. on class weekends, which covers 35,000 square feet;

University Boathouse, #11 Kelly Drive, Philadelphia, PA 19130, utilized by Penn Athletics for sculling events on the Schuylkill River, which covers 8,500 square feet.

» **The Division of Public Safety (DPS)**

The Division of Public Safety is committed to enhancing the quality of life of the campus community, integrating the best practices of public and private policing with state-of-the-art security technology. Its 182 full-time employees and more than 750 contract employees work in seven departments that report to the Office of the Vice President: University of Pennsylvania Police, Special Services, Fire & Emergency Services, Security Technology, PennComm Emergency Communications Center, Security Services, and Finance & Administration.

Office of the Vice President (VPO)

Under the leadership of the Vice President for Public Safety, the VPO, in coordination with the Division's Chief of Police and eight directors, facilitates the strategic planning and operational mission of the Division of Public Safety.

The Office of the Vice President manages all internal and external communication in conjunction with Penn's Office of University Communications. The office also manages all safety and security collateral.

The Vice President is the chief liaison officer for city, state, and federal public safety agencies and collaborates daily with these agencies to ensure the highest level of safety and security for the University community.

University of Pennsylvania Police Department (UPPD)

The University of Pennsylvania Police Department maintains 24/7 police patrols on campus—by foot, car, motorcycle, and bicycle. With a police force of 121 sworn officers, the UPPD is the largest private police force in the Commonwealth of Pennsylvania. The UPPD also works closely with the Philadelphia Police Department (PPD), as both agencies patrol and respond within the Penn patrol zone, from 30th Street to 43rd Street and from Market Street to Baltimore Avenue. UPPD officers have full law enforcement powers, including the authority to make arrests for criminal violations. University police officers are authorized by the Commonwealth of Pennsylvania Municipal Police Officers Act to carry firearms when on duty, and they do so. Otherwise, the possession of air rifles, pistols, firearms, ammunition, gunpowder or other dangerous articles or substances is strictly prohibited on Penn property or at University-sponsored events. Any exception to this rule must be approved by the Vice President for Public Safety.

UPPD officers have completed rigorous training prescribed by the Commonwealth of Pennsylvania under the Municipal Police Officers' Education and Training Commission. Once an officer has completed police academy training, they participate in a Field Training Program, developed and coordinated through the Division of Public Safety. Officers remain in probationary status following graduation from a police academy and an annual in-service training is provided in accordance with established standards for continuing professional education for municipal police officers. The UPPD received international accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA) on March 1, 2001. On March 23, 2024, the University of Pennsylvania Police Department was awarded Law Enforcement Accreditation for the eighth consecutive time.

The Vice President for the Division of Public Safety serves as UPPD's law enforcement liaison with city, state and federal law enforcement officials and neighborhood town watch organizations, community and civic groups and the Police Athletic League. An existing Memorandum of Understanding (MOU) between the UPPD and the Philadelphia Police Department clarifies the Penn Patrol boundaries as well as the roles and responsibilities of the UPPD. The UPPD conducts investigations in cases with the exception of homicides, sexual assaults, narcotics in excess of district level arrests, barricaded individuals and hostage situations, police involved shootings, arson, hate crimes, labor issues, juvenile offenders, civil disobedience and fatal automobile accidents.

The existing MOU provides for radio interoperability and data interoperability between the UPPD and the Philadelphia Police Department. This includes access to the Philadelphia Computer Aided Dispatch (CAD) system and Philadelphia crime reports. The ability to access city crime data ensures that all Clery Act & UCR crimes reported to city police are included in this annual safety report.

The UPPD maintains a full-service detective unit headed by the department's Deputy Chief of Investigations. Criminal incidents are assigned to a detective within the detective unit, who

is responsible for the investigation of the crime or coordination with the Philadelphia Police Department. If the incident involves a student who has violated policies, procedures, codes of conduct, or the law, the Penn Police will advise the victim or complainant of the option to report the incident to the Center for Community Standards and Accountability or the responsible University office.

Information & Security Technology

The Department of Information & Security Technology is responsible for the design, installation, and maintenance of a state-of-the-art electronic security infrastructure for the University. This includes over 700 emergency phones connected directly to our PennComm emergency radio dispatch center, 145 pan-tilt-zoom closed-circuit television (CCTV) cameras, and hundreds of fixed CCTV cameras throughout campus. Electronic access control card readers, burglar and door alarms, sensors, and duress alarms installed in restrooms are the other key features of the security technology program located in Penn-owned buildings throughout campus.

PennComm Emergency Communications Center

All of our security technology reports back to our PennComm Communications Center. The PennComm operations team provides emergency communications and response between all members of the Penn and University City communities and police, fire and medical emergency responders 24 hours a day, 7 days a week. Over 51,750 calls for service were processed directly by the PennComm Center in 2025. The dispatching center utilizes a state-of-the-art Computer Aided Dispatch (CAD) System to record all requests for service from the Penn Community, and is responsible for monitoring all alarms throughout campus, including burglar alarms, duress alarms and fire alarm systems. The Dispatchers can also see the CAD entries for the City of Philadelphia's 9-1-1 calls, and listen to 9-1-1 calls from a University land-line phone, to ensure a quick response to any calls within the Penn patrol zone.

Kari's Law and Ray Baum's Act

Kari's Law and Ray Baum's Act define what should happen when a call is made to 9-1-1 (which is a Public Safety Answering Point, or PSAP). One goal of these laws is to direct first responders to a caller's location as quickly as possible.

The law generally requires that an operator of a multi-line telephone system, such as Penn, provide simultaneous notification to a central location when 9-1-1 is dialed from a telephone in the system. The law also requires that the operator notify 9-1-1 of the phone number and accurate location of 9-1-1 calls placed from the system.

Under the new protocol, when 9-1-1 is dialed from a University PennFlex telephone within the Penn patrol zone, Public Safety PennComm Emergency Center dispatchers will also be able to listen in on the call to obtain critical information for our first responders. The Public Safety dispatcher cannot speak to the caller or the 9-1-1 call taker.

For University locations outside of Penn Public Safety's patrol zone, building personnel will be notified where possible.

By adding Public Safety dispatchers to the call, Public Safety will be able to provide a faster response in an emergency. As always, we encourage Penn community members to dial (215) 573-3333 (or 5-1-1 from your campus phone) within our patrol zone for any medical, fire, or police emergency. In the event 9-1-1 is dialed in an emergency, this new protocol will assist us with ensuring that emergency personnel most closely located to the caller are notified.

PennComm operators, like the police officers assigned to various sectors for active walking, bike, and vehicle patrol, are trained to view the Penn patrol zone using the CCTV cameras through virtual patrol on a 24/7 basis for the purposes of crime prevention and abatement.

Special Services

The Special Services Department provides emotional support, guidance, advocacy, and options counseling to Penn community members affected by crime. Special Services provides specialized support for individuals impacted by sexual assault (including rape), dating violence, domestic violence, stalking, and harassment, and works collaboratively with University and law enforcement partners to ensure victims/survivors access to support services throughout the reporting and investigative process.

Highly trained personnel are available to provide crisis intervention, emergency assistance, accompaniment to medical and legal proceedings, advocacy, options counseling, and referrals to University and community resources. These resources include the Penn Police Department, Student Intervention Services, Student Health and Counseling, the Penn Women's Center, the Center for Civil Rights, Penn Violence Prevention, University Life, and applicable city, state, and federal agencies.

The Director of Special Services provides strategic oversight for the University's support services and serves on University committees responsible for reviewing and developing policies related to these issues and, with the individual's authorization, collaborates with academic departments, College Houses, and other University offices to facilitate a coordinated, trauma-informed response. Every effort is made to protect the privacy and confidentiality of victims/survivors, consistent with applicable laws and University policies.

In collaboration with partners across the Division of Public Safety, the Special Services Department delivers more than 200 safety workshops and educational programs annually for students, faculty, and staff. Self-defense and empowerment courses, crime prevention programs, and other customized safety presentations are available upon request for departments, schools, centers, and student organizations. Special Services personnel are also available to consult with individuals and departments regarding crime prevention strategies, personal safety, and victim support.

Requests for safety presentations may be submitted through the Division of Public Safety website.

To contact the Special Services Department during normal business hours, call (215) 898-4481. For emergency assistance available 24 hours a day, 7 days a week, call PennComm at (215) 573-3333. During evenings, weekends, and holidays, PennComm will notify on-call Special Services personnel as appropriate.

Fire & Emergency Services (FES)

The Department of Fire & Emergency Services (FES) manages the University's fire and emergency services programs in collaboration with the City of Philadelphia Departments of Fire and Licenses and Inspections and many campus partners. FES monitors and enhances compliance with local and state codes, national standards, and best practices through periodic building inspections and reviews of plans and specifications for construction and renovation projects. Under the direction of a chief, FES serves as the lead agency for the University's crisis and emergency planning functions by preparing people to respond appropriately in the event of an emergency and overseeing the readiness of all campus building life safety systems and equipment. In addition to its planning functions, FES liaisons with governmental agencies, organizations in University City, the schools and centers at Penn, and all members of The Division of Public Safety to prevent, prepare for, respond to, and recover from crisis events on or near the campus.

The department provides numerous additional services, including monitoring emergency drills, safety training for new students and employees, acting as a liaison with the University's property insurance carrier, and developing building-specific crisis management action plan books (Blue Books). FES specialists work with the University's real estate partners, University

City Associates (UCA) and the Office of Off-Campus Services, to help promote safety in off-campus residences.

To contact the Department of Fire & Emergency Services during normal business hours, call (215) 573-7857 or e-mail fes@publicsafety.upenn.edu. To contact the department in an emergency, dial 5-1-1 from a campus telephone or dial (215) 573-3333 from off-campus/cell phones.

Security Services

The University of Pennsylvania contracts with Allied Universal Security Services to provide comprehensive non-sworn security services for the University of Pennsylvania and the University City District. Allied Universal is an acknowledged leader in the contract security industry in terms of training, management, technology and procedures. Allied Security officers maintain constant communication with the sworn police department. Over 750 Allied Universal Security Officers managed under Security Services provide coverage in academic buildings and all residential buildings as well as highly visible foot, bicycle and motorized patrol including 24/7 walking escorts.

» Report a Crime, Fire, Hazardous Condition or Suspicious Behavior

All criminal and fire-related incidents should be reported to the Division of Public Safety for timely response and accurate documentation. The UPPD is the primary responding law enforcement agency in the Penn patrol zone.

Incidents commonly known as Part I crimes that are identified by the Division of Public Safety are reported to the Philadelphia Police Department (PPD). We do this to ensure that all agencies charged with providing services are aware of these incidents.

The relationship and exchange of information with city, state and federal authorities are extremely important and are ongoing processes. The Philadelphia Police Department alerts the Division of Public Safety of reported criminal incidents and calls for service made to the city 9-1-1 Center in the neighborhoods that are jointly patrolled by both University Police and the Philadelphia Police Department. Any incidents involving any member of the Penn community at non-campus locations that fall within the Penn patrol zone, including incidents involving members of student organizations affiliated with the University, are brought to the attention of the Division of Public Safety by the Philadelphia Police Department directly by contacting Penn Police over the city police radio system to which Penn Police have access. Our PennComm center monitors all calls for service made directly to the city 9-1-1 Center 24/7 as well as information shared directly during weekly crime meetings held between the Division of Public Safety with Police Supervisors from the Philadelphia Police Department. On a daily basis, the DPS Crime Analysis Unit reconciles all crime reported to the Philadelphia Police Department, which may involve members of the Penn Community who live in the surrounding neighborhoods. UPPD has online access to the Philadelphia Police Incident Transmittal System, which captures the location, date, time, type of incident and reporting party information.

We encourage the accurate and prompt reporting of all crimes via one of the methods listed on the next page.

Report a Crime 24/7 to trained dispatchers and security personnel:

University City Campus

By Phone:

Dial Penn Police: (215) 573-3333 or 5-1-1 from any campus phone

Dial Philadelphia Police: 9-1-1

Pick up any Bluelight emergency phone

In Person:

To any Security Officer

To any Penn Police Officer

At UPPD Headquarters, 4040 Chestnut Street, Philadelphia PA 19104

At the Public Safety Annex, 108 South 40th Street, Philadelphia, PA 19104

Online:

<https://www.publicsafety.upenn.edu/contact/report-a-crime/> **(non-emergency only)**

Other Campus Locations

Morris Arboretum; University Boathouse:

Dial Philadelphia County Police at 9-1-1

Wharton San Francisco: Dial San Francisco Police at 9-1-1

New Bolton: Dial Chester County Police at 9-1-1

Confidential Crime Reporting

Except for communication made to pastoral counselors and licensed professional counselors, all University Campus Security Authorities (CSAs) have the obligation to report all offenses to the Division of Public Safety. It is important for University employees to report statistical information, which may not include personal identifiers. Confidential reports that provide sufficient detailed information for classification of the offense by law enforcement officials using FBI Uniform Crime Reporting Guidelines will be included in crime statistics. Crimes may be reported online at <https://www.publicsafety.upenn.edu/contact/report-a-crime/>.

Reported crimes are entered into a UPPD computerized database, including those that occur on campus, those that occur in the surrounding neighborhood and those that occur well beyond the campus community. This data serves as the basis for crime statistics reported to the FBI Uniform Crime Reporting System, for compliance with the Clery Act and the Pennsylvania Uniform Crime Reporting Act and for reporting crime statistics to the campus community. Our annual report also includes data from non-police sources, including certain school officials.

» Timely Warnings

When the Division of Public Safety becomes aware of criminal incidents that in the judgment of DPS and the University's senior leadership constitute a Clery crime occurring within Clery geography that pose a serious or continuing threat to the campus community, DPS issues a timely warning to notify all members of the Penn community. These minimum requirements are included in the circumstances evaluated when determining whether to issue a timely warning. This message will be distributed without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system,

unless issuing a notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Depending on the particular circumstances, a timely warning may be disseminated by using one or a combination of the following: email distribution; various campus publications; the Public Safety and University website; crime alerts; flyers posted at various locations on campus; social media; and/ or activation of the UPennAlert system, which employs personal electronic devices and/or the Penn Siren Outdoor System (Penn SOS) to advise the community of the situation.

Timely warnings are considered on a case-by-case basis. Any timely warning issued shall not contain the names or other identifying information of any complainant, such as their residence.

» **Emergency Preparedness**

Emergency preparedness at the University of Pennsylvania is managed under the PennReady program. PennReady is part of the University's Mission Continuity Plan. Being PennReady means preventing, preparing for, responding to, and recovering from all emergencies that could affect the Penn and University City communities. It means having a comprehensive plan extending from all levels of emergency personnel down through the individuals that make up our community to prevent situations that cause emergencies; preparing people on the procedures to follow should a crisis occur; having a well-collaborated response approach from University officials and city, state and federal agencies to effectively mitigate any crisis, and being ready and able to recover quickly from emergency events to keep Penn's mission actively moving forward.

The Blue Book Program was developed following the direction of the University of Pennsylvania Crisis Management Plan. Blue Books are building-specific crisis management action plans (C-MAP) examining all emergency preparedness aspects of campus buildings in the pre-emergency environment. These books document the readiness of the Penn community's response in an all-hazards approach to emergency management and provide information for emergency responders to manage a crisis event as it unfolds. To view the Blue Book specific to your building contact your Building Administrator, Building Emergency Coordinator, or Emergency Team Leader. Additionally, Emergency Procedures Bulletins are located on the Division of Public Safety website at <https://www.publicsafety.upenn.edu/pennready/eprepbulletins/>.

Various drills and exercises are conducted throughout the year to familiarize students, faculty, and staff with emergency procedures and individual roles.

Yearly, FES facilitates four emergency evacuation drills targeting all residence halls, fraternities, and sororities. In accordance with the Philadelphia Fire Code, all academic and administrative buildings undergo the required number of emergency evacuation drills each year. Any building that does not fall under the Philadelphia Fire Code requirements also undergoes a minimum of one emergency evacuation drill each year.

Additionally, all University buildings are required to participate in an annual Shelter-In-Place Awareness Drill. The entire Penn community is notified of the purpose of this drill via a campus-wide email. All drills and tests are documented by staff assigned to Fire and Emergency Services, noting the date of the drill, location, and time each drill was conducted. This information is maintained by DPS in a database.

To learn more about the University's comprehensive PennReady Emergency Preparedness Program, visit www.publicsafety.upenn.edu/pennready.

» Emergency Notification System

UPennAlert and Penn Siren Outdoor System (PennSOS)

The UPennAlert Emergency Notification System enables the University to quickly notify the Penn and surrounding Philadelphia community of critical information during a significant emergency. This is performed without delay once a serious incident is confirmed by law enforcement and is accomplished through three key delivery methods: Personal Electronic Devices; Siren and Public Address Systems; and the DPS Website.

The University can notify all Penn faculty, staff and students via personal electronic devices (e.g., cell phones, smart phones, etc.) through text messaging and email.

The University also has Siren and Public Address systems in place to send a UPennAlert. The Penn Siren Outdoor System (PennSOS) is comprised of 23 speakers transmitting voice intelligible emergency messages and alert tones to the outdoor campus environment. Furthermore, the University started a program to interface the PennSOS with building fire alarm panels in 2012, which enables emergency messages to be broadcast inside buildings. PennSOS is not designed to penetrate buildings, but will be audible above normal street noise.

When a UPennAlert is sent, the Division of Public Safety uses its website to provide current and continuous updates acting as a central reference point for accurate information. This method is useful for those both on and off campus.

UPennAlert is an additional layer of security and protection in emergency response, in conjunction with Penn's already well-established emergency communication methods, such as University-wide broadcast emails, online updates via the Penn homepage, coordinated use of public media outlets and public address systems within all College Houses.

The UPennAlert is only activated for significant emergencies or dangerous situations involving an immediate threat to the health or safety of students or employees occurring on campus that are confirmed by law enforcement personnel and with the approval of the University's senior leadership. The UPennAlert is not activated if in the professional judgment of the responsible authorities such a notification would compromise efforts to resolve the emergency. When a UPennAlert is sent, the proper message is selected from several pre-scripted messages and sent to the appropriate audience. A UPennAlert can only be sent by one of several initiators who are trained by the Division of Public Safety. Furthermore, the UPennAlert is tested annually to ensure all faculty, staff and students are familiar with emergency alerts and what their individual roles are during an actual situation. The annual UPennAlert, PennSOS and Shelter-in-Place test for 2025 occurred on Friday, September 26, 2025. The annual test was successful and resulted in the following metrics: Within 2 (two) minutes 62,762 total messages were sent successfully (received by students, staff, and faculty via SMS text, email, or both).

Penn has also developed an optional process for students to register contact information to notify parents, guardians, and/or significant others in an actual situation. Should the need occur to notify the City of Philadelphia and the surrounding neighborhoods of an emergency at the University, our UPennAlert system notifies the Managing Director's Office, which is responsible for sharing this information with appropriate city officials and neighborhoods. To sign up for alerts from the Philadelphia Office of Emergency Management, go to: <https://www.phila.gov/departments/oem/programs/readlyphiladelphia/>.

When appropriate, the Division of Public Safety notifies the University community of off-campus threats that could also represent a serious or continuing threat to students, employees and visitors, based on information from our law enforcement partners. For additional instructions on how to register your emergency contact information please visit the DPS website at www.publicsafety.upenn.edu.

» **The HELP Line (215) 898-HELP**

The HELP Line is a 24-hour-a-day phone number for members of the Penn community who are seeking time sensitive help in navigating Penn's resources for health and wellness. Any member of the Penn community can utilize this service by calling 215-898-HELP (4357). Calls are answered 24 hours a day, 7 days a week by Division of Public Safety professionals trained in mental health referrals by staff from Student Health and Counseling.

» **Crime Prevention Education and Awareness**

The Division of Public Safety is available year-round to provide frequent seminars, forums and other presentations on campus safety and security to those living in student residences. Campus safety and security is discussed as a matter of course at College House meetings. These programs include, but are not limited to, the following.

Self-Defense and Empowerment Course

The Division of Public Safety's Special Services Unit offers a Self-Defense and Empowerment Course designed to enhance personal safety awareness, confidence, and preparedness. The program provides participants with practical strategies for recognizing and responding to potentially unsafe situations, establishing personal boundaries, de-escalating conflicts, and reducing vulnerability to crime. Participants also receive instruction in basic self-defense techniques appropriate for a variety of circumstances.

Courses are taught by a certified self-defense instructor and emphasize prevention, situational awareness, risk reduction, informed decision-making, and personal empowerment. The program is available to members of the University community and supports the Division of Public Safety's ongoing commitment to crime prevention and safety education.

For more information about the Self-Defense and Empowerment Course or to schedule a training session, contact the Special Services Unit at 215-898-4481 or specialservices@publicsafety.upenn.edu.

UPPD Liaison Program

For the Penn community in particular, UPPD commanders, supervisors and detectives have institutionalized a liaison relationship with various resource centers and divisions, in which assigned members of the UPPD meet regularly with academic and administrative leaders to provide support, answer questions, and function as a first responder to problems and concerns associated with each respective entity.

PennReady and Emergency Preparedness Training

PennReady and Emergency Preparedness Training information appears under the Emergency Preparedness Section of this report.

Walking Escort Services 215-898-WALK (9255)

Walking escort services are available 24 hours a day, 365 days a year, from 30th Street to 43rd Street and Market Street to Baltimore Avenue. Escorts are also available from 10 a.m. until 3 a.m. from 30th to 50th Streets and Spring Garden Street to Woodland Avenue via the University's partnership with the University City District Ambassador Program. Getting a walking escort is easy and available to anyone. Simply do any one of the following:

- Ask any Public Safety Officer on patrol or inside a building.
- Call 215-898-WALK (9255) or 511 (from a campus phone).
- Use one of the many emergency and Bluelight phones located on and off-campus.

Penn Transit Services

Penn Transit, operated by Business Services, is the University's own easy-to-use transit system. Penn Transit is FREE to ride with a PennCard. It operates three services designed for safe, efficient travel on and around campus.

1. Penn Bus runs in four loops from campus to nearby neighborhoods on set schedules throughout the week.
2. Evening Safety Shuttle is an on-demand rideshare that runs daily from evening through 3 AM, ensuring students travel safely at night.
3. Penn Accessible Transit (PAT) offers rides to students with ongoing or temporary mobility needs.

You can find routes, schedules, transit stops, and pickup points by visiting the Penn Transit website at: <https://transportation.upenn.edu/penn-transit-services> or by downloading the PennTransit Mobile app.

Special Checks

Special Checks are conducted by Penn Police and Allied Universal Security personnel on all properties that are registered with Public Safety as being vacant for an extended period of time both on and off campus. The purpose of the Special Check is to ensure that the residence is properly secured and there is no sign of any forcible entry. Complete the online form to request a special property check: <https://www.publicsafety.upenn.edu/contact/propertycheck/>.

Penn Guardian

Penn Guardian is a free app that allows Penn affiliates the ability to rapidly provide information about themselves to the Division of Public Safety during an emergency, such as a medical condition. Calls from a registered phone will allow Penn Police to determine caller's cell phone's GPS location, which can expedite response time. This information will only be available to Penn Police when they call the Penn Emergency Communications Center (PennComm) directly, either through the app or at 215-573-3333. If a call is made to PennComm, and the caller is unable to speak—perhaps because of an allergic reaction—a call taker will send a text message to the caller's phone, allowing for communication directly via text. To learn more visit: <https://www.publicsafety.upenn.edu/safety-initiatives/pennguardian/>.

» **Sexual Misconduct, including Sexual Violence, Relationship Violence, Stalking, and Sexual Harassment**

Sexual harassment, sexual violence, relationship violence, and stalking in any form is prohibited by the University's Sexual Misconduct Policy. Sexual violence includes a range of behaviors in which an act of a sexual nature is taken against another individual without that person's consent or when the individual is unable to consent. There are various types of sexual violence, including but not limited to sexual assault and rape as defined in the policy, found in the Almanac at: https://almanac.upenn.edu/uploads/media/071922-sexual_misconduct_policy_supplement.pdf

Sexual assault (including but not limited to rape) is defined as having committed any of the following acts:

- Any physical sexual contact that involves the use or threat of force or violence or any other form of coercion or intimidation.
- Any physical sexual contact with a person who is unable to consent due to incapacity or mental or physical impairment. "Incapacity" or "impairment" include but are not limited to being under the influence of alcohol or drugs or being too young to consent.

Rape is defined as sexual assault involving an act of penetration (and includes such assaults when the individuals know one another).

Support Services

Penn provides a number of support resources for victims/survivors of rape and sexual violence, relationship violence, sexual harassment, and stalking, and is committed to providing resources and processes for prevention, education, reporting, adjudication, and protection from retaliation and sanctions.

The Director of Special Services in the Penn Division of Public Safety is the designated coordinator of support services for all members of the Penn community who have experienced sexual harassment, sexual violence, relationship violence, or stalking. Members of the Penn community who experience any form of interpersonal violence are encouraged to contact Special Services to learn about support and reporting options. Any member of the community who is a victim/survivor of sexual violence is encouraged to seek support and assistance and to report the incident. When a victim/survivor of a sexual assault or other interpersonal crime contacts the Special Services Department, the individual will be advised verbally and in writing of health, legal and other support services available on and off-campus and the victim/survivor will be assisted in accessing these services. Special Services collaborates with Student Intervention Services in the University Life Division to coordinate support such as academic, transportation, working and housing accommodations if requested.

Students are encouraged to contact the Special Services Department, which is available 24 hours a day, 365 days a year, at (215) 898-6600 to report an incident and receive support services. On evenings or weekends, HELP Line operators will answer all calls to (215) 898-6600 and will notify Special Services personnel.

Additional options that provide reporting, counseling and support services are listed below:

Department	Phone Number
Special Services Department	(215) 898-6600
Penn Police	(215) 573-3333
	<i>Or 511 from any campus phone</i>
Student Health and Counseling	(215) 746-3535 (215) 898-7021
Penn Women's Center	(215) 898-8611
Penn Violence Prevention	(215) 746-2642
Office of the Associate Vice President for Equity & Title IX Officer	(215) 898-2887
Student Intervention Services	(215) 898-6081
The Office of the Chaplain	(215) 898-8456
Office of Equal Opportunity	(215) 898-6993
African-American Resource Center	(215) 898-0104
Employee Assistance Program	(888) 503-2380
LGBT Center	(215) 898-5044
Office of the Ombuds	(215) 898-8261
Philadelphia Police Department	911
Women Organized Against Rape (WOAR)	
Office:	(215) 985-3315
Hotline:	(215) 985-3333
Women Against Abuse (WAA)	(215) 386-1280

Reporting Options

A person who would like to report an incident of sexual violence, relationship violence, or stalking has the right to pursue criminal charges through the City of Philadelphia (or the local governance in which the incident occurred) and/or to pursue disciplinary action through the University of Pennsylvania.

Although the University strongly encourages all members of its community to report violations of the Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking Policy to law enforcement, it is the victim/survivor's choice whether or not to make such a report, and victim/survivors have the right to decline involvement with the police. Whether a victim/survivor reports the crime to the police, or not, if the alleged offender is a member of the University community, the victim/survivor has a right to seek University discipline against the offender.

For support and assistance in pursuing criminal charges, victim/survivors are encouraged to contact Special Services, regardless of how long it has been since the incident occurred.

Incidents that are reported to the appropriate departments at Penn will be addressed promptly and will be treated as discreetly as possible. The procedures that govern the investigation of sexual assault and other interpersonal crimes will take into account both the need to gather the facts and the rights of all parties involved in the incident.

Those within the campus community who are found responsible for rape or other sexual violence, relationship violence or stalking, are subject to University sanctions which can include

but are not limited to suspension, expulsion, and/or separation from the University. In addition, an individual charged may be subject to prosecution by the Office of the District Attorney under Pennsylvania Criminal Statutes.

To pursue criminal options, prove an offense occurred, or obtain a protection from abuse order, it can be important to preserve evidence. After an incident of sexual assault, it is important to seek medical attention as soon as possible. In Pennsylvania, a forensic exam may be performed even if a victim/survivor chooses not to make a report to law enforcement. In circumstances of sexual assault, if victim/survivors do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections.

To preserve other types of evidence victim/survivors are advised not to smoke, eat, drink, bathe, douche, brush their teeth, or change their clothes prior to receiving the exam. However, doing any of the above does not mean an exam cannot be performed. Victim/survivors are also advised not to clean the bed/linen/area where they were assaulted so that evidence, as may be necessary to the proof of criminal activity, may be preserved. Those who have experienced sexual assault, relationship violence (dating and domestic violence), and/or stalking, are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, or other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University investigators and/or police.

If a victim/survivor elects to go through the criminal justice system and/or receive medical treatment, personnel from Special Services will accompany them to the Philadelphia Sexual Assault Response Center (PSARC) at 300 E. Hunting Park Avenue, Philadelphia, PA 19124 for evaluation, treatment and/or evidence collection by a Sexual Assault Nurse Examiner (SANE).

Whether a victim/survivor chooses to report interpersonal violence to the Special Services Department, the UPPD, the Office of the AVP & Title IX Officer, or another resource office within the campus community, the victim/survivor will be informed of reporting options, including the right to report the incident fully and completely to the Philadelphia Police Department, or the right to file no report. If requested, Special Services personnel will assist the individual in notifying appropriate authorities or assist in obtaining a Protection from Abuse order (PFA), Sexual Violence Protection Order (SVPO), or a private criminal complaint. Accommodations or protective measures are available if the victim/survivor requests them and if they are reasonably available, regardless of whether the victim/survivor chooses to report the crime to campus police or local law enforcement.

Anyone who has experienced interpersonal violence is encouraged to make a report of a crime to the Penn Police. Campus Security Authorities (CSAs) may also take reports of crimes while keeping the name of the victim confidential. This allows the CSA to comply with the victim's wishes, while taking steps to ensure the future safety of the victim and the community. With such information, the University can keep accurate records of the number of incidents involving students, determine where there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community to potential danger. To preserve the identity of all victim/survivors, at no time will the names of victim/survivors or the location of any sexual assault, relationship violence or stalking incident be included in the publicly-available Daily Crime Log. The University will maintain as confidential any accommodations or protective measures provided to the victim/survivor, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide accommodations or protective measures.

Prevention and Education

For over 50 years, the Special Services department has spearheaded the proactive response to sexual harassment, sexual violence, relationship violence (dating violence and domestic violence), and stalking at the University. Special Services provides ongoing outreach, education, and support through University-wide collaborations. Penn policies and protocols include extensive information for students, faculty, staff and visitors regarding campus and community resources available to provide counseling and support and/or to investigate complaints. The [University's Sexual Misconduct Policy](https://catalog.upenn.edu/pennbook/code-of-student-conduct/), as well as the Code of Student Conduct (<https://catalog.upenn.edu/pennbook/code-of-student-conduct/>) include important definitions (including sexual assault, relationship violence, stalking, and consent) and prohibit retaliation. Information regarding policies, procedures, and educational programs is available on the Penn Violence Prevention website (<https://pvp.vpul.upenn.edu>), discussed more fully below.

Since 2014, Penn Violence Prevention (PVP) has engaged the Penn community in the prevention of sexual violence, relationship violence, and stalking on campus. We foster collaborative relationships across campus to ensure a survivor-centered, multi-faceted approach to support services and primary prevention. Through collective community action, we are committed to ending interpersonal violence by addressing gender inequity, social injustice, and oppression through outreach and education.

PVP works closely with a team of colleagues across campus to provide education and outreach. The staff also serve as confidential resources for students affected by sexual violence, relationship violence, and stalking.

Programs for Faculty/Staff

Special Services collaborates with Penn Violence Prevention, the Penn Women's Center (PWC), Office of the AVP for Equity and Title IX Officer, and other campus and community partners to conduct training programs for employees who interact with students, including but not limited to University police officers, coaches, student affairs staff in the Division of University Life and Penn's 12 schools, and the Chaplain's Office. This includes a 3-day Anti-Violence Advocate (AVA) training that is offered annually to faculty/staff members. AVA educates participants on how to recognize and respond to students' experiences with interpersonal violence and broadens the campus network of support.

In addition, customized workshops and educational programs are offered by request to program coordinators and other key staff members who aid in supporting Penn's commitments to providing a safe and welcoming environment.

Special Services and Penn Violence Prevention also collaborate with Human Resources during the Essential of Management Program, a multi-week educational program for staff, providing information on Recognizing and Responding to Interpersonal Violence.

Additionally, the Office of the AVP for Equity and Title IX Officer collaborates with Penn Violence Prevention, Special Services and others an online Workday module called Preventing and Addressing Sexual Misconduct at Penn which is available to all employees.

The Sexual Misconduct Policy was published in Almanac, Penn's journal of record, on July 19, 2022. Links to access the policy digitally are distributed during New Staff Orientation sessions.

Programs for Students

Information about policies, resources, and support is disseminated to students before they arrive on campus through the online Thrive at Penn Module.

Thrive at Penn Module

All incoming Penn students are required to complete Thrive at Penn (TAP), an online program that assists students with their Penn experience. TAP prepares students to make healthy choices during their university experience and provides information about resources available to support student success. Topics covered include thriving at a research university; wellness and health; the risks associated with alcohol and other drugs; healthy relationships and sexual violence prevention; and resources specific to student needs during their years at Penn.

Through the TAP module, first year students are introduced to the PVP team, the University's policies and definitions regarding consent, sexual violence, relationship violence, and stalking, as well as confidential resources and reporting options. The module is to be completed prior to their arrival at Penn and includes videos, quizzes, and links to resources and University web pages.

A version of this online module has also been developed for graduate and professional students on sexual violence that provides information about campus resources for support and addressing complaints.

Consent Circles for Incoming Students

Additionally, all new students are required to attend a Penn Violence Prevention Consent Circle during New Student Orientation (NSO), a program that provides a private, confidential, and intimate setting for students to discuss the content in the TAP module and any questions they may have regarding sexual violence, relationship violence, stalking, and confidential resources. PVP/NSO Circles are facilitated by Penn Anti-Violence Educators (PAVE) peer educators and staff from resource offices.

First-year students are additionally invited to attend a follow-up, consent-focused program in their spring semester. This program provides a space for students to debrief and process questions they may have about consent after they have become accustomed to university life at Penn.

PVP provides training tailored to specific pre-orientation programs. Most of these trainings have been for students performing in formal mentor or advisor roles to incoming students. Typical groups have included the Africana Studies Institute, Wharton and Wharton SLFs, Dental, and Cell and Molecular 10 Biology department (CAMB), and PennCAP peer mentors. These workshops are performed by request from each department.

PVP also provides training for new and returning Resident Advisors. All RAs meet with PVP for the Recognizing and Responding to Interpersonal Violence training. This training allows RAs to gain a basic understanding of Penn's sexual misconduct policy, know the main campus resources related to IPV, understand their reporting obligations, and learn how to appropriately respond to students who disclose an experience related to IPV.

Penn Violence Prevention regularly provides workshops for students across campus that build skills to recognize harmful behaviors that perpetuate sexual and relationship violence and to implement successful bystander intervention strategies. These workshops are mandatory for all student athletes and members of Greek-letter organizations but are also available upon request to student groups.

In bystander intervention workshops, facilitators ask participants to explore their own motivations for intervening in harmful behavior (i.e., their values, their role in the community, the absence of another intervener, etc.), as well as barriers to intervening (social pressure, discomfort, safety, etc.). Our program promotes and utilizes the "5 D's of Bystander Intervention" framework from Right to Be to socialize students to potential bystander strategies, including:

- Distract (create a diversion)

- Delegate (ask for help from someone who may be in a better position to intervene)
- Delay (check in with the person who's been harmed)
- Document (take note of what is happening)
- Direct (Confront the person doing harm)

PVP's bystander intervention programming provides opportunities to practice these techniques via scenarios applicable to the specific audience.

On an ongoing basis, Penn Violence Prevention programs, in collaboration with the Penn Women's Center and Special Services, include:

- Facilitating the Supporting Survivors training designed to help students recognize and respond to interpersonal violence as bystanders, responders and supportive friends.
- Facilitating the Conversations About Consent training designed to aid students in understanding consent, communication, and personal boundaries.
- Managing PAVE (Penn Anti-Violence Educators), a peer education group that facilitates workshops about being an active bystander and about consent for undergraduate student groups. PAVE educators are offered the NASPA Certified Peer-Educator (CPE) curriculum to expand and formalize their development as sexual violence prevention champions among their peers.
- Advising student group ASAP (Abuse and Sexual Assault Prevention) who sponsor awareness raising events across campus such as Penn's annual Take Back the Night program.
- Managing the Penn Violence Prevention website, which provides a comprehensive overview of support and education.
- Hosting a Student Advisory Board comprised of undergraduate and graduate students who advise on curriculum development, and marketing and engagement strategies for their peers.
- Campus-wide awareness raising campaigns during Domestic Violence Awareness Month and Sexual Assault Awareness month. These events and campaigns include Paint Penn Purple, Trauma-Informed Yoga series in partnership with Campus Rec and Penn Wellness, Teal Day of Action and the Clothesline Project along with various tabling and passive programming engagements in student spaces.

For further information and suggestions on health relationships, how to help a friend, get involved, or obtain resources related to sexual violence, relationship violence, and stalking please refer to <https://vpv.pul.upenn.edu/>

» **Campus Sex Crime Prevention: Pennsylvania Sex Offenders Information (Megan's Law)**

The Campus Sex Crimes Prevention Act, a federal law, requires institutions of higher education to advise the campus community where information concerning registered sex offenders may be obtained. In Pennsylvania, information about sexually violent predators is accessible at the following website: www.pameganslaw.state.pa.us.

» **University of Pennsylvania Sexual Misconduct Policy, Resource Offices and Complaint Procedures**

Effective July 1, 2022

The mission of the University of Pennsylvania is to offer a world-class education to our students, train future leaders, expand and advance research and knowledge, serve our community and society both at home and abroad, and provide the most expert and outstanding healthcare for our patients. To create and sustain a campus climate in which members of the University community are able to thrive and achieve their full potential, the University has established a wide range of policies, educational programs, resources, support, and reporting systems to respond to complaints of sexual misconduct made against students, postdoctoral or other trainees, faculty, and staff. Sexual harassment, sexual violence, and other forms of sexual misconduct will not be tolerated. The University's policies, resources, and complaint procedures include the following:

- I. Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy
- II. Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy
- III. Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct
- IV. Procedures for Resolving Complaints of Sexual Misconduct Against Faculty
- V. Procedures for Resolving Complaints of Sexual Misconduct Against Staff

As detailed in these policies and procedures, in all cases where a member of the community, or other person, wishes to initiate a complaint against a member of the community (student, postdoctoral or other trainee, faculty, or staff) for sexual misconduct, the complaint should be brought to the Associate Vice President for Equity and Title IX Officer ("AVP"). The AVP will be responsible for determining the appropriate procedures to be followed and will be charged with overseeing the process.

Not every act that might be offensive to an individual or a group necessarily will be considered sexual misconduct and/or a violation of the University's standards of conduct. In determining whether an act violates University policy, the totality of the circumstances surrounding the conduct must be carefully reviewed. Due consideration must be given to the protection of individual rights, open expression, and academic freedom.

Complaints Against Faculty

Any member of the University community, visitor to campus, or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate consensual romantic or sexual relationships in the workplace or educational setting against a faculty member, instructor, postdoctoral or other trainee, or teaching assistant. The complaint should be made to the AVP who will meet with the complainant; determine whether the behavior is covered by the Sexual Misconduct Policy and, if so, the appropriate process for resolution or investigation; and oversee that process. If a determination is made that the complaint involves a possible violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Faculty. If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the informal resolution or investigative process(es). The AVP will advise the Dean of the applicable school that a complaint has been made and discuss any interim measures that may be needed. In either case, for Standing Faculty, the Procedure

Governing Sanctions Taken Against Members of the Faculty, Handbook for Faculty and Academic Administrators, Part II.E.16, will be followed where applicable. Complaints against faculty alleging inappropriate conduct that do not meet the definition of sexual harassment, sexual violence, or relationship violence or stalking under these policies shall be addressed by the Dean's Office of the school or the Office of the Vice Provost for Faculty, consistent with University policies and procedures.

Complaints Against Staff

Any member of the University community, visitor to campus, or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate consensual romantic or sexual relationships in the workplace or educational setting against a staff member. The complaint should be made to the AVP who will meet with the complainant and coordinate with the Office of Staff and Labor Relations in the Division of Human Resources, as appropriate. If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the informal resolution or investigative process(es), advising the Dean or Vice President of the applicable administrative division that a complaint has been made and discussing any interim measures that may be needed. If a determination is made that the complaint involves a possible violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Staff or the applicable collective bargaining agreement. Complaints against staff members alleging inappropriate conduct that does not meet the definition of sexual harassment, sexual violence, or relationship violence or stalking under these policies shall be addressed by the Division of Human Resources and/or the Office of Equal Opportunity Programs, consistent with University policies and procedures.

Complaints Against Enrolled Students

Any member of the University community, visitor to campus, or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate consensual romantic or sexual relationships in the educational setting or workplace against an enrolled student. The complaint should be directed to the AVP who will oversee the investigative and resolution process(es). If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the informal resolution or investigative process(es), advising the Dean of the applicable school that a complaint has been made and discussing any interim measures that may be needed. If a determination is made that the complaint involves a possible violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct. Complaints against enrolled students alleging inappropriate conduct that does not meet the definition of sexual harassment, sexual violence, or relationship violence or stalking under these policies shall be addressed by the Center for Community Standards and Accountability or the school in which the Respondent is enrolled, consistent with University and school policies and procedures.

Reporting and Monitoring

The University is committed to ensuring that members of the University community who share information regarding incidents of sexual misconduct receive the information, counseling and support that they need and are aware of the process for making a complaint. The University is also committed to monitoring reports and complaints of sexual misconduct so that any patterns or systemic problems revealed by such reports and complaints can be addressed.

Consistent with these commitments, the AVP should be advised when incidents of sexual misconduct are reported to any of the University's resource offices (except those identified as confidential resources), including the Division of Human Resources (and human resources staff in the schools and centers); Deans, Vice, Associate, or Assistant Deans in the 12 schools; Vice, Associate, or Assistant Provosts; Office of Equal Opportunity Programs (EOP); and Division of Recreation and Intercollegiate Athletics (DRIA). Offices designated as confidential resources in the Sexual Misconduct Policy are to provide information to the AVP regarding possible violations in a manner that protects the identity of the individual who provided it. However, in all cases in which there is a danger to the parties or others, that information must be reported immediately to Wellness Services or the Special Services Department in the Division of Public Safety. When an incident of sexual misconduct is reported to the AVP, appropriate steps will be taken to ensure that the individual who reported the incident has been advised of the available resources and the process for making a formal complaint. Members of the University community who have crime statistics reporting obligations under the Clery Act are obligated to report the matter to the Division of Public Safety, in addition to the AVP. For additional information about Clery Act reporting or to make a report, refer to the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>

» I. Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy

All forms of sexual harassment, sexual violence, relationship violence and stalking and attempts to commit such acts are considered to be serious misconduct and may result in disciplinary action up to and including expulsion or termination of employment. In addition, such acts may violate federal, state and local laws and perpetrators of such acts may be subject to criminal prosecution. This policy, which prohibits behaviors that are more generally addressed by the University's Sexual Misconduct Policy, applies to faculty, postdoctoral and other trainees, students, staff and visitors to the University campus and facilities.

For the purposes of University policy, the term "sexual harassment"¹ refers to any unwanted conduct that is based on an individual's sex, sexual orientation, gender identity, or gender expression and that:

- Conditions an educational or employment benefit on participation in unwelcome sexual conduct; or
- A reasonable person would determine is so severe, pervasive, and/or objectively offensive that it effectively denies a person equal access to an educational or employment program or activity.

Sexual violence includes a range of behaviors in which an act of a sexual nature is taken against another individual without that person's consent or when the individual is unable to consent. There are various types of sexual violence, including but not limited to sexual assault and rape (defined below).

Sexual assault (including but not limited to rape) is defined as having committed any of the following acts:

- Any physical sexual contact that involves the use or threat of force or violence or any other form of coercion or intimidation.
- Any physical sexual contact with a person who is unable to consent due to incapacity

¹ The terms "harassment" and "sexual harassment" are used throughout and are defined as a matter of University policy, and are not necessarily identical or limited to the uses of the term in external sources, including governmental guidelines, laws, regulations or legal decisions. The Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy and the Consensual Romantic and Sexual Relations in the Workplace and Educational Setting Policy are sometimes referred to together as the "Sexual Misconduct Policy."

or mental or physical impairment. “Incapacity” or “impairment” include but are not limited to being under the influence of alcohol or drugs or being too young to consent.

Rape is defined as sexual assault involving an act of penetration (and includes such assaults when the individuals know one another).

Non-forcible sex acts include unlawful sex acts where consent is not relevant, such as sexual contact with an individual under the statutory age of consent as defined by Pennsylvania law.

Consent is an affirmative decision to engage in mutually agreed upon sexual activity and is given by clear words or actions. Consent may not be inferred from silence, passivity or lack of resistance alone. Furthermore, consent to one form of sexual activity does not imply consent to other forms of sexual activity and the existence of a current or previous dating, marital or sexual relationship is not sufficient to constitute consent to additional sexual activity. Assent shall not constitute consent if it is given by a person who, because of youth, disability, intoxication or other condition, is unable to lawfully consent.

Relationship violence, also commonly known as dating violence, is defined as an act or a pattern of abuse committed by a person involved in a social, sexual or romantic relationship, past or present, with the victim. Relationship violence can encompass a broad range of behaviors that may include physical violence, sexual violence, emotional violence and economic violence.

Domestic violence is defined as abuse committed against an adult who is a spouse, former spouse, cohabitant, someone with whom the person has a child, someone with whom the person has an existing dating or engagement relationship, or someone with whom the person had a dating or engagement relationship in the past.

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

In determining whether the alleged conduct violates this policy, consideration will be given to the totality of the circumstances, including the nature of the conduct and the context in which the alleged incident occurred. Generally, complaints of sexual harassment, sexual violence, relationship violence and stalking are made by members of the University community and those made by individuals who are not students, faculty, staff, postdoctoral or other trainees, or alumni will be directed to external resources available to respond to their complaint or provide support and advice.

The University regards such behavior as a violation of the standards of conduct required of all members of its community. Accordingly, as noted in the University’s Handbook for Faculty and Academic Administrators, Human Resources Policy Manual, PennBook and other publications, persons engaged in such behavior are subject to the full range of internal disciplinary actions, including separation from the institution. The same range of disciplinary actions will be applied in the event of retaliation against an individual who in good faith makes an allegation of sexual misconduct, who cooperates in an investigation into such allegations, or who opposes any act of sexual misconduct as defined in this policy.

Not every act that might be offensive to an individual or a group necessarily will be considered a violation of the University’s standards of conduct. In determining whether an act constitutes sexual misconduct, the totality of the circumstances surrounding the conduct must be carefully reviewed. Due consideration must be given to the protection of individual rights, open expression, and academic freedom.

A. Resources

Schools, centers and administrative divisions should make known to all of their members the available resource offices for information, counseling and support, as well as the informal and formal procedures for resolving complaints of sexual harassment within the appropriate school, center, division, or at the University level. These resources include the following:

1. Confidential Resources for Information, Counseling and Support

Resource offices are available to assist members of the Penn community and visitors to the campus who have been, or know someone who has been, the victim of sexual violence, relationship violence or stalking. The staff of these offices are available to provide counseling and support, as well as information about and assistance with making a complaint.

Generally, the information shared with the resources listed below will be held in confidence, consistent with the University's obligation to address complaints of sexual misconduct, unless the person sharing the information gives their consent to the disclosure of that information. Non-identifying information regarding complaints should be provided to the AVP for purposes of assuring compliance with Title IX and other applicable laws and regulations. Confidential resources are not obligated to share identifying information with the AVP when an incident of sexual misconduct is shared with them. However, the commitment to confidentiality does not preclude the sharing of information among University administrators as appropriate to keep members of the University community safe. In addition, confidential resources should submit non-identifying information about incidents of sexual misconduct to the Division of Public Safety for the purpose of crime statistics reporting under the Clery Act. (For additional information regarding requirements, see the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>). The University's confidential resources are:

- African-American Resource Center (resource for students, staff or faculty)
- Employee Assistance Program (resource for staff or faculty)
- Lesbian Gay Bisexual Transgender Center (resource for students, staff or faculty)
- Office of the University Chaplain (resource for students, staff, faculty, postdoctoral and other trainees or visitors)
- Office of the Ombuds (resource for students, staff, faculty, postdoctoral and other trainees, or visitors)
- Penn Violence Prevention (resource for students)
- Penn Women's Center (resource for students, staff or faculty)
- Special Services Department, Division of Public Safety (resource for students, staff, faculty, postdoctoral and other trainees or visitors)
- Student Health and Counseling (including its Sexual Trauma Treatment Outreach and Prevention Team, also known as STTOP; resource for students)

2. Informal and Formal Mechanisms for Complaint Resolution

If both parties agree and the AVP deems it to be an appropriate instance for an informal resolution of a complaint, the AVP (or the AVP's designee) will meet with the parties individually, and others as appropriate, in an effort to resolve the complaint. When informal resolution is not chosen, one of the parties is not satisfied with the results, or the proposed resolution is not appropriate, the formal mechanisms described below should be used. A formal complaint of sexual misconduct against any member of the Penn community should be initiated by contacting the AVP. Formal complaints will be handled in accordance with the applicable procedures as set forth below.

Complaints Against Faculty

Any member of the University community, visitor to campus or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate romantic or sexual relationships in the workplace or educational setting or workplace against a faculty member, instructor, postdoctoral or other trainee, or teaching assistant. The complaint should be made to the AVP, who will meet with the complainant, determine the appropriate process under University policy for investigation, and oversee that process. If a determination is made that the complaint involves a possible violation

of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Faculty. If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the formal or informal resolution process(es), advising the Dean of the applicable school that a complaint has been made and discussing any interim measures that may be needed. In either case, for Standing Faculty, the Procedure Governing Sanctions Taken Against Members of the Faculty, Handbook for Faculty and Academic Administrators, Part II.E.16, will be followed where applicable.

Complaints Against Staff

Any member of the University community visitor to campus or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate romantic or sexual relationships in the educational setting or workplace, against a staff member. The complaint should be made to the AVP who will meet with the complainant and coordinate with the Office of Staff and Labor Relations in the Division of Human Resources, as appropriate. If a determination is made that the complaint involves a violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Procedures for Resolving Complaints of Sexual Misconduct Against Staff or the applicable collective bargaining agreement. If a determination is made that the complaint involves a violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, the AVP will oversee the formal or informal resolution process(es), advising the Dean or Vice President of the applicable administrative Division that a complaint has been made and discussing any interim measures that may be needed.

Complaints Against Enrolled Students

Any member of the University community, a visitor to campus, or a participant in a University-sponsored activity may bring a complaint of sexual harassment, sexual violence, relationship violence, stalking or inappropriate romantic or sexual relationships in the workplace or educational setting against an enrolled student. The complaint should be directed to the AVP who will oversee the investigative and resolution process(es). If a determination is made that the complaint involves a possible violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, then the AVP will direct the process in accordance with the Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct. If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy, then the AVP will oversee the formal or informal resolution process(es), advising the Dean of the applicable school that a complaint has been made and discussing any interim measures that may be needed.

Members of the University community who would like assistance with making a formal complaint may contact any of the confidential resources identified above. As further set forth below, all formal complaints involving Sexual Misconduct are to be initiated by contacting the Associate Vice President for Equity and Title IX Officer ("AVP") who will be responsible for deciding whether the conduct described would violate the Sexual Misconduct Policy, and if so, which investigative or resolution process to pursue.

B. Reporting and Monitoring

The University is committed to ensuring that members of the University community who share information regarding incidents of sexual misconduct receive the information, counseling and support that they need and are aware of the process for making a formal complaint. The University is also committed to monitoring reports and complaints of sexual misconduct

so that any patterns or systemic problems revealed by such reports and complaints can be addressed. Consistent with these commitments, AVP should be advised when incidents of sexual misconduct, including sexual violence, are reported to any of the University's resource offices (except those identified as confidential resources), Division of Human Resources (as well as human resources staff in the schools and centers); Deans, Vice, Associate or Assistant Deans of the 12 schools; Vice, Associate, and Assistant Provosts; Office of Equal Opportunity Programs (EOP); and Division of Recreation and Intercollegiate Athletics (DRIA). When an incident of sexual misconduct is reported to the AVP, appropriate steps will be taken to ensure that the individual who reported the incident has been advised of the resources available to them and the process for making a formal complaint. Members of the University community who have crime statistics reporting obligations under the Clery Act are obligated to report the matter to the Division of Public Safety, in addition to the AVP. For additional information about Clery Act reporting or to make a report, refer to the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>

C. Rights of Complainants and Respondents

Persons who make a complaint and those who are responding to complaints have the following rights:

- The option to notify law enforcement;
- The option to have an advisor, including an attorney the party has retained, present during interviews that are part of a University initiated investigation;
- To be notified of counseling and support services available; and
- To be notified of available options to change academic, living or work arrangements.

D. Education and Prevention

All members of the University community have a responsibility to aid in the prevention of sexual harassment and are encouraged to discuss concerns with the AVP or another of the University resource offices listed in the policy. The AVP will ensure that the policy is publicized regularly and that educational programs and training are offered to faculty, staff, and students.

E. Policy Against Retaliation

University policy expressly prohibits retaliation against faculty, staff, students, postdoctoral or other trainees, and members of the community who in good faith make reports of violations of this policy. In addition, knowingly and intentionally making a false report of a violation of this policy is prohibited. Members of the Penn community who take adverse action against, intimidate, threaten or otherwise engage in retaliation against a person because they made a complaint of sexual misconduct or served as a witness during an investigation are subject to disciplinary action, up to and including termination of their employment or expulsion from the University.

» II. Consensual Romantic and Sexual Relationships in the Workplace and Educational Setting Policy

A. Faculty and Students and Academic Settings

The relationship between faculty member² and student is central to the academic mission of the University. No non-academic or personal ties should be allowed to interfere with the integrity of the faculty-student relationship. Consensual sexual relations between faculty and student can adversely affect the academic enterprise, distorting judgments, or appearing to do so to others, and providing incentives or disincentives for student-faculty contact that are inappropriate.

For these reasons, any sexual relations or dating relationships between a faculty member and an undergraduate student enrolled at the University are prohibited. The prohibition extends to all academic advisors and program directors, including those based in the College Houses and other University-owned or administered housing. The prohibition also extends to graduate, professional, or undergraduate student assistants, but, in their case, only with respect to those undergraduate students over whom they have academic responsibility.³

Although consensual sexual relations or dating relationships between faculty and graduate or professional students are not categorically prohibited, the University strongly discourages all sexual relations or dating relationships between faculty and graduate or professional students. Further, sexual relations or dating relationships between a faculty member and a graduate or professional student during the period of the faculty/student relationship are prohibited. The prohibition extends to sexual relations or dating between a graduate or professional student and other students for whom they have some supervisory academic responsibility, between department chairs and students in that department, and between graduate group chairs and students in that graduate group. Likewise, sexual relations and dating relationships are prohibited between a graduate or professional student and their academic advisors, program directors, and all others who have any supervisory responsibility for that student.

B. Workplace and Other Settings

Those entrusted with responsibility for supervising, evaluating, advising, or mentoring other members of the Penn community are in inherently unequal positions. Faculty, staff, and others should not evaluate or supervise those with whom they have a familial, romantic or sexual relationship because of the potential for conflict of interest, or the appearance of favoritism, exploitation or bias. As is the case for faculty, sexual or romantic relationships between staff members and undergraduate students are prohibited. Although consensual sexual relations or dating relationships between staff and graduate or professional students, are not categorically prohibited, the University strongly discourages all sexual relations or dating relationships between staff and graduate or professional students.

Consensual sexual or romantic relationships between those employed by the University as faculty or staff are not in general prohibited by this policy. However, relationships between employees in which one has direct or indirect authority over the other are potentially problematic, including relationships between supervisors and their direct and indirect reports, between senior faculty and junior faculty, and managers and those who report to them (directly or indirectly). If such a relationship develops or exists as a result of a change in employment

² For purposes of this policy, "faculty" includes (but is not limited to) standing faculty, clinical faculty, associated faculty, and academic support staff, as well as clinical or lab supervisors, postdoctoral fellows, house staff, residents, graduate and undergraduate teaching assistants, and any other person providing instruction, academic advising, or academic oversight of an enrolled student in any school, course, or program, including summer and off-campus programs, irrespective of geographical location.

³ "Academic responsibility" includes (but is not limited to) teaching, grading, mentoring, advising, or evaluating research or other academic activity, participating in decisions regarding funding or other resources, clinical supervision, and recommending for admissions, employment, fellowships, or awards. In this context, students include graduate and professional school students, postdoctoral scholars, and clinical residents or fellows.

or academic status, the person in the position of greater authority or power must recuse themselves to ensure that they do not exercise any supervisory or evaluative function over the other person in the relationship. Where such recusal is required, the recusing party must also notify their department chair, Dean, supervisor, or manager, so that person can ensure adequate alternative supervisory or evaluative arrangements are put in place. Such notification is always required where recusal is required. This obligation to recuse and notify exists for past as well as for current relationships. Failure to disclose the relationship in a timely fashion will itself be considered a violation of policy.

It is understood that sexual or romantic relationships may be private and the University treats such information sensitively and (to the extent practicable) confidentially. The University has the option to take any action necessary to ensure compliance with the spirit of this policy, including transferring either or both employees to minimize disruption of operations.

Mechanisms for Complaint Resolution

To make a complaint alleging a violation of this policy, the Associate Vice President for Equity and Title IX Officer ("AVP") should be contacted.

Complaints Against Faculty

If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relations in the Workplace and Educational Settings Policy, (other than sexual harassment, sexual violence or sexual assault), then the AVP will oversee the informal resolution or investigative process(es), advising the Dean of the applicable school that a complaint has been made and discussing any interim measures that may be needed. In either case, for Standing Faculty, the Procedure Governing Sanctions Taken Against Members of the Faculty, Handbook for Faculty and Academic Administrators, Part II.E.16, will be followed where applicable.

Complaints Against Staff

If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relations in the Workplace and Educational Settings Policy (other than sexual harassment, sexual violence or sexual assault), then the AVP will oversee the informal resolution or investigative process(es), advising the Dean, Vice President, or Vice Provost of the applicable administrative division that a complaint has been made and discussing any interim measures that may be needed.

Complaints Against Enrolled Students

If a determination is made that the complaint involves a possible violation of the Consensual Romantic and Sexual Relations in the Workplace and Educational Settings Policy (other than sexual harassment, sexual violence or sexual assault), then the AVP will oversee the informal resolution or investigative process(es), advising the Dean of the applicable school that a complaint has been made and discussing any interim measures that may be needed.

C. Policy Against Retaliation

University policy expressly prohibits retaliation against faculty, staff, students, postdoctoral or other trainees, or members of the community who in good faith make reports of violations of this policy. In addition, knowingly and intentionally making a false report of a violation of this policy is prohibited. Members of the Penn community who take adverse action against, intimidate, threaten or otherwise engage in retaliation against a person because they filed a complaint of sexual misconduct or served as a witness during an investigation are subject to disciplinary action, up to and including termination of their employment or expulsion from the University.

» III. Student Disciplinary Procedures for Resolving Complaints of Sexual Misconduct⁴

A. Introduction

The University of Pennsylvania is committed to providing a safe and healthy environment, free of gender-based misconduct, to all members of our community and visitors to our community. As such, sexual harassment, sexual assault, sexual violence, relationship violence, and stalking will not be tolerated. To ensure the creation of a climate where students are able to thrive and achieve their full potential, the University has developed a wide range of policies, educational programs, broad-based resources, support, and reporting systems. This amendment to the Student Disciplinary Charter supplements these other policies and initiatives, addressing the process by which complaints against an enrolled University student for a violation of the Sexual Misconduct Policy (which includes its Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking Policy ("Sexual Harassment Policy"), and the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy will be adjudicated and resolved.

B. Confidentiality

Confidentiality is of critical importance in ensuring that these sensitive matters are handled appropriately. The University has an obligation to respond to violations of its Sexual Misconduct Policy as fairly and expeditiously as possible when a complaint is received. University staff and faculty may share information with others who have a legitimate need to know to fairly and effectively address complaints, but the information should be considered confidential and protected to the extent possible consistent with legal obligations. Such administrators may include, for example those in, the Division of University Life, the Office of the Associate Vice President and Title IX Officer (AVP), the Division of Public Safety, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, Office of General Counsel, Student Health and Counseling, and academic advising offices.

C. Reporting Complaints of Violation of Sexual Misconduct

1. Office of the Associate Vice President for Equity and Title IX Officer (AVP)

The Office of the AVP will be responsible for managing all complaints made against enrolled University students for violations of its Sexual Misconduct Policy (including sexual harassment and sexual violence). Complaints should be made to the AVP who will assign the complaint to a trained investigative officer (IO) who will work under the AVP's direction and supervision.

Complaints must either be presented in writing or based upon information provided by the complainant to the AVP or IO who will then memorialize the allegations in writing and have the allegations confirmed by the complainant. Complainants may include University students or others who allege a violation of the Policy by a student enrolled at the University during the period that student has been enrolled.

2. Office of the District Attorney and Office for Civil Rights

Complainants may also choose to file a report with the District Attorney, the Office for Civil Rights of the U.S. Department of Education, or other external agencies. The University processes and the legal system work independently of one another and the University has its own interest

⁴ This procedure amends and supersedes the Charter of the University of Pennsylvania Student Disciplinary System with respect to violations of University policy for behaviors that are defined in the University's Sexual Misconduct Policy. It applies to each of the 12 schools, notwithstanding the existence of separate procedures that individual schools may have adopted for violations of laws or policies other than the University's Sexual Misconduct Policy. If a complaint involves allegations of violations of the Sexual Misconduct Policy as well as other University policies, the matter can either be fully resolved using this process, or divided into two separate proceedings, as appropriate in any particular case.

in, and responsibility for, ensuring the enforcement of its Sexual Misconduct Policy.⁵ Therefore, the University will not unilaterally defer its processes pending the outcome of any criminal process, nor will the outcome of any legal process be determinative of the University result. The University will, however, comply with reasonable requests by law enforcement for cooperation, and upon reasonable request, will temporarily suspend its fact-finding process in a sexual misconduct investigation so as not to impede the law enforcement process.

3. Support, Counseling and Advice

In making a decision about how to proceed with a complaint, complainants may seek support, counseling, and advice from other offices on campus, including the Special Services Department in the Division of Public Safety, Penn Violence Prevention, Office of the University Chaplain, Penn Women's Center, Student Health and Counseling, Office of the Ombuds, African-American Resource Center, or Lesbian Gay Bisexual Transgender Center. A list of these offices is provided in Section E below. Should a complainant decide to proceed with the University's disciplinary process against an enrolled University student, the Office of the AVP will be the single place to initiate the process.

4. Timeframe for Submitting a Complaint

The University does not limit the timeframe for filing a report of a violation of the Sexual Misconduct Policy. Reports may be filed at any time, although the University's ability to investigate or take any action may be limited by the passage of time or the matriculation status of the alleged respondent.

5. Complainant Request for Confidentiality

The University is required by Title IX to weigh the complainant's request for confidentiality/privacy with the University's commitment to provide a reasonably safe and nondiscriminatory environment. In situations where a complainant requests confidentiality, the University's ability to investigate and respond to the allegations may be limited. The AVP or IO will notify the complainant if the University cannot, in unusual cases, maintain the complainant's confidentiality/privacy. The complainant's and respondent's identities will only be revealed to those individuals who need to know their names to investigate or adjudicate the complaint or provide interim measures. If the University becomes aware of a pattern of behavior by one or more respondents, the University will take appropriate action in an attempt to protect the University community.

D. Investigation and Resolution of Complaints

1. Timely Resolution

Where possible, the process of resolving complaints, exclusive of any appeal, should be completed within 60 business days of the filing of the written complaint. The appeal should be completed, where possible, within 30 business days of the filing of the appeal.

In the event that a Hearing Panel is convened, the complainant and the respondent will both be provided with a copy of the decision of the Panel and given 10 business days to file an appeal.

2. Rights and Protections for Complainant and Respondent

(a) The complainant and respondent have the right to a process that is fundamentally fair, and free of bias or prejudice.

(b) The complainant and respondent have the right to be treated with respect, dignity, sensitivity, and fairness throughout the entire process. They are both entitled to seek support from the University and to be informed about the process both before the process is initiated

⁵ The University recognizes that it should proceed in cases where criminal charges are pending; however, respondents may choose not to participate in the disciplinary process in order to protect their Fifth Amendment rights. Such decision will not be used as evidence against any respondent and the Hearing Panel will be instructed not to draw any adverse inference from the failure to participate.

and throughout the process as it unfolds.

(c) Both parties have the right to participate in the process, or to refrain from participation. Failure to participate will not be used as evidence against either party⁶, but also will not prevent the process from proceeding unless the complainant withdraws the complaint and the University agrees to abide by that request or the respondent withdraws from the University.

(d) Each party may have a lawyer or other advisor present when being interviewed by the Investigative Team and the Hearing Panel, but the lawyer or other advisor will not be permitted to present statements or seek the production of evidence. The party's advisor will be able to direct questions to the other party or witnesses interviewed by the Panel subject to determinations of relevance and other procedural issues by the Disciplinary Hearing Officer.

(e) Evidence of prior sexual conduct by the complainant or respondent with other partners will not ordinarily be considered in the process, and any evidence of a prior sexual relationship between the parties will not be determinative of the issue of consent.

(f) If there is credible evidence of a pattern of violations of the Sexual Misconduct Policy, that evidence may be considered by the Hearing Panel if there is a finding of responsibility and a sanction is being determined.

(g) While the process is underway, the Division of University Life will work with the complainant and respondent, ensuring support is made available to both parties. The Division of University Life will also be responsible for implementing interim measures to protect the parties, or any of the witnesses, consistent with principles of fairness, including implementing measures regarding housing, academic accommodations and scheduling changes, no contact orders, and any other appropriate actions to protect the parties or any of the witnesses.

3. Preliminary Determination

Upon receiving a complaint, the AVP will make a preliminary determination as to whether the complaint falls within the purview of a Sexual Misconduct Policy and whether, on its face, there appears to be a sufficient basis to conduct a full investigation. In making this determination, the AVP may interview the complainant and the respondent (after advising the respondent of the allegations in writing) and conduct whatever preliminary investigation the AVP deems necessary to determine if the actions alleged in the complaint would, if true, constitute a violation of the University's Sexual Misconduct Policy and there is a reasonable basis for investigating the charges. If the AVP concludes there is insufficient basis to proceed, the matter will be concluded, and the parties so advised.

4. Investigation

If the AVP makes the determination that there is a sufficient basis to proceed, the AVP will issue a Statement of Charge Letter, based on the complaint and any preliminary investigation conducted. The Charge Letter will be provided to the complainant and the respondent. The respondent will be provided the opportunity to respond in writing to the Charge, and any response will be shared with the complainant.

The IO will lead a thorough and fair investigation, assisted by one or more co-investigators who may come from the school of the complainant or respondent or from elsewhere in the University (the "Investigative Team"). The co-investigator(s) will be University staff or faculty members or a consultant or attorney appropriately trained to investigate and handle sexual misconduct cases who are selected for individual cases by the AVP or IO. The investigation will include interviews of the complainant, the respondent, and relevant witnesses, as well as a review of documentation, physical evidence, and any other relevant evidence.

Prior to interviews, the complainant, the respondent, and any relevant witnesses will be

⁶ Please note that declining to respond to questions posed during a Hearing may impact the Panel's ability to rely upon the information provided by that person.

informed by the IO that statements made during the process may be admissible in concurrent or subsequent civil or criminal court proceedings, and will accordingly also be informed of their rights as outlined in Section D.2(c) above. They will also be reminded of the consequences of making false statements to the IO under the Code of Student Conduct and the Charter of the University of Pennsylvania Student Disciplinary System. The complainant and respondent may have their advisors⁷ and/or outside counsel present for their interviews, but the advisors or outside counsel will not be permitted to participate in the interview other than to provide advice to the student, and they may be excluded from the interview for disruptive behavior.

In conducting the investigation, the Investigative Team may, as appropriate, also consult with other campus officials including but not limited to administrators in the relevant school, Division of Public Safety, the AVP and Title IX Officer, Senior Vice President for Institutional Affairs and Chief Diversity Officer, or the Division of University Life. The Investigative Team may also consult with the Office of General Counsel, who may determine in particular cases to engage outside counsel to assist the University throughout this process. The Investigative Team may engage forensic and other experts, as needed.

5. Investigative Report

At the conclusion of the investigation, the Investigative Team will prepare a draft factual investigative report, including assessments of credibility, a recommended finding as to responsibility, and recommended sanctions, if appropriate. In making the responsibility determination, the Investigative team will use a “preponderance of the evidence” standard. In other words, to find a student responsible for violating the Sexual Misconduct Policy, the Investigative Team must be convinced that it is more likely than not that a violation of the Policy has occurred.

(a) Opportunity for Review and Comment

The draft investigative report and related exhibits and evidence will be provided to both the complainant and respondent for review and comment, under strict instructions that they are and at all times remains strictly confidential, and are not to be shared with anyone other than their families and advisors, and/or outside counsel, as described above without the expressed consent of the AVP. Sharing of the report by either party, their families, advisors or outside counsel with any additional persons is strictly prohibited and anyone with whom the report is shared must be so advised. The complainant and the respondent will be given the opportunity to respond to and comment on the draft investigative report in writing.

(b) Final Report

As a result of the response and comments received, the Investigative Team may conduct a further investigation and/or amend the draft report, if the Team determines either action to be warranted. The Investigative Team will prepare a final investigative report, incorporating any changes they believe are appropriate, and then share it with the complainant and the respondent. The complainant and respondent may submit formal objections or comments to the final report, which will be appended to the final report of the matter.

6. Resolution Without a Hearing

The matter may be resolved at this stage if both parties agree to the recommendations of the Investigative Team with respect to responsibility and, if applicable, sanctions, or if the parties otherwise reach a mutually acceptable resolution. The University, however, will not compel either the complainant or the respondent to engage in face-to-face mediation or to accept the

⁷ The University will provide to the parties a list of advisors in the Penn community who have been trained by the University to support both complainants and respondents in this process. The parties need not select an advisor from this list. The parties may also retain outside counsel in addition to, or instead of, using an advisor. The role of outside counsel, however, will be limited to an advisory role and counsel will not be permitted to have an active role in the investigation and will have a limited role during any resulting Hearing or appeal.

recommendations of the Investigative Team.

7. Hearing Panel

If the matter is not resolved at this stage in a mutually acceptable manner, either party may request a Hearing before a Hearing Panel (Panel) within 10 business days of transmission of the final report.

(a) Panel Membership

The Panel will be comprised of three (3) faculty members and the Disciplinary Hearing Officer (DHO), who will be a non-voting member. The DHO will make all decisions about the organization of the Panel, including decisions regarding the admissibility of evidence, witnesses to appear before the Panel, or any additional decisions regarding the administration of the hearing process.⁸

Membership of the Panel, including the DHO, will observe the following guidelines:

- i. Members will be selected from a pool of faculty who have agreed to serve for a term of one or more years.
- ii. Only mixed-gender panels that have received training in handling complaints involving sexual misconduct will hear sexual misconduct cases.
- iii. Faculty comprising the Panel should be from academic departments in which neither of the parties is enrolled in a course of study, and no faculty member should serve on the Panel who has a mentoring relationship or other personal relationship with either of the parties.
- iv. Faculty asked to serve should recuse themselves or be dismissed if they have any personal ties to either of the parties or to individuals with whom the parties are closely associated, or if they have prior personal knowledge of the alleged incident of sexual misconduct.
- v. The University will train members of the pool to fulfill their responsibilities as adjudicators according to the procedures and policies outlined here and to ensure compliance with Title IX and other applicable state and federal guidelines. In addition, the Panel will be provided with “just in time” training on adjudicating sexual misconduct cases.
- vi. The IO may not serve on the Panel; however, the IO may be interviewed by the Panel regarding the investigation. The AVP or IO may assist the DHO as needed in organizational and administrative matters related to the Panel.
- vii. The complainant and respondent will be notified of the membership of the Panel in advance of the Hearing. Any challenges for cause against individual Panel members must be made promptly so as not to delay the conduct of the Hearing and will be given serious consideration by the DHO to ensure impartiality of the proceedings.
- viii. All proceedings must be kept strictly confidential among the parties, witnesses and members of the panel. All individuals involved in such Hearings must agree to such conditions of confidentiality.

(b) Hearing Procedures

Hearings must be prompt, fair, and impartial, affording the complainant’s allegations and the respondent’s defenses all due consideration and protecting the rights of both parties. The Panel will review the Investigative Team’s final report, including any response, objections, or comments provided by the complainant or respondent. The Panel will also carefully review the evidentiary record, including witness statements, documents, and physical evidence.

Hearing Panel Interviews

⁸ In carrying out these responsibilities, the DHO may consult with the AVP, the Office of General Counsel and other appropriate office such as the Center for Community Standards and Accountability and the Senior Vice President for Institutional Affairs and Chief Diversity Officer. University administrators thus consulted will respect the confidentiality conditions of the proceedings

i. The Panel will interview separately the IO (and co-investigator(s) if the Panel so chooses), the complainant, and the respondent. The DHO will provide the complainant and respondent with 10 days advance notice of the Hearing. If reasonably possible, interviews will be conducted on one day, but if such scheduling would require an unreasonably long day, or if such scheduling would unreasonably delay the proceeding, the Hearing may be scheduled over multiple days.

ii. The Panel may seek additional evidence from the Investigative Team and interview key witnesses on whom the Investigative Team relied in drawing conclusions, as well as request additional evidence from the IO to clarify the evidentiary record, provided that it can do so without unreasonably delaying the process. In the event that a new witness comes forward during the Hearing who was not originally interviewed by the Investigative Team, or new evidence is discovered after the Investigative Team has issued their report, the DHO may allow that witness to testify or admit the evidence to the Hearing, but only if the DHO judges the new witness or evidence to be highly relevant to an accurate and fair determination of the outcome.

iii. The Hearing will be held in private. Only the person interviewed (and that person's advisor or outside counsel, as applicable) will be present during interviews. The complainant or respondent (and their advisor or outside counsel, as applicable) will be able to view testimony from separate rooms via closed-circuit television or similar video transmission.

iv. Subject to the Rights and Protections set forth in Section D.2 above, the Panel has wide latitude when questioning the complainant, the respondent, and any witnesses to determine the accuracy of the final report.

v. The complainant and respondent may propose witnesses and provide specific questions in advance that they believe important to ask of other parties or witnesses. The DHO, in consultation with the Panel, will determine the relevance as well as the appropriateness of witnesses and questions, and may accordingly place restrictions on, include, or exclude witnesses or other information.

vi. When the Panel is conducting the interview of the complainant and respondent, each student will have an advisor or outside counsel with them to provide advice and support. The advisor or outside counsel will be permitted to address questions to the other party during the Hearing subject to determinations of relevancy and other appropriate considerations. If an advisor's or outside counsel's behavior is disruptive, the Hearing will be adjourned and they may be excluded from the Hearing.

vii. The interviews by the Panel will be recorded (audio only). No observers will be permitted to make any audio or video recordings.

(c) Hearing Panel Decision

After the Hearing concludes, the Panel will immediately deliberate in private to decide whether a preponderance of the evidence shows that the respondent is responsible for a violation of the University's Sexual Misconduct Policy. Preponderance of the evidence means that the Panel must be convinced based on the evidence that it is more likely than not that a violation has occurred to find a student is responsible for a violation of the policy. A finding of responsibility requires a majority vote of the members of the Panel.

If the respondent is found responsible, the Panel will also determine the appropriate sanction, by majority vote, based upon the facts of the case and University precedent, with a presumption in favor of the sanction recommended by the IO.

The Panel will arrive at its conclusion as expeditiously as possible and will promptly advise both the complainant and the respondent in writing of its decision with respect to responsibility and, if applicable, sanctions. In keeping with guidelines for timely resolution as provided in

Section D1 above, the written decision will be provided as soon after the conclusion of the proceeding as is possible.

Decisions made by the Panel are considered final, subject only to appeal as outlined below.

(d) Appeal of Hearing Panel Decision

The Panel decision is subject to appeal by either party in writing to a Disciplinary Appellate Officer (DAO), a faculty member with exclusive jurisdiction to decide appeals. In keeping with guidelines for timely resolution as provided in Section D1 above, appeals should be submitted to the AVP within 10 business days after the decision of the Panel. Letters of appeal should specifically state whether the objection is to the judgment of responsibility, the sanction, or both, and explain in detail the grounds for appeal. The request for an appeal will be shared with the other party who will have the opportunity to provide a response or otherwise direct comments to the DAO within 10 business days. Any such comments or response will be shared with the other party.

The DAO will review the report of the Investigative Team and supporting evidence, the audio record from the Panel Hearing, and any other material the DAO deems relevant, in addition to the decision of the Panel to ensure that the process was consistent with University policy and that the result was not arbitrary or capricious, that there were no procedural irregularities, that there was no demonstrated bias or conflict of interest on the part of any fact-finder, and that no new evidence has been brought forward that would alter the outcome of the Hearing.

After considering the appeal, the DAO will promptly issue their decision in writing and will provide copies to the DHO, the Provost, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, the complainant, the respondent, and other appropriate parties.

E. Resource Offices

1. Confidential Resources

Generally, the information shared with confidential resources will be held in confidence, consistent with the University's obligation to address complaints of sexual misconduct, unless the person sharing the information gives their consent to the disclosure of that information. Non-identifying information regarding complaints should be provided to the AVP for purposes of assuring compliance with Title IX and other applicable laws and regulations. Confidential resources are not obligated to share identifying information with the AVP when an incident of sexual misconduct is shared with that resource. However, the commitment to confidentiality does not preclude the sharing of information among University administrators as appropriate to keep members of the University community safe. In addition, confidential resources should submit non-identifying information about incidents of sexual misconduct to the Division of Public Safety for the purpose of crime statistics reporting under the Clery Act. (For additional information regarding requirements, see the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>. The University's confidential resources are:

Special Services Department, Division of Public Safety

24-hours/7 days per week: (215) 898-6600

4040 Chestnut Street

<https://www.publicsafety.upenn.edu/about/special-services/>

Student Health and Counseling

Counseling: (215) 898-7021

After-hours emergency number: (215) 349-5490

3624 Market Street, 1st Floor, West

<https://wellness.upenn.edu/student-health-and-counseling/student-health-and-counseling-counseling>

Sexual Trauma Treatment, Outreach and Prevention

<https://wellness.upenn.edu/counseling/individual-therapy>

Medical: (215) 746-3535

Suite 100, 3535 Market Street

<http://shs.wellness.upenn.edu/>

Penn Women's Center (215) 898-8611

3643 Locust Walk

<https://pwc.universitylife.upenn.edu>

Lesbian Gay Bisexual Transgender Center (215) 898-5044

3907 Spruce Street

<https://lgbtcenter.universitylife.upenn.edu>

African-American Resource Center (215) 898-0104

3643 Locust Walk

<http://www.upenn.edu/aarc/>

Office of the University Chaplain (215) 898-8456

240 Houston Hall, 3417 Spruce Street

<http://www.upenn.edu/chaplain/>

Office of the Ombuds (215) 898-8261

113 Duhring Wing, 236 S. 34th Street

<http://www.upenn.edu/ombuds/>

Penn Violence Prevention (215) 746-2642

VPUL, 3611 Locust Walk

<https://pvp.universitylife.upenn.edu>

2. Official Reporting Offices for Sexual Misconduct Complaints

If reports of sexual misconduct are made with or come to the attention of the following offices, they must ensure that appropriate action is taken, including notifying the University's AVP and Title IX Officer:

Office of Equal Opportunity Programs (215) 898-6993

Suite 421, Franklin Building

<https://oeop.upenn.edu/>

Student Intervention Services, U Life (215) 898-6081 or 215-768-6527 nights/weekends

3611 Locust Walk

<https://sis.universitylife.upenn.edu>

Center for Community Standards and Accountability (215) 898-5651

Suite 400, 3440 Market Street

<https://www.csa.upenn.edu/>

Office of Staff and Labor Relations, Division of Human Resources (215) 898-6093

Suite 600, Franklin Building

<https://www.hr.upenn.edu/workplace-issues/staff-labor-relations>

F. The official office for reporting, initiating a formal complaint, and investigation of violations of the Sexual Misconduct Policy, including violations of the Sexual Harassment Policy, is the Office of the Associate Vice President for Equity and Title IX Officer. The contact information for that Office is:

Associate Vice President for Equity and Title IX Officer

3901 Walnut Street, Suite 320 / (215) 898-2887 <https://titleixoffice.upenn.edu/>

» IV. Procedures for Resolving Complaints of Sexual Misconduct Against Faculty

A. Introduction

The University of Pennsylvania is committed to providing a safe and healthy environment, free of gender-based misconduct, to all members of our community and visitors to our community. As such, sexual assault, sexual violence, relationship violence and stalking will not be tolerated. To ensure the creation of a climate where members of the community are able to thrive and achieve their full potential, the University has developed a wide range of policies, educational programs, broad-based resources, support and reporting systems. These procedures supplement these other policies and initiatives, addressing the process by which complaints against a University faculty member for a violation of the Sexual Misconduct Policy (which includes the Sexual Harassment Sexual Violence, Relationship Violence and Stalking Policy (“Sexual Harassment Policy”) and the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy) will be adjudicated and resolved.

B. Confidentiality

Confidentiality is of critical importance in ensuring that these sensitive matters are handled appropriately. The University has an obligation to respond to violations of its Sexual Misconduct Policy as fairly and expeditiously as possible when a complaint is received. University staff and faculty may share information with others who have a legitimate need to know to fairly and effectively address complaints, but the information should be considered confidential and protected to the extent possible consistent with legal obligations. Such administrators may include, for example those in, the Division of University Life, the Office of the Vice Provost for Faculty, the Office of the Associate Vice President for Equity and Title IX Officer (AVP), the Division of Public Safety, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, the Office of General Counsel, Employee Assistance Program, Student Health and Counseling, and academic advising offices.

C. Reporting Complaints of Violation of the Sexual Misconduct Policy

1. Office of the Associate Vice President for Equity and Title IX Officer

The Office of the Associate Vice President for Equity and Title IX Officer (AVP) will be responsible for overseeing all complaints made against a University faculty member, instructor, postdoctoral or other trainee, or teaching assistant (“faculty member”) for possible violations of the Sexual Misconduct Policy. Complaints should be made to the AVP who will ensure that complaints are investigated by a trained Investigative Officer (IO), who will select a co-investigator to form the Investigative Team. The Investigative Team will consult with the appropriate Dean, or in any case for which the Dean has an actual or appearance of a conflict of interest or is implicated in the complaint, the Vice Provost for Faculty.

Complaints must either be presented in writing or based on information provided by the complainant or another individual making the report who will then memorialize the allegations in writing and ask the complainant to confirm them. Complainants may include University students, staff, faculty members, participants in a University-sponsored activity, or others alleging a violation of the Policy by a current University faculty member.

If the AVP determines that the complaint involves a possible violation of the Consensual Romantic or Sexual Relationships in the Workplace or Educational Settings Policy and not the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, the complaint will be investigated by an IO.⁹ The facts, conclusions, and recommendations reached by the IO

⁹ *The decision as to whether a complaint involves sexual harassment is made by the AVP.*

will be reported to the Dean of the applicable school who may seek an informal resolution, if appropriate, or initiate the University's Procedure Governing Sanctions Taken Against Members of the Faculty (Faculty Handbook II.E.16).

(b) Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking

If the AVP determines that the complaint involves a possible violation of the Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy, the procedures outlined below in Section D of this policy will apply.

2. Office of the District Attorney and Office for Civil Rights

Complainants may also choose to file a report with the District Attorney, the Office for Civil Rights of the U.S. Department of Education, or other external agencies. The University's processes and the legal system are independent of one another, and the University has its own interest in, and responsibility for, the enforcement of its Sexual Misconduct Policy¹⁰. Therefore, the University will not unilaterally defer its processes pending the outcome of a criminal process, nor will the outcome of any legal process be determinative of the University result. The University will, however, comply with reasonable requests by law enforcement for cooperation, and upon reasonable request, will temporarily suspend its factfinding process in a sexual misconduct investigation so as not to impede the law enforcement process.

3. Support, Counseling and Advice

In making a decision about whether to file a sexual misconduct complaint, complainants may seek support, counseling and advice from other offices on campus. A list of these offices is provided in Section E below. Should the complainant decide to proceed with a University investigation and resolution process against a University faculty member, the Office of the AVP will be the single place to initiate the process.¹¹

4. Timeframe for Submitting a Complaint

The University does not limit the timeframe for filing a sexual misconduct complaint. Reports may be filed at any time, although the University's ability to investigate or take action may be limited by the passage of time, changes in the employment relationship of the alleged respondent at the time the report is made, or other circumstances.

5. Complainant Request for Confidentiality

The University is required by Title IX to weigh the complainant's request for confidentiality/privacy with the University's commitment to provide a reasonably safe and nondiscriminatory environment. In situations where a complainant requests confidentiality, the University's ability to investigate and respond to the allegations may be limited. The AVP or IO will notify the complainant if the University cannot, in unusual cases, maintain the complainant's confidentiality/privacy. The complainant's and respondent's identities will only be revealed to those individuals who need to know their names in order to investigate or adjudicate the complaint or provide interim measures. If the University becomes aware of behavior or a pattern of behavior by one or more respondents, the University will take appropriate action in an attempt to protect the University community.

D. Investigation and Resolution of Complaints of Sexual Harassment, Sexual Violence, Relationship Violence and Stalking

1. Timely Resolution

¹⁰ The University recognizes that in the event criminal charges are pending, a respondent may choose not to participate in the process described in these procedures in order to protect his or her Fifth Amendment rights. Such decision will not be used as evidence against any respondent and the Hearing Panel will be instructed not to draw any adverse inference from the failure to participate.

¹¹ The AVP or the IO will work with other appropriate University offices, including the Division of University Life and the Vice Provost for Faculty, to determine if interim measures are appropriate.

The process of resolving complaints, not including any appeal, should be completed, where practicable, within 60 business days of the filing of the written complaint. The appeal should be completed, where practicable, within 30 business days of the filing of the appeal. In the event that a Hearing Panel is convened, the complainant and the respondent will both be provided with a copy of the decision of the Panel and given 10 business days from the date of the transmittal of the Hearing Panel's decision to file an appeal.

2. Rights and Protections for Complainant and Respondent

(a) The complainant and respondent have the right to a process that is fundamentally fair, and free of bias or prejudice.

(b) The complainant and respondent have the right to be treated with respect, dignity, sensitivity and fairness throughout the entire process. They are both entitled to seek support from the University and to be informed about the process both before it is initiated and as it unfolds.

(c) Both parties have the right to participate in the process, or to refrain from participation.¹² Failure to participate will not be used as evidence against either party, but also will not prevent the process from proceeding unless the complainant withdraws the complaint and the University agrees to abide by that request.

(d) Each party may have an advisor, who may be their lawyer, present when being interviewed by the Investigative Team and the Hearing Panel, but the lawyer or other advisor will not be permitted to present statements or seek the production of evidence. The advisor will be permitted to pose questions to the other party or any witnesses interviewed by the Hearing Panel subject to determinations of relevance and other appropriate issues by the DHO.

(e) Evidence of prior sexual conduct by the complainant or respondent with other partners will not ordinarily be considered in the process, and any evidence of a prior sexual relationship between the parties will not be determinative of the issue of consent.

(f) If there is credible evidence of a pattern of violations of the Sexual Misconduct Policy, evidence that helps to establish such a pattern may be considered by the Hearing Panel.

(g) While the process is underway, appropriate interim measures will be taken to protect the parties. If both the complainant and the respondent are faculty members, the Dean(s) of the school(s) to which the faculty members have appointments—or the Dean'(s) designee(s)—would work with the complainant and respondent, ensuring support is provided to both parties, and implementing interim measures to protect the parties, consistent with principles of fairness. In the event that the complainant is a staff member or a student, the Dean of the school to which the respondent has an appointment—or the Dean's designee—will work with the Division of Human Resources (for staff members) and the Division of University Life (for students) to implement interim measures.

3. Preliminary Determination

Upon receiving a complaint, the AVP will make a preliminary determination as to whether the complaint on its face appears to be a sufficient basis to conduct a full investigation. In making this determination, the AVP may interview the complainant and the respondent (after advising the respondent of the allegations in writing) and conduct whatever preliminary investigation the AVP deems necessary to determine if the actions alleged in the complaint would, if true, constitute a violation of the University's Sexual Harassment, Sexual Violence, Relationship Violence, and Stalking Policy and there is a reasonable basis for investigating the charges. If the AVP concludes there is insufficient basis to proceed, the matter will be concluded, and the parties so advised.

¹² Please note that declining to respond to questions posed during a Hearing may impact the Panel's ability to rely upon the information provided by that person.

4. Investigation

If the AVP makes the determination that there is a sufficient basis to proceed, an IO will be assigned to conduct the investigation. The AVP will issue a Statement of Charge Letter, based on the complaint and any preliminary investigation conducted. The Charge Letter will be provided to the complainant and the respondent. The respondent will be provided the opportunity to respond in writing to the Charge, and any response will be shared with the complainant. The Dean of each school to which the respondent faculty member has an appointment will also receive a copy of the Charge Letter.

The IO will lead a thorough and impartial investigation, assisted by one or more co-investigators who may come from the school of the complainant or respondent or from elsewhere in the University (the "Investigative Team"). Co-investigator(s) will be University staff or faculty members or a consultant or attorney appropriately trained to investigate and handle sexual misconduct cases who will be selected for individual cases by the AVP or IO. The investigation will include interviews of the complainant, respondent, and any relevant witnesses, as well as review of documentation, physical evidence and any other relevant evidence.

Prior to interviews, the complainant, the respondent and any relevant witnesses will be informed by the IO that statements they make during the process may be admissible in concurrent or subsequent civil or criminal court proceedings. Accordingly, the parties and witnesses will be informed of their rights as outlined in Section D2 above. The parties will be advised of the seriousness of the proceeding and the expectation that the information they provide is both accurate and complete. Any false or misleading statements may subject the party making such statements to proceedings under the applicable University policy, handbook, code and/or charter. The complainant and respondent may have their advisors and/or outside counsel present for their interviews, but the advisors or outside counsel will not be permitted to participate in the interview other than to provide advice to the person they have accompanied, and they may be excluded from the interview for disruptive behavior.

In conducting the investigation, the Investigative Team may, as appropriate, also consult with other campus officials including but not limited to administrators in the relevant school(s), the Division of Public Safety, the AVP, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, the Vice Provost for Faculty or the Vice Provost for University Life. The Investigative Team may also consult with the Office of General Counsel, which may determine in particular cases to engage outside counsel to assist the University throughout this process. The Investigative Team may engage forensic and other experts, as needed.

5. Investigative Report

At the conclusion of the investigation, the Investigative Team will prepare a draft factual investigative report, including assessments of credibility, a recommended finding as to responsibility, and recommended sanctions, if appropriate.¹³ In making the responsibility determination, the Investigative Team must be convinced that there is a preponderance of evidence that a violation of the Sexual Misconduct Policy has occurred. In other words, to find a faculty member responsible for violating the Sexual Misconduct Policy, the Investigative Team must be convinced that it is more likely than not that a violation of the Policy has occurred.

(a) Opportunity for Review and Comment

The draft investigative report and related exhibits and evidence will be provided to both the complainant and respondent for review and comment, under strict instructions that they are and at all times remain strictly confidential, and are not to be shared with anyone other than their families and advisors or outside counsel, as described above without the expressed consent of the AVP. Sharing of the draft report by either party, their families, advisors or outside

¹³ The parties will be advised, and acknowledge, that the Investigative Report, Exhibits and Drafts are confidential to be used by them and their families and advisors in connection with these proceedings.

counsel with any additional persons is strictly prohibited and anyone with whom the report is shared must be so advised. The complainant and the respondent will be given the opportunity to respond to and comment on the draft investigative report in writing.

(b) Final Report

As a result of the response and comments received, the Investigative Team may conduct a further investigation and/or amend the draft report, if the Team determines either action to be warranted. A final investigative report will be prepared, incorporating any changes, and shared with the complainant and the respondent. The complainant and respondent may submit formal objections or comments to the final report, which will be appended to the final report of the matter.

6. Resolution Without a Hearing

The matter may be resolved at this stage if both parties agree to the recommendations of the Investigative Team with respect to responsibility and, if applicable, sanctions, or if the parties otherwise reach a mutually acceptable resolution. The University, however, will not compel either the complainant or the respondent to engage in face-to-face mediation or to accept the recommendations of the Investigative Team.

7. Hearing Panel

If the matter is not resolved at this stage in a mutually acceptable manner, either party may request a hearing before a Hearing Panel (Panel) within 10 business days of transmission of the final report.

(a) Panel Membership

The Panel will be comprised of three (3) faculty members and the Designated Hearing Officer (DHO), who will be a non-voting member. The DHO will make all decisions about the organization of the Panel, including decisions regarding the admissibility of evidence, witnesses to appear before the panel, or any additional decisions regarding the administration of the hearing process.¹⁴

Membership of the Panel, including the DHO, will observe the following guidelines:

- i. Members will be selected from a pool of faculty who have agreed to serve for a term of one or more years.
- ii. Only mixed-gender Panels that have received training in handling complaints involving sexual misconduct will hear sexual misconduct cases.
- iii. iii. Faculty serving on a Panel may not share a professional, personal or academic department affiliation (e.g., have a faculty appointment or be enrolled in a course of study) with either of the parties. Faculty asked to serve must recuse themselves or be dismissed if they have any professional or personal ties to either of the parties or to individuals with whom the parties are closely associated. Faculty with personal knowledge of the alleged incident of sexual misconduct also must recuse themselves or be dismissed.
- iv. The University will train members of the pool to fulfill their responsibilities as adjudicators according to the procedures and policies outlined here and to ensure compliance with Title IX and other applicable state and federal guidelines. In addition, the Panel will be provided with "just in time" training on adjudicating sexual misconduct cases, unless the Panel members have recently been trained.
- v. No member of the Investigative Team may serve on the Panel; however, any such individual may be interviewed by the Panel regarding the investigation. The AVP or IO may assist the DHO as needed in organizational and administrative matters related to the Panel.

¹⁴ In carrying out these responsibilities, the DHO may consult with the AVP, the Office of General Counsel and other appropriate offices such as the Vice Provost for Faculty and the Senior Vice President for Institutional Affairs and Chief Diversity Officer. University officers thus consulted will respect the confidentiality conditions of the proceedings.

vi. The complainant and respondent will be notified of the membership of the Panel in advance of the Hearing. Any challenges for cause against individual Panel members must be made promptly so as not to delay the conduct of the Hearing and will be given serious consideration by the DHO to ensure impartiality of the proceedings.

vii. All proceedings must be kept strictly confidential among the parties, witnesses and members of the Panel. All individuals involved in such Hearings must agree to such conditions of confidentiality.

(b) Hearing Procedures

Hearings must be prompt, fair and impartial, affording the complainant's allegations and the respondent's defenses all due consideration and protecting the rights of both parties. The Panel will review the Investigative Team's final report, including any responses, objections or comments provided by the complainant and/or respondent. The Panel will also carefully review the evidentiary record, including witness statements, documents and physical evidence.

Hearing Panel Interviews

i. The Panel will interview separately the IO (and co-investigator(s) if the Panel so chooses), the complainant and the respondent. The Panel will provide the complainant and respondent with 10 days' advance notice of the Hearing. If reasonably possible, interviews will be conducted on one day, but if such scheduling would require an unreasonably long day, or if such scheduling would unreasonably delay the proceeding, the Hearing may be scheduled over multiple days.

ii. The Panel may seek additional evidence from the IO and interview key witnesses on whom the IO relied in drawing their conclusions, as well as request additional evidence from the IO to clarify the evidentiary record, provided that it can do so without unreasonably delaying the process. In the event that a new witness comes forward during the Hearing who was not originally interviewed by the IO, or new evidence is discovered after the IO has issued their report, the DHO may allow that witness to be interviewed or admit the evidence to the Hearing, but only if the DHO judges the new witness or evidence to be relevant to an accurate and fair determination of the outcome.

iii. The Hearing will be held in private. Initial interviews will be conducted by the Panel and each party's advisor will then have an opportunity to pose questions to the other party and any witnesses. Only the person interviewed (and in the case of the parties, that person's advisor or outside counsel) will be present during the Panel interview. The complainant or respondent (and their advisor or outside counsel, as applicable) will be able to view interviews from separate rooms via closed-circuit television or similar video transmission.

iv. Subject to the protections set forth in Section D2 above, the Panel has wide latitude when questioning the complainant, the respondent and any witnesses in order to determine the accuracy of the report.

v. The complainant and respondent may propose witnesses and provide specific questions in advance that they believe important to ask of other parties or witnesses. The parties' advisors also may ask questions of the other party and witnesses during the Hearing subject to the DHO's determination of relevance or other appropriate reasons. The DHO, in consultation with the Panel, will determine the relevance as well as the appropriateness of witnesses and questions, and may accordingly place restrictions on, include or exclude witnesses or other information.

vi. When the Panel is conducting the interview of the complainant and respondent, each may bring an advisor or outside counsel with them to provide advice and support. The advisor or outside counsel will be permitted to direct relevant questions to the other party or to witnesses. The advisor or outside counsel, complainant, or respondent may be excluded from

the interview by the DHO for disruptive behavior.

vii. The interviews by the Panel will be recorded (audio only). No observers will be permitted to make any audio or video recordings.

(c) Hearing Panel Decision

After the Hearing concludes, the Panel will immediately deliberate in private to decide whether, by a preponderance of the evidence, the respondent has violated the University's Sexual Misconduct Policy. Preponderance of the evidence means that the Panel must find that it is more likely than not that the faculty member is responsible for a violation of the Policy. A finding of responsibility requires a majority vote of the members of the Panel.

i. If the respondent is found responsible, the Panel will also recommend an appropriate sanction, by majority vote, based upon the facts of the case and University precedent, with a presumption in favor of the sanction recommended by the Investigative Team.

ii. The Panel will arrive at its conclusion as expeditiously as possible and will promptly advise both the complainant and the respondent in writing of its decision with respect to responsibility and, if applicable, recommended sanctions. In keeping with guidelines for timely resolution as provided in Section D1 above, the written decision will be provided as soon after the conclusion of the proceeding as is possible.

8. Sanctions

After a final decision has been rendered by the Panel, the matter is presented to the Dean of the school in which the respondent has a primary appointment for procedures related to sanctions, if applicable. The Dean is provided the final investigative report, along with the Panel's decision and the appellate decision (if any).

(a) If the respondent is a member of the Standing Faculty, the Dean will follow the procedures described in the Faculty Handbook's section regarding Procedure Governing Sanctions Taken Against Members of the Faculty (Section II.E.16), as appropriate, to determine what, if any, sanction should be imposed against the respondent based on the determination of the Investigative Team, and if applicable, the Panel, and following the Dean's consultation with the Vice Provost for Faculty.

(b) If the respondent is a member of the Associated Faculty, the Dean will consider the determination of the Investigative Team, as well as the Panel and consult with the Vice Provost for Faculty before implementing an appropriate sanction.

(c) The matter will be referred to the Provost to determine the appropriate sanction in the event that the Dean is the respondent or if referral to the Dean would create an actual or apparent conflict of interest.

Resource Offices

1. Confidential Resources

Generally, the information shared with confidential resources will be held in confidence, consistent with the University's obligation to address complaints of sexual misconduct, unless the person sharing the information gives their consent to the disclosure of that information. Non-identifying information regarding complaints should be provided to the AVP for purposes of assuring compliance with Title IX and other applicable laws and regulations. Confidential resources are not obligated to share identifying information with the AVP when an incident of sexual violence is shared with that resource. However, the commitment to confidentiality does not preclude the sharing of information among University administrators as appropriate to keep members of the University community safe. In addition, confidential resources should submit non-identifying information about incidents of sexual misconduct to the Division of Public Safety for the purpose of crime statistics reporting under the Clery Act. (For additional

information regarding requirements, see the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>). The University's confidential resources are:

Special Services Department, Division of Public Safety

24-hours/7 days per week: (215) 898-6600

4040 Chestnut Street

<https://www.publicsafety.upenn.edu/about/special-services/>

Penn Women's Center (215) 898-8611

3643 Locust Walk

<https://pwc.universitylife.upenn.edu>

Lesbian Gay Bisexual Transgender Center (215) 898-5044

3907 Spruce Street

<https://lgbtcenter.universitylife.upenn.edu>

African-American Resource Center (215) 898-0104

3643 Locust Walk

<http://www.upenn.edu/aarc/>

Office of the University Chaplain (215) 898-8456

240 Houston Hall, 3417 Spruce Street

<http://www.upenn.edu/chaplain/>

Office of the Ombuds (215) 898-8261

113 Duhring Wing, 236 S. 34th Street

<http://www.upenn.edu/ombuds/>

Employee Assistance Program, Health Advocate (866) 799-2329

www.healthadvocate.com/upenn

Penn Violence Prevention

(215) 746-2642

VPUL, 3611 Locust Walk

<https://pvp.universitylife.upenn.edu>

2. Official Reporting Offices for Sexual Misconduct Complaints

If reports of sexual misconduct are made with or come to the attention of the following offices, they must ensure that appropriate action is taken, including notifying the University's AVP and Title IX Officer:

Office of Equal Opportunity Programs (215) 898-6993

Suite 421, Franklin Building

<https://oeop.upenn.edu/>

Student Intervention Services, U Life (215) 898-6081 or 215-768-6527 nights/weekends

3611 Locust Walk

<https://sis.universitylife.upenn.edu>

Center for Community Standards and Accountability (215) 898-5651

Suite 400, 3440 Market Street

<https://www.csa.upenn.edu/>

Office of Staff and Labor Relations, Division of Human Resources (215) 898-6093

Suite 600, Franklin Building

<https://www.hr.upenn.edu/workplace-issues/staff-labor-relations>

3. Investigative Office for all Sexual Misconduct Complaints

The official office for reporting, initiating a formal complaint, and investigation of violations of the Sexual Misconduct Policy, including violations of the Sexual Harassment Policy, is the Office of the Associate Vice President for Equity and Title IX Officer. The contact information for that Office is:

Associate Vice President for Equity and Title IX Officer 215-898-2887

3901 Walnut Street, Suite 320

<https://titleixoffice.upenn.edu/>

» V. Procedures for Resolving Complaints of Sexual Misconduct Against Staff

A. Introduction

The University of Pennsylvania is committed to providing a safe and healthy environment, free of gender-based misconduct, to all members of our community and visitors to our community. As such, sexual harassment, sexual assault, sexual violence, relationship violence, and stalking will not be tolerated. In order to ensure the creation of a climate where members of the community are able to thrive and achieve their full potential, the University has developed a wide range of policies, educational programs, broad-based resources, support, and reporting systems. These procedures supplement these other policies and initiatives, addressing the process by which complaints against a University staff member for a violation of its Sexual Misconduct Policy (which includes its Sexual Harassment, Sexual Violence, Relationship Violence and Stalking Policy ("Sexual Harassment Policy") and the Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policy) will be investigated and resolved.

B. Confidentiality

Confidentiality is of critical importance in ensuring that these sensitive matters are handled appropriately. The University has an obligation to respond to violations of its Sexual Misconduct Policy as fairly and expeditiously as possible when a complaint is received. University staff and faculty may share information with others who have a legitimate need to know in order to fairly and effectively address complaints, but the information should be considered confidential and should be protected to the extent possible consistent with legal obligations. Such administrators may include, for example those in, the Division of University Life, the Division of Human Resources, the Office of the Associate Vice President and Title IX Officer (AVP), the Division of Public Safety, Senior Vice President for Institutional Affairs and Chief Diversity Officer, the Office of General Counsel, the Employee Assistance Program, Deans, Vice Provosts, and Vice Presidents of administrative divisions.

C. Reporting Complaints of Sexual Misconduct

1. Office of the Associate Vice President and Title IX Officer

The Office of the Associate Vice President and Title IX Officer (AVP) will be responsible for ensuring that all complaints made against a University staff member alleging a violation of the University's Sexual Misconduct Policy (which includes the Sexual Harassment and Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings Policies) are handled appropriately. All AVP responsibilities as described in these procedures will be performed directly by the AVP or by the AVP's designee.

Complaints must either be presented in writing or based upon information provided by the complainant or another individual making the report to the AVP (or designee) who will then

memorialize the allegations in writing and ask the complainant to confirm the allegations. Complainants may include University students, staff, or faculty members, participants in a University-sponsored activity, or others alleging a violation of the Policy by a current University staff member.

2. Office of the District Attorney and Office for Civil Rights

Complainants may also choose to file a report with the District Attorney, the Office for Civil Rights of the U.S. Department of Education, or other external agencies. The University's processes and the legal system work independently of one another, and the University has its own interest in, and responsibility for, the enforcement of its Sexual Harassment Policy¹⁵. Therefore, the University will not unilaterally defer its processes pending the outcome of a criminal process, nor will the outcome of any legal process be determinative of the University result. The University will, however, comply with reasonable requests by law enforcement for cooperation, and upon reasonable request, may temporarily suspend its factfinding process in a sexual misconduct investigation so as not to impede the law enforcement process.

3. Support, Counseling and Advice

In making a decision about whether to file a complaint, complainants may seek support, counseling, and advice from other offices on campus. A list of these offices is provided in Section III below. Should the complainant decide to proceed with a University investigation and resolution process against a University staff member, the Office of the AVP will be the single place to initiate the process.¹⁶

4. Timeframe for Submitting a Complaint

The University does not limit the timeframe for making a report of a violation of the Sexual Misconduct Policy. Reports may be made at any time, although the University's ability to investigate or take action may be limited by the passage of time, or by changes in the employment relationship of the alleged respondent at the time the report is made.

5. Complainant Request for Confidentiality

The University is required by Title IX to weigh the complainant's request for confidentiality/privacy with the University's commitment to provide a reasonably safe and nondiscriminatory environment. In situations where a complainant requests confidentiality, the University's ability to investigate and respond to the allegations may be limited. The AVP will notify the complainant if the University cannot, in unusual cases, maintain the complainant's confidentiality/privacy. The complainant's and respondent's identities will only be revealed to those individuals who need to know their names in order to investigate, resolve the complaint or provide interim measures. If the University becomes aware of behavior or a pattern of behavior by one or more respondents, the University will take appropriate action in an attempt to protect the University community.

D. Investigation and Resolution of Complaints

The Office of the Associate Vice President for Equity and Title IX Officer (AVP) is responsible for overseeing the informal or formal resolution of all complaints made against a University staff member for a violation of the University's Sexual Misconduct Policy. Complaints should be made with the AVP who will ensure that complaints are investigated by a trained Investigative Officer (IO), who will select a co-investigator to form the Investigative Team. The Investigative

Team will consult with the Dean of the school or Vice President of the division in which the

15 The University recognizes that should it be proceeding in cases where criminal charges are pending, the respondents may choose not to participate in the process described in these procedures in order to protect their Fifth Amendment rights. Such decision will not be used as evidence against any respondent and the Hearing Panel will be instructed not to draw any adverse inference from the failure to participate.

16 While the Investigative Officer will be responsible for managing the complaint investigation and resolution process, as described below, the AVP will work with other appropriate University offices, including the Office of Equal Opportunity Programs and the Division of Human Resources, to determine if interim measures are appropriate before a final resolution is reached.

respondent works, or the Vice President for Human Resources in any case for which the Dean or Vice President has an actual or the appearance of a conflict of interest or is implicated in the complaint.

Complaints must either be presented in writing or based on information provided by the complainant or another individual making the report who will then memorialize the allegations in writing and ask the complainant to confirm them. Complainants may include University students, staff or faculty member, as well as others both within and outside the University community, alleging a violation of the University's Sexual Misconduct Policy by a University staff member.

1. Timely Resolution

The process of resolving complaints, exclusive of any appeal, should be completed, unless there are special circumstances, within 60 business days of the filing of the written complaint. The appeal should be completed, absent special circumstances, within 30 business days of the filing of the appeal.

The complainant and the respondent will both be provided with a copy of the Investigative Team's decision and given 10 business days from the date of the transmittal of that decision to file an appeal.

2. Rights and Protections for Complainant and Respondent

(a) The complainant and respondent have the right to a process that is fundamentally fair, and free of bias or prejudice.

(b) The complainant and respondent have the right to be treated with respect, dignity, sensitivity, and fairness throughout the entire process. They are both entitled to seek support from the University and to be informed about the process both before the process is initiated and throughout the process as it unfolds.

(c) Both parties have the right to participate in the process, or to refrain from participation.¹⁷ The failure to participate will not be used as evidence against either party, but also will not prevent the process from proceeding unless the complainant withdraws the complaint and the University agrees to abide by that request.

(d) Both parties may have an advisor present when being interviewed by the Investigative Team, but the advisor will not be permitted to present statements, seek the production of evidence, or question any witnesses during the investigative stage of the process.

(e) Evidence of prior sexual conduct by the complainant or respondent with other partners will not be considered in the process, and any evidence of a prior sexual relationship between the parties will not be determinative of the issue of consent. If there is credible evidence of a pattern of violations of the Sexual Misconduct Policy, evidence that helps to establish such a pattern may be considered.

(f) While the process is underway, appropriate interim measures will be taken to protect the parties. The Office of Staff and Labor Relations in the Division of Human Resources (or another appropriate office), in consultation with the respondent's supervisor, will implement interim measure to protect the parties consistent with principles of fairness. The Office of Staff and Labor Relations in the Division of Human Resources (or other appropriate office) will work with the complainant and respondent to ensure that both parties have access to support and assistance during the process.

Consensual Romantic and Sexual Relationships in the Workplace and Educational Settings

If the AVP determines that the complaint involves a possible violation of the Consensual

¹⁷ Please note that declining to respond to questions posed during a Hearing may impact the Panel's ability to rely upon the information provided by that person.

Romantic and Sexual Relationships in the Workplace and Educational Settings and not the Sexual Harassment, Sexual Violence Relationship Violence or Stalking Policy, the complaint will be investigated by an IO, working with the appropriate Dean or Vice President, or in the event of an actual or perceived conflict of interest, the Vice President for Human Resources. The facts, conclusions, and recommendations reached by the IO will be reported to the appropriate Vice President or Dean. In the event of a finding of responsibility for a violation of the Sexual Misconduct Policy, appropriate disciplinary action will be taken.

Any disciplinary action taken against a staff person is subject to appeal by either party in writing to the Vice President for Human Resources (or designee) and the Dean of the school, Vice President of the division, or Vice Provost of the division in which the respondent works, who jointly have exclusive jurisdiction to decide appeals.

i. Appeals should be submitted to the AVP within 10 business days of transmission of the decision of the Investigative Team. Letters of appeal should specifically state whether the objection is to the judgment of a violation of University policy, the recommended sanction, or both, and explain in detail the grounds for appeal.

ii. The Vice President for Human Resources (or designee) and the Dean or Vice President of the school or division will review the report of the Investigative Team to ensure that the process was consistent with University policy and that the decision was not arbitrary or capricious. Any supporting evidence, and any other relevant materials may also be reviewed by the Vice President for Human Resources (or designee) and the Dean or Vice President of the relevant school or division at their discretion.

iii. After considering the appeal, the Vice President for Human Resources (or designee) and the relevant Dean or Vice President (or designee) will promptly notify the parties in writing as to whether the Investigative Team's decision will be upheld or modified. The decision of the relevant Dean or Vice President and the Vice President for Human Resources will be final.

Sexual Harassment, Violence, Relationship Violence, and Stalking

If the AVP determines that the complaint involves a possible violation of the Sexual Harassment, Sexual Violence Policy, Relationship Violence and Stalking Policy (Sexual Harassment Policy) the procedures set forth below will apply.

1. Preliminary Determination

Upon receiving a complaint, the AVP will make a preliminary determination as to whether the complaint falls within the purview of the Sexual Misconduct Policy and whether, on its face, there appears to be a sufficient basis to conduct a full investigation. In making this determination, the AVP may interview the complainant and the respondent (after advising the respondent of the allegations in writing) and conduct whatever preliminary investigation the AVP deems necessary to determine if the actions alleged in the complaint would, if true, constitute a violation of the University's Sexual Harassment Policy) and there is a reasonable basis for investigating the complaint. If the AVP concludes there is insufficient basis to proceed, the matter will be concluded, and the parties so advised.

2. Investigation

If the AVP makes the determination that there is a sufficient basis to proceed, a Statement of Charge Letter will be issued, based on the complaint and any preliminary investigation conducted. The Charge Letter will be provided to the complainant and the respondent. The respondent will be provided the opportunity to respond in writing to the Charge, and any response will be shared with the complainant. The Dean or Vice President of the division in which the respondent is employed will also receive a copy of the Charge Letter.

The AVP will appoint an Investigative Officer (IO) to lead a thorough and impartial investigation,

assisted by one or more co-investigators who may come from the school or center of one of the parties or from elsewhere in the University (the “Investigative Team”). The co-investigator(s) will be University staff or faculty members appropriately trained to investigate and handle sexual misconduct cases who will be selected for individual cases by the IO. The investigation will include interviews of the complainant and respondent, interviews of witnesses, and review of documentation, physical evidence, and any other relevant evidence.

Prior to interviews, the complainant, the respondent, and any relevant witnesses will be informed by the IO that statements they make during the process may be admissible in concurrent or subsequent civil or criminal court proceedings and will accordingly also be informed of their rights as outlined in Section B above. The parties will be advised of the seriousness of the proceeding and the expectation that the information they provide is both accurate and complete. Any false or misleading statements may subject the party making such statements to proceedings under the applicable University policy, handbook, code and/or charter. The complainant and respondent may have their advisors¹⁸ and/or outside counsel present for their interviews, but the advisors or outside counsel will not be permitted to participate in the interview other than to provide advice to the person they have accompanied, and they may be excluded from the interview for disruptive behavior.

In conducting the investigation, the Investigative Team may, as appropriate, also consult with other campus officials including but not limited to administrators in the relevant division(s), school(s), Public Safety, the AVP and Title IX Officer, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, or the Vice President for Human Resources. The Investigative Team may also consult with the Office of General Counsel, who may determine in particular cases to engage outside counsel to assist the University throughout this process. The Investigative Team may engage forensic and other experts, as needed.

3. Investigative Report

At the conclusion of the investigation, the Investigative Team will prepare a draft report, including assessments of credibility, a finding as to whether there has been a violation of University policy, and, if applicable, recommended disciplinary action. In making a determination regarding responsibility, the Investigative team will use a preponderance of the evidence standard. In other words, to find a staff member responsible for violating the Sexual Misconduct Policy, the Investigative Team must be convinced that it is more likely than not that a violation of the Policy has occurred.

(a) Opportunity for Review and Comment

The draft investigative report and related exhibits and evidence will be provided to both the complainant and respondent for review and comment, under strict instructions that they are and at all times remain strictly confidential, and are not to be shared with anyone other than their families and advisors or outside counsel, as described above without the expressed consent of the AVP. Sharing of the draft report by either party, their families, advisors or outside counsel with any additional persons is strictly prohibited and anyone with whom the report is shared must be so advised. The complainant and the respondent will be given the opportunity to respond to and comment on the draft investigative report in writing.

(b) Final Report

As a result of the response and comments received, the Investigative Team may conduct a

¹⁸ The University will provide a list of advisors in the Penn community to complainants and respondents. Advisors will be offered training by the University to support both complainants and respondents in this process. The parties need not select an advisor from this list. The parties may also retain outside counsel in addition to, or instead of, using an advisor. The role of outside counsel, however, will be limited to an advisory role and counsel will not be permitted to have an active role in the investigation and will have a limited role during any resulting Hearing or appeal.

further investigation and/or amend the draft report, if the Team determines either action to be warranted. A final investigative report will be prepared, incorporating any changes, and shared with the complainant and the respondent. The complainant and respondent may submit formal objections or comments to the final report, which will be shared with the other party and be appended to the final report of the matter.

4. Resolution Without a Hearing

The matter may be resolved at this stage if both parties agree to the recommendations of the Investigative Team with respect to responsibility and, if applicable, sanctions, or if the parties otherwise reach a mutually acceptable resolution. The University, however, will not compel either the complainant or the respondent to engage in face-to-face mediation or to accept the recommendations of the Investigative Team.

5. Hearing Panel

If the matter is not resolved at this stage in a mutually acceptable manner, either party may request a hearing before a Hearing Panel (Panel) within 10 business days of transmission of the final report.

(a) Panel Membership

The Panel will be comprised of three (3) faculty members and the Designated Hearing Officer (DHO), who will be a non-voting member. The DHO will make all decisions about the organization of the Panel, including decisions regarding the admissibility of evidence, witnesses to appear before the panel, or any additional decisions regarding the administration of the hearing process.¹⁹ Members of the Panel, including the DHO, will observe the following guidelines:

- i. Members will be selected from a pool of faculty who have agreed to serve for a term of one or more years.
- ii. Only mixed-gender panels of faculty who have participated in training on handling complaints involving sexual misconduct will hear sexual misconduct cases.
- iii. Faculty appearing on a Panel may not share an academic department affiliation (e.g., has a faculty appointment or is enrolled in a course of study) with either of the parties, nor may any faculty member serve on the Panel who has a professional, or personal relationship with either of the parties. Faculty asked to serve must recuse themselves or be dismissed if they have any personal or professional ties to either of the parties or to individuals with whom the parties are closely associated. Faculty with personal knowledge of the alleged incident of sexual misconduct also must recuse themselves or be dismissed.
- iv. The University will train members of the pool to fulfill their responsibilities as adjudicators according to the procedures and policies outlined here and to ensure compliance with Title IX and other applicable state and federal guidelines. In addition, the Panel will be provided with “just in time” training on adjudicating sexual misconduct cases, unless the Panel members have recently been trained.
- v. No member of the Investigative Team may serve on the Panel; however, any such individual may be interviewed by the Panel regarding the investigation. The AVP or IO may assist the DHO as needed in organizational and administrative matters related to the Panel.
- vi. The complainant and respondent will be notified of the membership of the Panel in advance of the Hearing. Any challenges for cause against individual Panel members must be made promptly to the DHO so as not to delay the conduct of the Hearing. The DHO will give serious consideration to any challenges made to ensure impartiality of the proceedings.

¹⁹ In carrying out these responsibilities, the DHO may consult with the AVP, the Office of General Counsel and other appropriate offices such as the Vice Provost for Faculty and the Senior Vice President for Institutional Affairs and Chief Diversity Officer. University administrators thus consulted will respect the confidentiality conditions of the proceedings.

vii. All proceedings must be kept strictly confidential among the parties, witnesses and members of the Panel. All individuals involved in such Hearings must agree to such conditions of confidentiality.

(b) Hearing Procedures

Hearings must be prompt, fair and impartial, affording the complainant's allegations and the respondent's defenses all due consideration and protecting the rights of both parties. The Panel will review the Investigative Team's final report, including any responses, objections or comments provided by the parties. The Panel will also carefully review the evidentiary record, including witness statements, documents and physical evidence.

Hearing Panel Interviews

i. The Panel will interview separately the IO (and co-investigator(s) if the Panel so chooses), the complainant and the respondent. The Panel will provide the complainant and respondent with ten days (10) advance notice of the Hearing. If reasonably possible, interviews will be conducted on one day, but if such scheduling would require an unreasonably long day, or if such scheduling would unreasonably delay the proceeding, the Hearing may be scheduled over multiple days.

ii. The Panel may seek additional evidence from the Investigative Team and interview key witnesses on whom the Investigative Team relied in drawing their conclusions, as well as request additional evidence from the IO to clarify the evidentiary record, provided that it can do so without unreasonably delaying the process. In the event that a new witness comes forward during the Hearing who was not originally interviewed by the Investigative Team, or new evidence is discovered after the Investigative Team has issued their report, the DHO may allow that witness to be interviewed or admit the evidence to the hearing, but only if the DHO judges the new witness or evidence to be relevant to an accurate and fair determination of the outcome.

iii. The Hearing will be held in private. Only the person being interviewed (and in the case of the parties, that person's advisor or outside counsel) will be present when the Hearing is in session. The complainant or respondent (and their advisor or outside counsel, as applicable) will be able to view interviews from separate rooms via closed-circuit television or similar video transmission.

iv. Subject to the protections set forth in Section D2 above, the Panel has wide latitude when questioning the complainant, the respondent and any witnesses in order to determine the accuracy of the report.

v. The complainant and respondent may propose witnesses and provide specific questions in advance that they believe important to ask of other parties or witnesses. The parties' advisors may also interview the other party and witnesses called by the Panel. The DHO, in consultation with the Panel, will determine the relevance as well as the appropriateness of witnesses and questions, and may accordingly place restrictions on, include or exclude witnesses or other information.

vi. When the Panel is conducting the interview of the complainant and respondent, each may bring an advisor or outside counsel with them to provide advice and support. The advisor or outside counsel will be permitted to direct relevant questions to the other party or to witnesses. The advisor or outside counsel may be excluded from the interview by the DHO for disruptive behavior.

vii. The interviews by the Panel will be recorded (audio only). No observers will be permitted to make any audio or video recordings.

(c) Hearing Panel Decision

After the Hearing concludes, the Panel will immediately deliberate in private to decide whether, by a preponderance of the evidence, the respondent has violated the University's Sexual Misconduct Policy. Preponderance of the evidence means that the Panel must find that it is more likely than not that the staff member is responsible for a violation of the Policy. A finding of responsibility requires a majority vote of the members of the Panel.

i. If the respondent is found responsible, the Panel will also recommend an appropriate sanction, by majority vote, based upon the facts of the case and University precedent, with a presumption in favor of the sanction recommended by the Investigative Team.

ii. The Panel will arrive at its conclusion as expeditiously as possible and will promptly advise both the complainant and the respondent in writing of its decision with respect to responsibility and, if applicable, recommended sanctions. In keeping with guidelines for timely resolution as provided in Section A above, the written decision will be provided as soon after the conclusion of the proceeding as is possible.

E. Appeals

Either party may appeal the decision of the Hearing Panel by submitting a written request within 10 business days of transmission of the decision of the Hearing Panel. Letters of appeal should specifically state whether the objection is to the judgment of a violation of University policy, the recommended sanction, or both, and explain in detail the grounds for appeal. The request for an appeal (including any attachments) will be shared with the other party who will have the opportunity to respond or to direct comments to the DAO within 10 business days. Any such response or comments will be shared with the other party.

The DAO will review the report of the Investigative Team and supporting evidence, the audio record of the Panel Hearing, and any other material the DAO deems relevant, in addition to the decision of the Panel to ensure that the process was consistent with University policy, that the result was not arbitrary or capricious, that there were no procedural irregularities, that there was no demonstrated bias or conflict of interest on the part of any fact-finder, and that no new evidence has been brought forward that would alter the outcome of the Hearing.

After considering the appeal, the DAO will promptly issue their decision in writing and will provide copies to the DHO, the Provost, the Senior Vice President for Institutional Affairs and Chief Diversity Officer, the Vice President for Human Resources, the complainant, respondent, and other appropriate parties.

F. Resource Offices

1. Confidential Resources

Generally, the information shared with confidential resources will be held in confidence, consistent with the University's obligation to address complaints of sexual misconduct, unless the person sharing the information gives their consent to the disclosure of that information. Non-identifying information regarding complaints should be provided to the AVP for purposes of assuring compliance with Title IX and other applicable laws and regulations. Confidential resources are not obligated to share identifying information with the AVP when an incident of sexual misconduct is shared with that resource. However, the commitment to confidentiality does not preclude the sharing of information among University administrators as appropriate to keep members of the University community safe. In addition, confidential resources should submit non-identifying information about incidents of sexual misconduct to the Division of Public Safety for the purpose of crime statistics reporting under the Clery Act. (For additional information regarding requirements, see the Clery Act & Crime Reporting page at <https://www.publicsafety.upenn.edu/clery/>. The University's confidential resources are:

Special Services Department, Division of Public Safety

24-hours/7 days per week: (215) 898-6600

4040 Chestnut Street

<http://www.publicsafety.upenn.edu/about/special-services/>

Penn Women's Center (215) 898-8611

3643 Locust Walk

<http://www.vpul.upenn.edu/pwc/>

Lesbian Gay Bisexual Transgender Center (215) 898-5044

3907 Spruce Street

<https://www.vpul.upenn.edu/lgbtc/>

African-American Resource Center (215) 898-0104

3643 Locust Walk

<http://www.upenn.edu/aarc/>

Office of the University Chaplain (215) 898-8456

240 Houston Hall, 3417 Spruce Street

<http://www.upenn.edu/chaplain/>

Office of the Ombuds (215) 898-8261

113 Duhring Wing, 236 S. 34th Street

<http://www.upenn.edu/ombuds/>

Employee Assistance Program, Health Advocate (866) 799-2329

www.healthadvocate.com/upenn

2. Official Reporting Offices for Complaints of Sexual Misconduct

If reports of sexual misconduct are made with or come to the attention of the following offices, they must ensure that appropriate action is taken, including notifying the University's AVP and Title IX Officer:

Office of Equal Opportunity Programs (215) 898-6993

Suite 421, Franklin Building

<https://oeop.upenn.edu/>

Student Intervention Services, VPUL (215) 898-6081 or 215-768-6527 nights/weekends

3611 Locust Walk

<https://sis.vpul.upenn.edu/>

Center for Community Standards and Accountability (215) 898-5651

Suite 400, 3440 Market Street

<https://www.csa.upenn.edu/>

Office of Staff and Labor Relations, Division of Human Resources (215) 898-6093

Suite 600, Franklin Building

<https://www.hr.upenn.edu/workplace-issues/staff-labor-relations>

3. Investigative Office for Sexual Misconduct Complaints

The official office for reporting, initiating a formal complaint, and investigation of violations of the Sexual Misconduct Policies, including violations of the Sexual Harassment Policy, is the Office of the Associate Vice President for Equity and Title IX Officer. The contact information for that Office is:

Associate Vice President for Equity and Title IX Officer 215-898-2887

3901 Walnut Street, Suite 320 / <https://titleixoffice.upenn.edu/>

» University Policies and Procedures

» Alcohol and Drugs Policy

Federal law requires that the University of Pennsylvania notify all faculty, staff, and students of certain information pertaining to unlawful possession, use, or distribution of illicit drugs and alcohol on its property or as part of its activity. The following information complies with the notification requirements of the Drug-Free Schools and Communities Act and its implementing regulations. The University of Pennsylvania and its programs and policies, regarding the possession, sale and consumption of alcoholic beverages, encourages all within the campus community to make safe, responsible decisions about alcohol that are consistent with existing state and federal law. The possession or consumption of alcoholic beverages on campus by persons under the age of 21 is strictly prohibited by Penn and by the laws of the Commonwealth of Pennsylvania. Consistent with its educational mission, Penn provides programs that promote awareness of the physical, psychological, social and behavioral effects of alcohol consumption and drug use.

The use, sale or possession of narcotics and dangerous drugs is illegal and is strictly prohibited on campus.

Employees are required to adhere to the University's Drug-Free Workplace Policy, which can be found at: <https://www.hr.upenn.edu/policies-and-procedures/policy-manual/performance-and-discipline/drug-free-workplace> and its Alcohol and Drug Policy, which can be found at: <https://catalog.upenn.edu/pennbook/alcohol-drug-policy> which strictly prohibit the unlawful manufacture, distribution, dispensation, sale, possession or use of drugs by its employees in the workplace. Those who violate these policies may be subject to disciplinary procedures or may be required to participate in alcohol or other drug rehabilitation programs.

Medical Attention

Medical attention is warranted whenever there is serious injury or illness related to alcohol consumption and/or drug use. The University Alcohol and Drug Policy Section II, paragraph A3, states:

In cases of intoxication and/or alcohol poisoning, the primary concern is the health and safety of the individual(s) involved. Individuals are strongly encouraged to call for medical assistance [5-1-1 on-campus, (215) 573-3333 from a cellphone, or 9-1-1 off-campus] for themselves or for a friend/acquaintance who is dangerously intoxicated. No student seeking medical treatment for an alcohol or other drug-related overdose will be subject to University discipline for the sole violation of using or possessing alcohol or drugs. This policy shall extend to any other student seeking help for the intoxicated student. The university requires non-disciplinary educational follow-up to provide additional resources and support for student well-being following an incident with alcohol or other drugs.

In addition to medical attention, students, faculty and staff may benefit from professional counseling. Faculty/staff members seeking confidential counseling for alcohol or drug use should contact the Employee Assistance Program (EAP) by calling 888-503-2380 or visit <http://www.https://penn.mysupportportal.com/> on the web.

Students who have questions or concerns about alcohol or other drug use are encouraged to make an appointment with Student Health and Counseling through Wellness at Penn by calling 215-746-WELL (9355). These services adhere to all applicable laws governing the confidentiality of patient information.

Education Regarding Alcohol and Drugs

Wellness at Penn offers the S.U.P.E.R. (Substance Use Prevention Education and Recovery) program to reduce harm related to substance use and to support students in recovery at the University of Pennsylvania through brief interventions and educational services. The S.U.P.E.R. program can guide students to additional medical and counseling care and support as needed. Any student can make a confidential appointment to talk about their concerns regarding alcohol, drugs and subsequent consequences. Additionally, Penn recognizes students who are in recovery for substance use, considering changing their relationship with substances, and students who abstain from substance use, and can help identify additional resources or Recovery Meetings (<https://wellness.upenn.edu/wellbeing-initiatives/super-program-substance-use-prevention-education-and-recovery>).

All incoming undergraduate students are required to participate in an online alcohol education module through Thrive at Penn (<https://nso.upenn.edu/programs/thrive-at-penn-tap/>). Additional information about this module can be provided by Wellness, (215) 746-WELL (9355).

The Alcohol & Drug Policy is stated in the PennBook, which is available online at <https://catalog.upenn.edu/pennbook/alcohol-drug-policy/>

Commonwealth Law

Alcohol: A person less than 21 years of age commits a summary offense if he or she attempts to purchase, purchases, consumes, possesses or knowingly and intentionally transports any alcoholic beverage. A person who is convicted of violating this section may be subject to a fine, jail and/or license suspension.

Drugs: State law prohibits the unauthorized manufacture, sale, delivery and possession of controlled substances. Persons may be subject to 30 days imprisonment and a \$500 fine for simple possession of a small amount of marijuana (misdemeanor), a maximum of 15 years imprisonment and a \$25,000 fine for the manufacture, delivery or possession of a Schedule I or II controlled narcotic drug such as cocaine, PCP and LSD (felony). (Sentences can be doubled for second and subsequent convictions.) Sentences can also be doubled for distribution of controlled substances to persons under the age of 18. Penalties range from a mandatory minimum sentence of one year and a \$5,000 fine for the first conviction or to a mandatory minimum sentence of seven years and a \$50,000 fine for subsequent convictions for the manufacture, delivery or possession of 100 grams or more of a Schedule I or II controlled narcotic drug.

» Weapons Policy

Possession of Dangerous Articles

Irrespective of any license or authority, University of Pennsylvania faculty, students, staff, whether working or not, and visitors and members of the University community, may not possess or use air rifles, pistols, firearms, weapons, ammunition, gunpowder, fireworks, explosives, gasoline and other dangerous articles and substances in University buildings or on University property. Normal laboratory materials are excluded from this policy when used in a laboratory setting.

Possession and distribution of items mentioned above may be governed by specific federal, state and local regulations.

An individual who violates this policy should be reported to the University of Pennsylvania Police Department immediately. Violators of this policy may be subject to disciplinary action under University policy and/or civil or criminal action. The Policy can be found at:

Students: Pennbook Code of Conduct Policy Manual: <https://catalog.upenn.edu/pennbook/code-of-student-conduct/>

Staff and Faculty: Human Resources Policy Manual: <https://www.hr.upenn.edu/policies-and-procedures/policy-manual> and the Faculty Handbook: <https://catalog.upenn.edu/faculty-handbook>

University of Pennsylvania Police Officers

Sworn officers employed by the University of Pennsylvania Police Department may be given authorization to carry, keep and handle pistols, firearms and ammunition.

Other University Employees

Specific classifications of employees may be required to utilize dangerous article or hazardous materials on campus to carry out their job duties. Each school or department is responsible for monitoring the use of dangerous articles or hazardous materials in its areas.

» Disciplinary Policies

Any student who fails to comply with University policies or local, state or federal laws may be subject to discipline under the University Code of Student Conduct. Sanctions can include, but are not limited to, a reprimand, disciplinary probation, and withdrawal of privileges, suspension, and expulsion. When a student's presence on campus is considered a threat to order, health or safety, the Provost or his or her designee may impose a mandatory leave of absence or conditions on the student's attendance.

Generally, prospective students are asked about previous criminal records. Employees are also required to disclose any and all convictions for a felony, crime of violence, dishonesty or crime against property or involving the threat of violence. A criminal record, if relevant to the position in question, is a factor considered in the employment process.

The University's student disciplinary procedures are described in the PennBook, which is available online at <https://catalog.upenn.edu/pennbook/charter-student-disciplinary-system/>.

» Missing Persons Policy

Any member of the University community, including parents, who believes that a Penn student is missing should immediately notify the University of Pennsylvania Police Department (UPPD) in the Division of Public Safety. To report a missing person, dial 5-1-1 from a campus telephone, use one of the blue light emergency telephones on campus and in the surrounding neighborhood, or dial (215) 573-3333 from an off-campus or cell phone.

In addition, the person should notify the Office of the Vice Provost for University Life (U. Life). University Life and the Division of Public Safety are responsible for coordinating efforts in response to a report of a missing student. Any other University office that receives a report of a missing student is responsible for immediately notifying UPPD and U. Life of such report.

When a Penn student is reported to be missing, the University will take steps to try to locate the student or to determine why the student has not been seen. If UPPD determines that a police investigation is warranted, the University will support the investigation by providing information relevant to the search for the student, including photos, schedules, etc.

All students are strongly encouraged to provide the University with a confidential contact whom the University will notify in the event that the student is determined to be missing. This contact information will be accessible only to authorized campus officials and law enforcement authorities and will be used only in connection with responding to a report that the student is

missing.

If a student has been missing for more than twenty-four (24) hours, the Division of Public Safety or the University, through U. Life, will notify the student's designated missing persons contact; the UPPD will also notify the Philadelphia Police or other appropriate local police. If the missing student is under 18 years old and is not emancipated, the Division of Public Safety will notify the student's custodial parent or guardian and/or any other designated contact within 24 hours of the determination that the student is missing. In addition, UPPD will enter the missing student into the National Crime Information Center database. For students over 18 years of age who have not designated a missing person contact, UPPD may notify the law enforcement agency where the student's primary residence is located.

For the University of Pennsylvania's Missing Student Notification Policy, consult the PennBook at <https://catalog.upenn.edu/pennbook/missing-students-notification-policy/>. Students may register contact information via Path@Penn at <https://path.at.upenn.edu/>.

» Building Safety

Security is considered in the maintenance and operation of all campus buildings. This includes measures such as access control, use of cameras, and physical security.

Use of Facilities

The facilities at the University of Pennsylvania exist to house or support the tripartite mission of the institution: teaching, research, and service. The use of these facilities is given to University groups and approved non-University organizations under certain circumstances. Permission to use these facilities does not constitute University endorsement of the activities held in the facilities. The policy on Use of Facilities is stated in the PennBook, which is available online at <https://catalog.upenn.edu/pennbook/use-facilities/>.

To learn more on the use of facilities at Penn, please see <https://www.collegehouses.upenn.edu/policies>.

Lighting Maintenance

The Division of Public Safety has regular contact with those responsible for the campus grounds and lighting to ensure that the shrubs, bushes and greenery throughout the campus are appropriate and well maintained and that campus lighting is appropriate.

» Student Residences

The University of Pennsylvania offers a variety of housing options on campus through the undergraduate College House system. Fraternities and sororities also have houses where their student members can live, located both on and off campus. This section focuses on the College Houses.

College House System

College Houses & Academic Services (CHAS) facilitates Penn's College House system to enhance the undergraduate experience for all residents through staff- and faculty-directed, academically supportive environments that promote intellectual, social and recreational opportunities. The College Houses follow the following guides for security and use:

Security of Residence

Access to residential facilities is limited to undergraduate students and authorized personnel between certain hours. Persons without a valid PennCard, graduate and professional students or other Penn affiliates with a valid PennCard but without access to the given building, are considered guests and will be admitted only after the presentation of valid identification and with the approval of their host. All guests must be signed in by a resident host with a valid PennCard and access to the given building. The University has a comprehensive access control system in place that includes both automated and manual locks. Most student rooms are equipped with an electronic lock system or mortise locks with anti-carding devices. Residential Services determines the college houses remaining open during winter break; these houses vary each year.

Housing Occupancy for the 2025-2026 Academic Year

Undergraduate Student Enrollment: 11,236

Graduate & Professional Student Enrollment: 18,148

Undergraduate Students in Campus Housing: 5994

All first year and second year undergraduate students, including transfer and exchange students, are required to live in a college house and participate in a meal plan. First year students may submit housing preferences during summer prior to their first semester. Students applying for Program Community membership are selected first by the College Houses based on information provided in the required essay and then assigned to the appropriate rooms by Housing Occupancy. All other first year students, and those not accepted into a Program Community, are then assigned by a computer program, which considers housing preferences if space is available in the preferred College Houses. The dates for room selection are posted on Housing's website (<http://www.upenn.edu/housing>). Preferences are considered in the assignment process to the extent possible. Returning upperclass students select their next academic year housing through a room selection process in January and February. Second year students are required to live on campus in the College Houses to fulfill their 4-semester residency requirement.

Room changes are made during designated periods each semester if space is available. The dates are posted on Housing's website (<http://www.upenn.edu/housing>). Requests for room changes outside of the designated periods can be made with the approval of a College House Director. If you have questions or concerns about residential services, room assignments, or rent charges, contact Residential and Hospitality Services by phone, (215) 898-3547, or email living@upenn.edu. For questions about the College House communities, contact College Houses & Academic Services by phone (215) 898-5551 or email chas@collegehouses.upenn.edu.

» **The Hospital of the University of Pennsylvania (HUP)**

The Hospital of the University of Pennsylvania (HUP) maintains a proprietary security department that is committed to providing a safe and secure environment in hospital facilities, and for its patients, staff and visitors. All HUP Security Officers are Pennsylvania Act 235 certified; this 40-hour accreditation process is the only recognized professional training curriculum in the Commonwealth of Pennsylvania for private security. Security officers are stationed at the major entrances to the hospital and engage in regular patrols of the facilities. Officers respond to all requests for assistance, whether routine or emergency. An Operations Center of the Security Department is maintained 24/7, answering calls for service, monitoring the CCTV/Controlled Access System, as well as safety and security alarms. In an emergency, please contact the HUP Security Department by dialing 2677 (COPS) from a hospital telephone or (215) 662-2677 from outside the hospital.

Security Department at HUP

HUP, the Perelman Center for Advanced Medicine, Smilow Translational Research Center and 3600 CCB share a security department. Security Administration consists of the Director of Security, who is responsible for all functions of the HUP Security Department, as well as an Assistant Security Director, Security Systems Manager, Shift Supervisors, Training and Compliance Coordinator, Badge Center Coordinator, and a Badge Center Clerk who manages the Photo ID/Access Control System. Security Operations consists of uniformed officers on three shifts, all of whom are supervised by a sergeant with support of two corporals. Security Operations, located in Donner Basement, is responsible for providing safety and security services 24/7 and responding to requests for routine and emergency services. The HUP Security Department, when necessary, coordinates its activities with the University of Pennsylvania Police Department and the Philadelphia Police Department.

At all entrances to the Emergency Department, all visitors are required to pass through a metal detector. Illegal or potentially harmful items are confiscated. Firearms without appropriate permits are turned over to Penn Police. Other potentially harmful items that are not illegal to possess are returned when leaving the premises.

Reporting Crime at HUP

All criminal incidents and requests for assistance should be reported to the Security Operations Center. The HUP Security Department reports all criminal activity as well as other data to the Hospital's Environment of Care Committee, which reports data to the Health System Board of Trustees on a quarterly basis. The HUP Security Department also reports all criminal incidents to the University of Pennsylvania Police Department. To report a criminal incident at HUP, dial 2677 (COPS) from a hospital telephone or call (215) 662-2677 from outside the hospital.

Access to HUP

Security monitors all major entrances to HUP during business hours. After-hours entrance to HUP is restricted to the Emergency Department entrance.

Security Education at HUP

Crime prevention programs and security awareness education are presented annually to the HUP staff, and, when necessary, on a departmental basis.

» **Penn Presbyterian Medical Center (Presbyterian or PPMC)**

Presbyterian Medical Center (Presbyterian or PPMC) is committed to providing a safe and secure environment for the hospital faculty, patients, visitors, and staff. To that end, Presbyterian maintains a Security Department comprised of two sections:

Security Administration, consisting of the Director of Security, who is responsible for all functions of the Presbyterian Security Department and managing all security officers and Information Desk Receptionists, and an Operations Manager, who assists the director.

Security Operations, consisting of uniformed officers divided into three (3) shifts. All PPMC Security Officers are Pennsylvania Act 235 certified; this 40-hour accreditation process is the only recognized professional training curriculum in the Commonwealth of Pennsylvania for private security. The Security Command Center, which operates 24/7/365, is located in the Wright/Saunders Building at the Powelton Avenue Entrance, adjacent to the Emergency Department. Security Operations responds to all security and safety related requests for both routine and emergency services. The officer assigned to the Command Center monitors the CCTV/Controlled Access System as well as safety and security alarms. University of Pennsylvania Police Officers are assigned to the Trauma Center located in the Pavilion for Advanced Care at PPMC. Bike Officers patrol the campus at various times, 7 days a week. The Director of Security and the Security Operations Manager have day-to-day responsibility for the Operations Center.

To contact Presbyterian Security in an emergency or to request assistance, dial extension 8238 from a hospital telephone; (215) 662-8238 or (215) 662-8085 from outside the hospital.

Reporting Crime at Presbyterian

All criminal incidents, suspicious activity, safety issues and requests for assistance should be reported to the Security Command Center at the Powelton Avenue entrance to the Wright/Saunders Building, which is in operation 24/7. Security reports all incidents (criminal, safety, and violations of hospital policies and procedures) as well as other data and statistics to the Environment of Care Committee on a monthly basis.

Access to Presbyterian

Security officers monitor all entrances during normal hours and restrict entry into the hospital after normal hours to the Medical Office building entrance and the Powelton Avenue entrance.

Security Education for Presbyterian

Security Awareness and Crime Prevention training programs are presented to all hospital staff at New Employee Orientation sessions, annually as required, as well as on a departmental basis as requested. Also, all security members must be MOAB (Management Of Aggressive Behavior) trained.

Services Provided

Presbyterian Photo Identification and Card Access Control: Penn Presbyterian Medical Center provides all employees, faculty and staff with photo identification cards that are also used as card keys to access and travel throughout the campus. The Photo Identification Center is located in the Wright/Saunders Building, Room W120. The hours of operation are Monday through Friday, 7:30 a.m. until 12 p.m. There is a replacement charge of \$10 for any lost ID cards.

Assistance and escorts to and from facility parking areas for employees is available upon request. Employees, faculty and staff may also utilize escort services provide by the University at (215) 898-RIDE (7433) or (215) 898-WALK (9255).



» **Jeanne Clery Campus Safety Act (The Clery Act)**

The Jeanne Clery Campus Safety Act (The Clery Act 20 U.S.C. § 1092(f)) requires Penn to provide students and employees with information on its security policies and procedures and specific statistics for certain criminal incidents, arrests and disciplinary referrals and to make the information and statistics available to prospective students and employees upon request. This information is available by calling the Division of Public Safety Office of the Vice President at (215) 898-7515 or visiting www.publicsafety.upenn.edu/clery.

The Division of Public Safety maintains close relationships with all police departments where the University of Pennsylvania owns or controls property. Crimes reported to local police departments that involve University property are brought to the attention of DPS. In addition to collecting Clery crime statistics from local police departments, all reports of crime incidents made directly to DPS through Penn Police Officers, the PennComm Dispatch Center, and Allied Universal Security, as well as all incidents reported to Campus Security Authorities are entered into an integrated computer-aided dispatch/records management system. All entries are recorded in the system in accordance with crime definitions outlined in the FBI Uniform Crime Reporting handbook. Incidents involving sex offenses are entered in accordance with the FBI National Incident Based Reporting System.

To validate that all reports are classified according to the proper crime category, a police supervisor reviews every police report and all reports received from Campus Security Authorities. Personnel assigned to the Records Unit and Police Patrol Commanders periodically audit reports to ensure that information is being collected and entered properly according to crime classifications. On a daily basis crime analysts compare crimes reported directly to the Philadelphia Police 9-1-1 system against all crimes reported to DPS. This process ensures that crimes reported to local police that occur within the Penn patrol boundary are made known to DPS and are accounted for in crime statistics, as well as in the Daily Crime Log.

Statistics reported for subcategories on liquor laws, drug laws, and weapon offenses represent the number of people arrested or referred to campus judicial authorities.

It is important to note that the crime classifications for which colleges and universities must provide statistics differ under state and federal law. Statistics for certain crime classifications might appear to be different. For example, the federal statistics for motor vehicle theft differ from the state statistics for the same category because the federal classification includes attempted motor vehicle thefts, while state law requires institutions to separately report attempted motor vehicle thefts.

Definitions of Crimes Reportable Under The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as Amended by the Higher Education Opportunity Act & the Violence Against Women Act:

Criminal homicide

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

Manslaughter:

Non-negligent Manslaughter [Murder]: The willful (non-negligent) killing of one human being by another.

Manslaughter by Negligence [Criminal Homicide]: The killing of another person through gross negligence.

Sex offenses

Rape: The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration of a sex organ of another person, without the consent of the victim.

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

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

Statutory rape: Sexual intercourse with a person who is under the statutory age of consent.

In Pennsylvania, it is illegal for an adult (someone 18 or older) to have sex with a minor (someone younger than 16), even if the sex is consensual.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of attack is usually assault accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury results from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

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

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

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

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

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

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

Hate Crimes: Includes Criminal Homicide, Sex Offenses, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson, where the law requires the release of statistics by category of prejudice where the victim was intentionally selected because of the perpetrator's bias against the victim based on one of the Categories of Prejudice listed below, plus the following crimes:

A. Larceny Theft: The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another.

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

C. Destruction/Damage/Vandalism of Property: To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

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

Categories of Prejudice under Hate Crimes are as follows:

A. Race—A preformed negative opinion or attitude toward a group of persons who possess common physical characteristics genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind.

B. Gender—A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g, male or female.

C. Religion—A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.

D. Sexual Orientation—A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation – a person's physical, romantic and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual (straight) individuals.

E. Ethnicity—A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture, (often including a shared religion) and/or ideology that stresses common ancestry.

F. National Origin—A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.

G. Disability—A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.

H. Gender Identity—A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity.

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

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

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

» Campus Security Authority (CSA)

A Campus Security Authority (CSA) is an individual who is an official of the institution who has significant responsibility for student and campus activities, including but not limited to:

- Penn Police Officers
- Allied Universal Security Officers
- Student Housing Staff
- Center for Community Standards and Accountability Staff
- Directors of Athletics and Team Coaches
- Faculty Advisor to a student group
- Academic Advisors
- Office of Fraternity and Sorority Life Staff
- Physicians in Campus Health Center
- Dean of Students overseeing Student Housing, a Student Center or student extra-curricular activities
- College House Faculty & Staff in Residence
- Student Resident Advisor (RA) or a Graduate Resident Advisor (GRA)
- Campus Resource Center Staff

Under the Clery Act a crime is reported when a victim, witness, other third party or even the offender brings it to the attention of a CSA or local law enforcement personnel. It does not matter whether or not the individual/s involved in the crime or reporting the crime are associated with the institution. If a CSA receives the crime information and believes it was provided in good faith, he or she should document it as a crime report and provide this report to the Division of Public Safety, UPPD. In "good faith" means there is a reasonable basis for believing that the information is not simply rumor or hearsay. CSAs are not responsible for investigating crimes. Their role is to report all incidents immediately, no matter how minor an incident may seem. All investigations and crime classifications are the responsibility of sworn law enforcement personnel.

A training session for CSAs is conducted annually; those who cannot attend live complete an online training module. All CSAs are provided a web link to a form to report crimes to the Division of Public Safety. All newly hired security officers receive CSA training as part of orientation, while all security officers receive annual CSA training.

There are two classifications of individuals who, although they have significant responsibilities for student and campus activities, are not considered CSAs under the Clery Act. They are pastoral counselors and professional counselors. A pastoral counselor is defined as a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor. A professional counselor is defined as a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification. This definition also applies to professional counselors who are not employees of the institution but are under contract to provide counseling at the institution.

Although pastoral counselors and professional counselors do not have to report crimes that are brought to their attention while serving in an official capacity, they are encouraged to inform their client/s of the procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

» Campus Crime Statistics for the University of Pennsylvania

The law requires statistics for an expanded area beyond the campus and it requires these statistics to be shown in specific geographic categories. (Note that incidents shown in the On-Campus Residential category are also included in the statistics shown in the Campus* category.) The following statistics are provided in compliance with the specific time periods, crime classifications, geographic categories and arrest data mandated by federal law.

**The Clery Act defines:*

Campus as “any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution’s educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the institution and is owned by the institution but controlled by another person, is used by students, and supports the institutional purposes, such as a food or other retail vendor.”

On-Campus Residential is a sub-category of Campus showing the number of on-campus incidents that occur “in dormitories or other residential facilities for students on campus.”

Non-Campus Building or Property as “any building or property owned or controlled by a student organization recognized by the institution; and any building or property, other than a branch campus, owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution’s educational purposes, is used by students, and is not within the same reasonable contiguous geographic area of the institution.”

Public Property as “all public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to the institution’s educational purposes.”

Campus Crime Report

January 1, 2025 through December 31, 2025

Incidents shown in the "On-Campus Residential" category are also included in the statistics shown in the "On-Campus Total" category.

Crime Classification	Campus		Non-Campus	Public Property	TOTAL	Unfounded
	On-Campus Residential	On-Campus Total				
Murder	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Rape	2	3	0	1	4	0
Fondling	1	4	0	1	5	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Stalking	0	2	0	0	2	0
Domestic Violence	0	2	0	7	9	0
Dating Violence	2	2	0	0	2	0
Robbery	1	3	0	18	21	0
Aggravated Assault	0	3	0	10	13	0
Burglary	2	8	0	0	8	0
Motor Vehicle Theft	0	66	0	116	182	0
Arson	0	1	0	0	1	0
Liquor-Law Violations:						
Arrest	0	0	0	1	1	0
Disciplinary Referrals	235	253	1	11	265	0
Drug-Related Violations:						
Arrest	0	1	0	0	0	0
Disciplinary Referrals	6	7	0	1	8	0
Weapons Possessions:						
Arrest	0	3	0	0	3	0
Disciplinary Referrals	0	0	0	0	0	0
Total Unfounded						0

Hate Crimes:

There was one instance of reported vandalism/graffiti at an on-campus location based on religion.

Campus Crime Report

January 1, 2024 through December 31, 2024

Incidents shown in the "On-Campus Residential" category are also included in the statistics shown in the "On-Campus Total" category.

Crime Classification	Campus		Non-Campus	Public Property	TOTAL	Unfounded
	On-Campus Residential	On-Campus Total				
Murder	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Rape	2	3	0	5	8	0
Fondling	2	8	1	2	11	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Stalking	0	1	0	1	2	0
Domestic Violence	1	10	1	7	18	0
Dating Violence	1	1	0	0	1	0
Robbery	0	3	0	12	15	0
Aggravated Assault	1	11	0	17	28	0
Burglary	1	11	1	0	12	0
Motor Vehicle Theft	3	138	0	70	208	1
Arson	0	2	0	3	5	0
Liquor-Law Violations:						
Arrest	0	0	0	3	3	0
Disciplinary Referrals	151	186	6	25	217	0
Drug-Related Violations:						
Arrest	0	0	0	2	2	0
Disciplinary Referrals	17	18	0	0	18	0
Weapons Possessions:						
Arrest	0	2	0	1	3	0
Disciplinary Referrals	6	6	0	0	6	0
Total Unfounded						1

Hate Crimes:

There were zero instances of reported hate crimes for calendar year 2024.

Campus Crime Report

January 1, 2023 through December 31, 2023

Incidents shown in the "On-Campus Residential" category are also included in the statistics shown in the "On-Campus Total" category.

Crime Classification	Campus		Non-Campus	Public Property	TOTAL	Unfounded
	On-Campus Residential	On-Campus Total				
Murder	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0
Rape	2	2	0	3	5	0
Fondling	2	2	0	4	6	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Stalking	1	1	0	0	1	0
Domestic Violence	0	1	0	2	3	0
Dating Violence	1	4	1	3	8	0
Robbery	0	9	0	17	26	0
Aggravated Assault	0	7	0	24	31	0
Burglary	1	7	3	0	10	0
Motor Vehicle Theft	0	8	0	77	85	2
Arson	0	0	0	1	1	0
Liquor-Law Violations:						
Arrest	0	0	0	1	1	0
Disciplinary Referrals	78	90	0	20	110	0
Drug-Related Violations:						
Arrest	0	0	0	0	0	0
Disciplinary Referrals	7	8	0	0	8	0
Weapons Possessions:						
Arrest	0	3	0	0	3	0
Disciplinary Referrals	0	0	0	0	0	0
Total Unfounded						2

Hate Crimes:

There was one instance of intimidation at a public property location based on ethnicity.

There were three instances of intimidation based on religion; two of which were on-campus, and one of which was on-campus residential.

There was one instance of vandalism/graffiti at an on-campus location based on religion.

» **Crime Statistics for Non-contiguous Properties of the University of Pennsylvania**

The Clery Act, as amended, requires separate statistics for specified criminal incidents, arrests and disciplinary referrals for certain non-contiguous properties. The following statistics include reportable crime at non-contiguous properties specified for inclusion in this report for the period January 1, 2023, through December 31, 2025. These statistics conform to the specific definitions, time period and classifications specified by federal law.



Penn Rowing

Campus Crime Report: Morris Arboretum

January 1-December 31 : for the years 2023, 2024 and 2025

Crime Statistics for Non-contiguous Properties of the University of Pennsylvania																		
Crime Classification	Campus						Non-Campus			Public Property			TOTAL			Unfounded		
	On-Campus Residential			On-Campus Total														
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	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	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-Law Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug-Related Violations:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possessions:																		
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Emergency Preparedness: Morris Arboretum has emergency BlueBooks on site as well as conducting annual Emergency Preparedness drills.

Campus Crime Report: New Bolton Center

January 1-December 31 : for the years 2023, 2024 and 2025

Crime Classification	Campus								Non-Campus			Public Property			TOTAL			Unfounded		
	On-Campus Residential			On-Campus Total																
	2024	2023	2022	2022	2023	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-Law Violations:																				
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug-Related Violations:																				
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possessions:																				
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Emergency Preparedness: New Bolton Center has emergency BlueBooks on site as well as conducting annual Emergency Preparedness drills. Security officers provide vehicle patrol Monday-Friday, 3pm to 7am; Saturday and Sunday, 24 hours a day.

Campus Crime Report: University Boathouse
January 1-December 31 : for the years 2023, 2024 and 2025

Crime Classification	Campus				Non-Campus				Public Property				TOTAL				Unfounded			
	On-Campus Residential		On-Campus Total		2024	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
	2024	2023	2022	2021																
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor-Law Violations:																				
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug-Related Violations:																				
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons Possessions:																				
Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Referrals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Emergency Preparedness: University Boathouse has an emergency BlueBook on site as well as conducting an annual Emergency Preparedness drill.



» **The Stop Campus Hazing Act (SCHA)**

The Stop Campus Hazing Act (SCHA), enacted on December 23, 2024, amended the Jeanne Clery Campus Safety Act to prioritize the prevention of and transparency about hazing incidents at colleges and universities.

The University of Pennsylvania Anti-Hazing Policy is published in Almanac, the University’s paper of record: <https://almanac.upenn.edu/#of-record-university-of-pennsylvania-anti-hazing-policy>

In addition, the Center for Community Standards and Accountability prepares a Hazing Transparency Report which may be viewed here: <https://csa.upenn.edu/hazing-report>

Hazing Report - Statistics for Calendar Year 2025

Classification	Campus		Non-Campus	Public Property	TOTAL	Unfounded
	On-Campus Residential	On-Campus Total				
Hazing	1	1	2		3	

University of Pennsylvania Anti-Hazing Policy

The University of Pennsylvania is a scholarly community and expects all members to respect the rights of others to participate in the academic and social environment of the University. Hazing is inconsistent with the goals and purposes of the University and is explicitly prohibited under University policy, Pennsylvania’s Timothy J. Piazza Anti-Hazing Law, and the federal Stop Campus Hazing Act. This policy aligns with state and federal requirements, including reporting obligations under the Jeanne Clery Campus Safety Act as amended by the Stop Campus Hazing Act.

This policy applies to all University students (undergraduate, graduate, and professional) and all student organizations, whether recognized or not, including off-campus and virtual activities. It incorporates obligations under Pennsylvania law and the Stop Campus Hazing Act, including requirements for hazing prevention programs, reporting procedures, and transparency disclosures.

I. Definitions

- A. Student Organization: A student organization is defined as any group at an institution of higher education (including but not limited to clubs, societies, associations, athletic teams or groups, fraternities, sororities, pre-professional and academic groups, performing arts groups, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.
- B. Hazing: For purposes of this Policy, hazing means any intentional, knowing, reckless, or willful act or situation that:

1. recklessly or intentionally endangers the mental or physical health or

safety of a student;

2. willfully destroys or removes public or private property; or

3. creates or causes a risk—beyond reasonable risks inherent to participation in activities such as athletic training—of physical or psychological injury.

Hazing is prohibited when conducted for the purpose of initiation, admission into, affiliation with, or as a condition for ongoing membership in a student organization as defined in Section I.A. Hazing creates an unsafe environment by perpetuating an unhealthy power dynamic and potentially hostile environment. In consideration of what actions or activities may fall under this Policy, the University will consider the context and totality of the circumstances surrounding a reported incident.

For purposes of this Policy, any activity as described herein, upon which initiation, admission, affiliation, or ongoing membership in a student organization as defined in Section I.A is directly or indirectly conditioned, shall be presumed to be “forced” activity, the willingness of an individual to participate in such activity notwithstanding.

Hazing specifically includes, but is not limited to:

- Physical brutality or endangerment, such as kidnapping; restraining someone’s movement or ability to communicate; or striking someone with or without an object
- Forced consumption of food, alcohol, drugs, or other substances
- Extreme mental stress or degradation, including sleep deprivation or forced social exclusion
- Sexual acts compelled as a condition of membership
- Threats or acts that place a person in fear of bodily harm
- Placing a person in a situation of actual or simulated peril or jeopardy
- Undignified stunts or actions, either private or public, and/or any ordeal that is in any respect indecent or shocking to moral scruples or University values
- Willful destruction or removal of property
- Unreasonable financial demands separate from expected dues or other fees that are a condition of ongoing membership for all members
- Any act that violates federal, state, tribal, or local laws and rules, including the Code of Student Conduct, when required as a condition of participation or affiliation

C. Time and Place Limitations: There are time and place limitations on all organization activities related to initiation, admission into, affiliation with, or as a condition for membership. For purposes of this section, orientation or new or continued membership activities include anything expected or required of an applicant or potential new member, or ongoing member in an organization.

1. There shall be no orientation or potential new member activities between midnight and 8:00 a.m.

2. Orientation and potential new member or continued membership activities shall not occupy more than ten hours per week, excluding reasonable varsity-level athletic preparation and competition, study hours, and community service.

3. Orientation or potential new member or continued membership activities must not disrupt educational and other activities of the University community nor damage University property.

Potential new member activities are also subject to the following:

1. The length of any initiation period is limited to six weeks.
 - a. For OFSL groups, more information is available on the website of Penn's Office of Fraternity and Sorority Life.
 - b. With very limited exceptions approved in advance, the University expects that no potential new member or continued membership activities occur during University-recognized breaks.
2. Raids, treasure hunts and scavenger hunts are expressly prohibited.
3. No potential new member shall be required to engage in unreasonable travel inconsistent with University expectations.

II. Enforcement

The Center for Community Standards and Accountability (CSA) is responsible for investigating all allegations of hazing and other forms of student misconduct. Disciplinary processes are set by the Charter of the University of Pennsylvania Student Disciplinary System. Penalties for engaging in hazing activities include University sanctions against individuals and organizations and possible criminal proceedings. Some actions may also be in violation of other University policies and may result in additional sanctions. All students, whether or not they are affiliated with an organization, are governed by the Code of Student Conduct.

A. Individuals: Violations of the Anti-Hazing Policy are subject to sanctions described in the Charter of the University of Pennsylvania Student Disciplinary System, which allows sanctions up to and including expulsion.

B. Organizations: As defined above, all student organizations are subject to sanctions up to and including loss of University recognition and privileges.

C. Criminal and Civil Liability: In addition to the sanctions identified above, a student or organization that engages in hazing or other prohibited activities may be subject to civil and/or criminal liability. In addition to the federal Stop Campus Hazing Act, students and organizations are also subject to Pennsylvania's Timothy J. Piazza Anti-Hazing Law.

D. Hazing Transparency Report: Twice a year, the University will post on a publicly accessible website a Hazing Transparency Report listing all substantiated incidents of hazing. The report will be updated at least twice annually and include, but is not limited to:

- Name of the student organization as defined in Section I.A
- Dates and details of the violation(s)

- Sanctions imposed on the organization and/or individuals

In compliance with FERPA and other applicable privacy laws, the report will not include the names of individual students, or any other personally identifiable information protected under FERPA.

Consistent with the University's obligations under the Clery Act, some of this information shall also be included in the Annual Security Report that is publicly available online.

E. Reporting Incidents of Hazing: There are multiple ways that you can make the University aware of hazing concerns and request support. There is collaboration among the many schools, centers, and resource offices at Penn to ensure that all complaints of hazing are routed appropriately.

You may call the UPenn Division of Public Safety 24/7 at (215) 573-3333 to report concerns of hazing, and you may also make a report via the Public Safety website.

Incidents may also be referred to Penn's Center for Community Standards and Accountability via their website or by calling (215) 898-5651 to make a formal complaint related to violations of University policy.

Suspected violations of policy, law or compliance requirements can be reported via the (215) P-Comply hotline, which is Penn's confidential reporting and help line. Reports can also be made via the (215) P-Comply website. All the reporting options above can receive anonymous reports if desired.

III. Hazing Prevention and Education

In compliance with the Stop Campus Hazing Act, the University will implement campus-wide, research-informed hazing prevention and awareness programs. These programs will include primary prevention strategies, bystander intervention training, and educational resources for students and organizations. Programming related to anti-hazing training is offered throughout the year in many different formats. Trainings include but are not limited to a mandatory Public Safety presentation and video for all incoming undergraduate students, mandatory sessions for all recognized undergraduate student groups, school-specific programming for graduate students, and many other training courses throughout the year. Training is offered as scheduled and is also available to groups upon request by contacting the Office of Student Affairs.

» The Pennsylvania Uniform Crime Reporting Act

The Pennsylvania Uniform Crime Reporting Act requires the release of crime statistics and rates to students and employees, and it requires that those statistics be available to applicants and new employees upon request. The rate is based on the actual number of Full Time Equivalent (FTE) students and employees, calculated according to a state-mandated formula. The index in the table below is based on incidents per 100,000 FTEs. The University's FTE population for 2023 was 45,018, for 2024 was 46,877, and for 2025 was 47,061.

NOTE: The statistics reflect an expanded geographic area beyond the campus.

Offense	2025 CY		2024 CY		2023 CY	
	Offenses Known	Index 100,000	Offenses Known	Index 100,000	Offenses Known	Index 100,000
Criminal Homicide	0	0.0	0	0.0	1	2.2
Forcible Rape	8	17.0	9	19.2	9	20.0
Robbery	32	68.0	28	59.7	38	84.4
Aggravated Assault	25	53.1	41	87.5	39	86.6
Simple Assault	127	269.9	141	300.8	67	148.8
Burglary	29	61.6	49	104.5	44	97.7
Theft	850	1806.2	705	1503.9	842	1870.4
Motor Vehicle Theft	203	431.4	225	480.0	90	199.9
Attempted MV Theft	0	0.0	0	0.0	0	0.0
Arson	1	2.1	6	12.8	2	4.4
Total Part 1	1275		1204		1132	
Forgery/Counterfeiting	1	2.1	1	2.1	3	6.7
Fraud	36	76.5	14	29.9	40	88.9
Embezzlement	0	0.0	1	2.1	1	2.2
Stolen Property (Buying, Receiving, Possessing)	0	0.0	0	0.0	0	0.0
Vandalism	48	102.0	29	61.9	62	137.7
Weapons Offense	6	12.7	2	4.3	4	8.9
Prostitution and Commercialized Vice	0	0.0	0	0.0	0	0.0
Sex Offenses (except Rape and Prostitution)	9	19.1	9	19.2	10	22.2
Drug Abuse Violations	1	2.1	1	2.1	2	4.4
Gambling	0	0.0	0	0.0	0	0.0
Offenses Against Family	9	19.1	1	2.1	0	0.0
Driving Under Influence	3	6.4	3	6.4	4	8.9
Liquor Laws	2	4.2	8	17.1	5	11.1
Drunkeness (except Liquor Violation Laws)	0	0.0	0	0.0	1	2.2
Disorderly Conduct	19	40.4	8	17.1	6	13.3
Vagrancy	0	0.0	0	0.0	0	0.0
All Other Offenses*	56	119.0	130	277.3	130	288.8
Total Part 2	190		207		268	
Grand Totals	1465		1411		1400	

*All other offenses include harassment, harassment by communication, threats, unlawful restraint, loitering and prowling and trespass.

» Daily Crime and Fire Log

The Division of Public Safety (DPS) maintains a combined Daily Crime and Fire Log of all incidents reported to the Division of Public Safety. This includes all crimes, fire-related incidents and other serious incidents that occur on campus, including areas jointly patrolled by the University Police and the Philadelphia Police Department, in non-campus buildings or properties, on public property or within the Penn Patrol Zone.

The Daily Crime and Fire Log includes the incident type, date incident is reported, date and time of occurrence, and general location of each reported incident type, as well as the disposition of the incident, if this information is known. The Division of Public Safety posts specific incidents in the Daily Crime and Fire Log within two business days of receiving a report of an incident and reserves the right to exclude reports from a log in certain circumstances as permitted by law.

The most current 60 days of information is available on a kiosk in the lobby of the Division of Public Safety headquarters, located at 4040 Chestnut Street. In addition, a 60-day Daily Crime and Fire Log is available for public inspection online at www.publicsafety.upenn.edu. The Division of Public Safety also maintains a seven-year archive of the Daily Crime and Fire Log. Requests for information older than 60 days must be directed to the Vice President of the Division of Public Safety. Information will be made available within two business days of a request for public inspection.

The Division of Public Safety also submits the Daily Crime and Fire Log to the University of Pennsylvania's journal of record, Almanac, to be published weekly. It is also available online at <https://almanac.upenn.edu/sections/crimes>. Upon request, the Daily Crime and Fire Log, including incident descriptions, is provided weekly to The Daily Pennsylvanian, which can be viewed online at www.thedp.com/.

» Annual Fire Safety Report

The Higher Education Opportunity Act (HEOA) requires a fire log and Annual Fire Safety Report be maintained by institutions that participate in federal student financial aid programs, descriptions of which follow:

1. Fire Log: Institutions must keep a fire log that states the nature of the fire, date, time, and general location of each fire in on-campus student housing facilities. The University of Pennsylvania complies with this rule by including all fire-related incidents in the Daily Crime and Fire Log. The most current 60 days of information is available in the lobby window of the Division of Public Safety headquarters, located at 4040 Chestnut Street. In addition, a 60-day Daily Crime and Fire Log is available for public inspection online at <http://www.publicsafety.upenn.edu>. The Division of Public Safety also maintains a seven-year archive of the Daily Crime and Fire Log.

Requests for information older than 60 days must be directed to the Vice President of the Division of Public Safety. Information will be made available within two business days of a request for public inspection.

2. Annual Fire Safety Report: Institutions with on-campus student housing facilities must publish annually a fire safety report that provides information on campus fire safety practices and standards. The University of Pennsylvania complies with this regulation by including all fire-related incidents at on-campus student housing facilities as part of the Annual Security & Fire Safety Report. Information contained in this annual fire safety report includes: number and cause of fires at all on-campus student housing facilities; number of fire-related deaths; related injuries; value of fire-related property damage; information on evacuation procedures; fire safety education and training programs; fire safety systems in each student housing

facility; number of regular mandatory supervised fire drills; and policies on portable electrical appliances, smoking and open flames. The Annual Security & Fire Safety Report must include three years of data.

If a fire occurs in any University building, community members should immediately notify Public Safety by dialing 5-1-1 from any land line phone or (215) 573-3333 from any cell phone. Members of the Penn Health System should dial 9-1-1 from a landline or call Public Safety at (215) 573-3333. Public Safety will initiate a response as the department has a direct dial phone line to the Philadelphia Fire Department and can summon the fire department quickly through this method of communication. If a member of the Penn community finds evidence of a fire that has been extinguished, and the person is not sure whether Public Safety has already responded, the community member should immediately notify Public Safety to investigate and document the incident.

The campus fire alarm systems alert community members of potential hazards. Community members are required to heed an activated fire alarm system and evacuate a building immediately. Use the nearest available exit to evacuate the building. Gather outside at either the primary or secondary Building Area of Refuge (B.A.R.) as noted on the building's Emergency Procedures Bulletin. Community members should familiarize themselves with the exits in each building.

When a fire alarm is activated, the elevators in most buildings will automatically recall to a pre-designated fire safe floor. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency phone button. The emergency phones in elevators on campus ring to a dispatcher working inside of the PennComm Center within DPS. Penn Community members who self-identify as needing additional assistance in emergency situations are provided instructions on how to safely evacuate a building by Fire Emergency Services during special training sessions and are assigned an assistant who is a member of their building's Penn Emergency Team.

Fire Alarm, Detection and Suppression Systems

All University buildings, including residential halls and fraternities and sororities, are equipped with fire alarm systems with fire detection components and are monitored by PennComm at the Division of Public Safety Headquarters, 24/7. Non-Penn owned fraternities and sororities are monitored by independent fire alarm companies, which are required to immediately call the Philadelphia Fire Department and PennComm during the receipt of a fire alarm, 24/7.

All residential halls, fraternities and sororities, including non-Penn owned fraternities and sororities, are equipped with automatic fire sprinkler systems monitored by the building fire alarm system.

Health and Safety Inspections

The Departments of Fire and Emergency Services and Residential Services perform residential inspections at mid-year, usually during the winter break. Residents are notified beforehand of the inspection process. The inspections are conducted to identify safety violations as well as conditions that may be detrimental to the health or wellbeing of the wider residential community.

The inspections include a visual examination of electrical cords, sprinkler heads, smoke detectors and other life safety systems. In addition, each room is examined for the presence of prohibited items such as candles, halogen lamps, open coiled appliances, pets, etc. Rooms are also examined for evidence of prohibited activity such as smoking in the room, removal of door closers, unauthorized door locking or alarm mechanisms, removal of security screens or other

equipment, tampering with life safety equipment, etc. This inspection also includes a general assessment of cleanliness of the room, including food and waste storage.

Safety inspection violations are reported to the residential program staff and are pursued by Residential Services or College House staff. Those residential staff members are expected to communicate concerns with involved residents, informing them of possible sanctions ranging from fines to expulsion from housing, and to document such follow up.

The resident's signature on the Housing Services Occupancy Agreement, required in order to take occupancy, signifies their acceptance of and responsibility for abiding by residential and University policies as provided through all printed publications, web sites, email and other vehicles. Specific Health and Safety policies and procedures are outlined in the Residential Handbook as well as the Occupancy Agreement. Per the agreement, Housing Services may enter any room at any time for the purposes of inspection, establishment of order, maintenance, extermination, inventory correction, cleaning, or in case of emergency or other reasonable purposes.

» Fire Definitions

Fire: Rapid oxidation of combustible material accompanied by heat, light and smoke of combustible material, which is found outside of its normal appliance, whether or not it is extinguished prior to arrival of emergency personnel.

Fire-related Deaths: Number of persons who were fatalities because of a fire incident, including death resulting from a natural or accidental cause while involved in fire control, attempting a rescue, or persons escaping from the fire scene (an individual who dies within one (1) year of injuries sustained as a result of a fire).

Fire-related Injuries: Number of persons receiving injuries from fire-related incidents, including an injury from a natural or accidental cause who received medical treatment at a local medical facility. This includes first responders attempting to control the fire or attempting a rescue, or persons escaping from the fire scene. Persons may include students, faculty, staff, visitors, firefighters, or any other individuals.

Estimated U.S. Dollar Loss Related to Fire Incidents: Estimated total U.S. dollar loss of both contents and structure or property destroyed because of a fire incident, not loss of business.

Evacuation Procedures Posted: When a fire alarm is activated, evacuation is mandatory. DO NOT use elevators; evacuate the building using the nearest available exit and proceed to the Building Area of Refuge (B.A.R.) to begin an accountability and assessment process.

Fire Alarms Monitored by PennComm: Fire alarms are monitored 24 hours a day, seven days a week, 52 weeks a year within the Division of Public Safety by PennComm Dispatchers.

Fire Safety Training Programs Delivered: Number of training programs delivered by Fire and Emergency Services or other responsible persons of authority within the University or city of Philadelphia to occupants of residence halls, fraternities and sororities concerning fire prevention and emergency preparedness.

Buildings Equipped with Fire Alarm Systems and Smoke Detectors: Buildings that have functional fire alarm systems and smoke detectors installed. Please note, all residence halls, fraternities and sororities are equipped with a functional fire alarm system and smoke detectors.

Buildings Protected with Automatic Sprinkler System Throughout: Indicates an automatic sprinkler system protects all areas of a building. Please note, all residence halls, fraternities and sororities are equipped with sprinkler systems throughout. Residence Halls have wet-pipe automatic sprinkler systems and all fraternity and sororities have automatic sprinkler systems with a combination of wet and dry pipe sprinkler systems.

Emergency Evacuation Drills (formerly known as Fire Drills): The number of supervised scheduled drills or actual events at campus residence halls, fraternities or sororities that are facilitated and certified by the Division of Public Safety's Fire & Emergency Services (FES) department in cooperation with assigned University building personnel. Various drills are conducted throughout the year to familiarize students, faculty and staff with emergency procedures and individual roles. Each year FES facilitates four emergency evacuation drills targeting all residential halls, fraternities and sororities. In accordance with the Philadelphia Fire Code all academic and administrative buildings undergo the required number of emergency evacuation drills each year. Any building that does not fall under the Philadelphia Fire Code requirements also undergoes a minimum of one emergency evacuation drill each year. Additionally, all University buildings are required to participate in an annual Shelter - In - Place Awareness Drill.

» Fire Policies for On-Campus Student Housing Facilities

Fire and Emergency Safety

Residents are expected to comply and familiarize themselves with the Fire and Emergency Safety procedures of the University. Compliance includes properly evacuating, following the instructions of emergency personnel, and not damaging, tampering with, or blocking fire safety equipment or signs. Banners, flags, nets, holiday lighting, cable wire, and hangers cannot be installed in such a way as to interfere with the operation of any fire safety equipment (i.e. sprinkler heads or smoke detectors). No items may be installed on or suspended from the ceilings nor should non-flame-resistant decorations be hung on room/suite doors or hallway bulletin boards. Additionally, residents should not place furniture or items in any halls, fire exits, or otherwise block any other means of egress. Residents who fail to comply with any of the above are subject to fines and disciplinary action.

Portable Electrical Appliances: Hot plates, halogen lamps, immersion coils, air conditioners, freezers, dishwashers, washing machines, and open-coil appliances are prohibited in University residences as they pose a threat of electrical overload and/or fire.

- Space heaters may only be used when installed by Facilities Services.
- Microwaves, computers, stereos, televisions, radios, irons, non-commercial hairdryers, and other similar appliances are permitted, unless specifically prohibited by the residence staff. All appliances must have a manufacturer's label that show the electrical ratings and listing by a nationally recognized testing laboratory (e.g., ETL, UL, etc.). We strongly recommend the use of surge protectors.
- Microfridges may be rented from Campus Services Incorporated, see the Housing website

for contact information. No more than one refrigerator may be installed per room or apartment, not including those provided by the University.

- Caution should be taken to prevent fire hazards resulting from excessive use of appliances and over-dependence on power strips and extension cords.

Lamps: A Special Safety Advisory – The use of halogen lamps is **prohibited**.

- Carefully read all safety instructions and warnings that accompany any lamp.
- Never use bulbs of a higher wattage or of a different style than is recommended by the manufacturer's instruction.
- Never remove or discard a bulb that is hot to the touch; don't try to operate a lamp that has damaged or missing parts.
- Do not place lamps near clothing, draperies, or bedding, as incidental contact with the lamp bulb could ignite the material. Keep lamps away from windows, bunk beds, and closets.
- NEVER place materials such as towels or clothing on top of lamps.
- Avoid placing lamps in location where they may be knocked over.
- Always remember to turn off or unplug any lamp when changing bulbs or when leaving your room/apartment.
- Taking proper precautions and guarding against potential hazards posed by lamps will help ensure community safety.

Smoking: Smoking, including hookahs and other smoking paraphernalia, is prohibited in all residential buildings, and outdoors within 20 feet of windows and doors. Some houses have additional restrictions. Those who violate this policy may face disciplinary actions, fines, and possible termination of their Housing Agreement.

Open Flame: Fire or smoke producing articles, such as Bunsen burners, portable stoves, kerosene lamps, cut trees, incense and candles are prohibited in residence. Possession of hibachis, barbecue grills, smokers, potpourri burning units or other fire-starting devices/substances is prohibited in residences, as is their use in residential areas or adjacent outdoor space without staff supervision. Violators are subject to judicial action and criminal prosecution. Exceptions are made for religious observances, only when pre-approved and in a monitored public area.

In the few areas where there is a functional fireplace, students must obtain approval for use. Before starting a fire, remove all combustible materials from the area and be sure the flue is open. Keep a screen in front of the fireplace while the fire is burning. Do not use liquid fuel starter and when using paper, limit the amount to avoid quick acceleration that could cause a flare up.

» **Reported Fires for 2025 by Building Location For All University of Pennsylvania**

Location	Total Fires In Each Building	Fire Number	Date	Time	Cause of Fire	
ON CAMPUS RESIDENCE HALLS						
Quadrangle (3700 Spruce Street)	0		N/A	N/A	N/A	
Harnwell House (3820 Locust Walk)	0		N/A	N/A	N/A	
W.E.B. Du Bois (3900 Walnut Street)	0		N/A	N/A	N/A	
Mayer Hall (3817 Spruce Street)	1	1	1/17/25	2:08pm	Cooking Equipment	
Sansom West (3650 Chestnut Street)	0		N/A	N/A	N/A	
Rodin (HRN) (3901 Locust Walk)	0		N/A	N/A	N/A	
Harrison (HRS) (3910 Irving Street)	0		N/A	N/A	N/A	
Class of '25 (3941 Irving Street)	0		N/A	N/A	N/A	
Van Pelt Manor (3909 Spruce Street)	0		N/A	N/A	N/A	
Stouffer Commons (3715 Woodland Walk)	0		N/A	N/A	N/A	
Hill House (3333 Walnut Street)	0		N/A	N/A	N/A	
Kings Court (3565 Sansom Street)	1	1	10/13/25	4:03pm	Electrical Appliance	
English House (3565 Sansom Street)	0		N/A	N/A	N/A	
Lauder College House (3335 Woodland W.)	0		N/A	N/A	N/A	
Gutmann College House (211 S. 40th St.)	1	1	10/26/25	5:49pm	Cooking Equipment	
*Radian (3925 Walnut St)	1	1	2/15/25	6:53pm	Cooking Equipment	
FRATERNITIES						
Alpha Chi Rho (219 S. 36th Street)	0		N/A	N/A	N/A	
Alpha Epsilon Pi (4040-4042 Walnut Street)	0		N/A	N/A	N/A	
Alpha Tao Omega (225 S. 39th Street)	0		N/A	N/A	N/A	
Beta Theta Pi (3900-3902 Spruce Street)	0		N/A	N/A	N/A	
Delta Kappa Epsilon (307 S. 39th Street)	0		N/A	N/A	N/A	
Delta Phi (3627 Locust Walk)	0		N/A	N/A	N/A	
Delti Psi (3637 Locust Walk)	0		N/A	N/A	N/A	
Kappa Alpha Society (124 S. 39th Street)	0		N/A	N/A	N/A	
Kappa Sigma (3706 Locust Walk)	0		N/A	N/A	N/A	
Phi Delta Theta (3700 Locust Walk)	0		N/A	N/A	N/A	
Phi Gamma Delta (3619 Locust Walk)	0		N/A	N/A	N/A	
Phi Kappa Psi (3934 Spruce Street)	0		N/A	N/A	N/A	
Pi Kappa Alpha (3916 Spruce Street)	0		N/A	N/A	N/A	
Psi Upsilon (250 S. 36th Street)	0		N/A	N/A	N/A	
Sigma Alpha Epsilon (3908 Spruce Street)	0		N/A	N/A	N/A	
Sigma Alpha Mu (3817 Walnut Street)	0		N/A	N/A	N/A	
Sigma Chi (3809 Locust Walk)	0		N/A	N/A	N/A	
Sigma Nu (3819 Walnut Street)	0		N/A	N/A	N/A	
Sigma Phi Epsilon (4028 Walnut Street)	0		N/A	N/A	N/A	
Zeta Beta Tau (235 S. 39th Street)	0		N/A	N/A	N/A	
Zeta Psi (3337 Walnut Street)	0		N/A	N/A	N/A	
SORORITIES						
Alpha Phi (4045 Walnut Street)	0		N/A	N/A	N/A	
Chi Omega (3926 Spruce Street)	0		N/A	N/A	N/A	
Delta Delta Delta (4042-4044 Spruce Street)	0		N/A	N/A	N/A	
Kappa Alpha Theta (130-132 S. 39th Street)	0		N/A	N/A	N/A	
Sigma Delta Tau (3833 Walnut Street)	0		N/A	N/A	N/A	
Sigma Kappa (3928 Spruce Street)	0		N/A	N/A	N/A	
Zeta Tau Alpha (4027 Walnut Street)	0		N/A	N/A	N/A	
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* The Radian is serving as a College House for the Upperclass Community from Fall 2023 through Spring 2026.

On-Campus Residence Halls, Fraternities & Sororities

Location	Number Of Injuries That Required Treatment At A Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire	Case Number
ON CAMPUS RESIDENCE HALLS				
Quadrangle (3700 Spruce Street)	N/A	N/A	N/A	N/A
Harnwell House (3820 Locust Walk)	N/A	N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	N/A	N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	0	0	0	2025-00181
Sansom West (3650 Chestnut Street)	N/A	N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	N/A	N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	N/A	N/A	N/A	N/A
Class of '25 (3941 Irving Street)	N/A	N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	N/A	N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	N/A	N/A	N/A	N/A
Hill House (3333 Walnut Street)	N/A	N/A	N/A	N/A
Kings Court (3565 Sansom Street)	0	0	0	2025-04833
English House (3565 Sansom Street)	N/A	N/A	N/A	N/A
Lauder College House (3335 Woodland W.)	N/A	N/A	N/A	N/A
Gutmann College House (211 S. 40th St.)	0	0	0	2025-05132
*Radian (3925 Walnut St)	0	0	0	2025-00680
FRATERNITIES				
Alpha Chi Rho (219 S. 36th Street)	N/A	N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	N/A	N/A	N/A	N/A
Alpha Tao Omega (225 S. 39th Street)	N/A	N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	N/A	N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	N/A	N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	N/A	N/A	N/A	N/A
Delti Psi (3637 Locust Walk)	N/A	N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	N/A	N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	N/A	N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	N/A	N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	N/A	N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	N/A	N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	N/A	N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	N/A	N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	N/A	N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	N/A	N/A	N/A	N/A
Sigma Nu (3819 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	N/A	N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	N/A	N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	N/A	N/A	N/A	N/A
SORORITIES				
Alpha Phi (4045 Walnut Street)	N/A	N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	N/A	N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	N/A	N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	N/A	N/A	N/A	N/A
Sigma Delta Tau (3833 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	N/A	N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	N/A	N/A	N/A	N/A
TOTALS	0	0	0	

» **Reported Fires for 2024 by Building Location For All University of Pennsylvania**

Location	Total Fires In Each Building	Fire Number	Date	Time	Cause of Fire	
ON CAMPUS RESIDENCE HALLS						
Quadrangle (3700 Spruce Street)	0		N/A	N/A	N/A	
Harnwell House (3820 Locust Walk)	0		N/A	N/A	N/A	
W.E.B. Du Bois (3900 Walnut Street)	0		N/A	N/A	N/A	
Mayer Hall (3817 Spruce Street)	0		N/A	N/A	N/A	
Sansom West (3650 Chestnut Street)	0		N/A	N/A	N/A	
Rodin (HRN) (3901 Locust Walk)	0		N/A	N/A	N/A	
Harrison (HRS) (3910 Irving Street)	0		N/A	N/A	N/A	
Class of '25 (3941 Irving Street)	0		N/A	N/A	N/A	
Van Pelt Manor (3909 Spruce Street)	0		N/A	N/A	N/A	
Stouffer Commons (3715 Woodland Walk)	0		N/A	N/A	N/A	
Hill House (3333 Walnut Street)	0		N/A	N/A	N/A	
Kings Court (3565 Sansom Street)	0		N/A	N/A	N/A	
English House (3565 Sansom Street)	0		N/A	N/A	N/A	
Lauder College House (3335 Woodland W.)	0		N/A	N/A	N/A	
Gutmann College House (211 S. 40th St.)	0		N/A	N/A	N/A	
*Radian (3925 Walnut St)	0		N/A	N/A	N/A	
FRATERNITIES						
Alpha Chi Rho (219 S. 36th Street)	0		N/A	N/A	N/A	
Alpha Epsilon Pi (4040-4042 Walnut Street)	0		N/A	N/A	N/A	
Alpha Tao Omega (225 S. 39th Street)	0		N/A	N/A	N/A	
Beta Theta Pi (3900-3902 Spruce Street)	0		N/A	N/A	N/A	
Delta Kappa Epsilon (307 S. 39th Street)	0		N/A	N/A	N/A	
Delta Phi (3627 Locust Walk)	0		N/A	N/A	N/A	
Delti Psi (3637 Locust Walk)	0		N/A	N/A	N/A	
Kappa Alpha Society (124 S. 39th Street)	0		N/A	N/A	N/A	
Kappa Sigma (3706 Locust Walk)	0		N/A	N/A	N/A	
Phi Delta Theta (3700 Locust Walk)	0		N/A	N/A	N/A	
Phi Gamma Delta (3619 Locust Walk)	0		N/A	N/A	N/A	
Phi Kappa Psi (3934 Spruce Street)	0		N/A	N/A	N/A	
Pi Kappa Alpha (3916 Spruce Street)	0		N/A	N/A	N/A	
Psi Upsilon (250 S. 36th Street)	0		N/A	N/A	N/A	
Sigma Alpha Epsilon (3908 Spruce Street)	0		N/A	N/A	N/A	
Sigma Alpha Mu (3817 Walnut Street)	0		N/A	N/A	N/A	
Sigma Chi (3809 Locust Walk)	0		N/A	N/A	N/A	
Sigma Nu (3819 Walnut Street)	0		N/A	N/A	N/A	
Sigma Phi Epsilon (4028 Walnut Street)	0		N/A	N/A	N/A	
Zeta Beta Tau (235 S. 39th Street)	0		N/A	N/A	N/A	
Zeta Psi (3337 Walnut Street)	0		N/A	N/A	N/A	
SORORITIES						
Alpha Phi (4045 Walnut Street)	0		N/A	N/A	N/A	
Chi Omega (3926 Spruce Street)	0		N/A	N/A	N/A	
Delta Delta Delta (4042-4044 Spruce Street)	0		N/A	N/A	N/A	
Kappa Alpha Theta (130-132 S. 39th Street)	0		N/A	N/A	N/A	
Sigma Delta Tau (3833 Walnut Street)	0		N/A	N/A	N/A	
Sigma Kappa (3928 Spruce Street)	0		N/A	N/A	N/A	
Zeta Tau Alpha (4027 Walnut Street)	0		N/A	N/A	N/A	
N/A		N/A				

* The Radian is serving as a College House for the Upperclass Community from Fall 2023 through Spring 2026.

On-Campus Residence Halls, Fraternities & Sororities

	Location	Number Of Injuries That Required Treatment At A Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire	Case Number
ON CAMPUS RESIDENCE HALLS					
	Quadrangle (3700 Spruce Street)	N/A	N/A	N/A	N/A
	Harnwell House (3820 Locust Walk)	N/A	N/A	N/A	N/A
	W.E.B. Du Bois (3900 Walnut Street)	N/A	N/A	N/A	N/A
	Mayer Hall (3817 Spruce Street)	N/A	N/A	N/A	N/A
	Sansom West (3650 Chestnut Street)	N/A	N/A	N/A	N/A
	Rodin (HRN) (3901 Locust Walk)	N/A	N/A	N/A	N/A
	Harrison (HRS) (3910 Irving Street)	N/A	N/A	N/A	N/A
	Class of '25 (3941 Irving Street)	N/A	N/A	N/A	N/A
	Van Pelt Manor (3909 Spruce Street)	N/A	N/A	N/A	N/A
	Stouffer Commons (3715 Woodland Walk)	N/A	N/A	N/A	N/A
	Hill House (3333 Walnut Street)	N/A	N/A	N/A	N/A
	Kings Court (3565 Sansom Street)	N/A	N/A	N/A	N/A
	English House (3565 Sansom Street)	N/A	N/A	N/A	N/A
	Lauder College House (3335 Woodland W.)	N/A	N/A	N/A	N/A
	Gutmann College House (211 S. 40th St.)	N/A	N/A	N/A	N/A
	*Radian (3925 Walnut St)	N/A	N/A	N/A	N/A
FRATERNITIES					
	Alpha Chi Rho (219 S. 36th Street)	N/A	N/A	N/A	N/A
	Alpha Epsilon Pi (4040-4042 Walnut Street)	N/A	N/A	N/A	N/A
	Alpha Tao Omega (225 S. 39th Street)	N/A	N/A	N/A	N/A
	Beta Theta Pi (3900-3902 Spruce Street)	N/A	N/A	N/A	N/A
	Delta Kappa Epsilon (307 S. 39th Street)	N/A	N/A	N/A	N/A
	Delta Phi (3627 Locust Walk)	N/A	N/A	N/A	N/A
	Delti Psi (3637 Locust Walk)	N/A	N/A	N/A	N/A
	Kappa Alpha Society (124 S. 39th Street)	N/A	N/A	N/A	N/A
	Kappa Sigma (3706 Locust Walk)	N/A	N/A	N/A	N/A
	Phi Delta Theta (3700 Locust Walk)	N/A	N/A	N/A	N/A
	Phi Gamma Delta (3619 Locust Walk)	N/A	N/A	N/A	N/A
	Phi Kappa Psi (3934 Spruce Street)	N/A	N/A	N/A	N/A
	Pi Kappa Alpha (3916 Spruce Street)	N/A	N/A	N/A	N/A
	Psi Upsilon (250 S. 36th Street)	N/A	N/A	N/A	N/A
	Sigma Alpha Epsilon (3908 Spruce Street)	N/A	N/A	N/A	N/A
	Sigma Alpha Mu (3817 Walnut Street)	N/A	N/A	N/A	N/A
	Sigma Chi (3809 Locust Walk)	N/A	N/A	N/A	N/A
	Sigma Nu (3819 Walnut Street)	N/A	N/A	N/A	N/A
	Sigma Phi Epsilon (4028 Walnut Street)	N/A	N/A	N/A	N/A
	Zeta Beta Tau (235 S. 39th Street)	N/A	N/A	N/A	N/A
	Zeta Psi (3337 Walnut Street)	N/A	N/A	N/A	N/A
SORORITIES					
	Alpha Phi (4045 Walnut Street)	N/A	N/A	N/A	N/A
	Chi Omega (3926 Spruce Street)	N/A	N/A	N/A	N/A
	Delta Delta Delta (4042-4044 Spruce Street)	N/A	N/A	N/A	N/A
	Kappa Alpha Theta (130-132 S. 39th Street)	N/A	N/A	N/A	N/A
	Sigma Delta Tau (3833 Walnut Street)	N/A	N/A	N/A	N/A
	Sigma Kappa (3928 Spruce Street)	N/A	N/A	N/A	N/A
	Zeta Tau Alpha (4027 Walnut Street)	N/A	N/A	N/A	N/A
TOTALS		0			

» **Reported Fires for 2023 by Building Location For All University of Pennsylvania**

Location	Total Fires In Each Building	Fire Number	Date	Time	Cause of Fire	
ON CAMPUS RESIDENCE HALLS						
Quadrangle (3700 Spruce Street)	2	1	11/03/2023	2:50am	Electrical	
		1	4/20/2023	9:12am	Electrical Appliance	
Harnwell House (3820 Locust Walk)	0		N/A	N/A	N/A	
W.E.B. Du Bois (3900 Walnut Street)	0		N/A	N/A	N/A	
Mayer Hall (3817 Spruce Street)	1	1	07/24/2023	7:58am	Cooking Equipment	
Sansom West (3650 Chestnut Street)	0		N/A	N/A	N/A	
Rodin (HRN) (3901 Locust Walk)	0		N/A	N/A	N/A	
Harrison (HRS) (3910 Irving Street)	0		N/A	N/A	N/A	
Class of '25 (3941 Irving Street)	0		N/A	N/A	N/A	
Van Pelt Manor (3909 Spruce Street)	0		N/A	N/A	N/A	
Stouffer Commons (3715 Woodland Walk)	0		N/A	N/A	N/A	
Hill House (3333 Walnut Street)	0		N/A	N/A	N/A	
Kings Court (3565 Sansom Street)	0		N/A	N/A	N/A	
English House (3565 Sansom Street)	0		N/A	N/A	N/A	
Lauder College House (3335 Woodland W.)	0		N/A	N/A	N/A	
Gutmann College House (211 S. 40th St.)	0		N/A	N/A	N/A	
*Radian (3925 Walnut St)	0		N/A	N/A	N/A	
FRATERNITIES						
Alpha Chi Rho (219 S. 36th Street)	0		N/A	N/A	N/A	
Alpha Epsilon Pi (4040-4042 Walnut Street)	0		N/A	N/A	N/A	
Alpha Tao Omega (225 S. 39th Street)	0		N/A	N/A	N/A	
Beta Theta Pi (3900-3902 Spruce Street)	0		N/A	N/A	N/A	
Delta Kappa Epsilon (307 S. 39th Street)	0		N/A	N/A	N/A	
Delta Phi (3627 Locust Walk)	1	1	09/05/2023	7:06pm	Cooking Equipment	
Delti Psi (3637 Locust Walk)	0		N/A	N/A	N/A	
Kappa Alpha Society (124 S. 39th Street)	0		N/A	N/A	N/A	
Kappa Sigma (3706 Locust Walk)	0		N/A	N/A	N/A	
Phi Delta Theta (3700 Locust Walk)	0		N/A	N/A	N/A	
Phi Gamma Delta (3619 Locust Walk)	0		N/A	N/A	N/A	
Phi Kappa Psi (3934 Spruce Street)	0		N/A	N/A	N/A	
Pi Kappa Alpha (3916 Spruce Street)	0		N/A	N/A	N/A	
Psi Upsilon (250 S. 36th Street)	0		N/A	N/A	N/A	
Sigma Alpha Epsilon (3908 Spruce Street)	0		N/A	N/A	N/A	
Sigma Alpha Mu (3817 Walnut Street)	0		N/A	N/A	N/A	
Sigma Chi (3809 Locust Walk)	0		N/A	N/A	N/A	
Sigma Nu (3819 Walnut Street)	0		N/A	N/A	N/A	
Sigma Phi Epsilon (4028 Walnut Street)	0		N/A	N/A	N/A	
Zeta Beta Tau (235 S. 39th Street)	0		N/A	N/A	N/A	
Zeta Psi (3337 Walnut Street)	0		N/A	N/A	N/A	
SORORITIES						
Alpha Phi (4045 Walnut Street)	0		N/A	N/A	N/A	
Chi Omega (3926 Spruce Street)	0		N/A	N/A	N/A	
Delta Delta Delta (4042-4044 Spruce Street)	0		N/A	N/A	N/A	
Kappa Alpha Theta (130-132 S. 39th Street)	0		N/A	N/A	N/A	
Sigma Kappa (3928 Spruce Street)	0		N/A	N/A	N/A	
Zeta Tau Alpha (4027 Walnut Street)	0		N/A	N/A	N/A	
TOTALS	4	4				

* The Radian is serving as a College House for the Upperclass Community from Fall 2023 through Spring 2026.

On-Campus Residence Halls, Fraternities & Sororities

Location	Number Of Injuries That Required Treatment At A Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused By Fire	Case Number
ON CAMPUS RESIDENCE HALLS				
Quadrangle (3700 Spruce Street)	0	0	0	2023-05851
	2	0	\$80,295	2023-02132
Harnwell House (3820 Locust Walk)	N/A	N/A	N/A	N/A
W.E.B. Du Bois (3900 Walnut Street)	N/A	N/A	N/A	N/A
Mayer Hall (3817 Spruce Street)	0	0	0	2023-03813
Sansom West (3650 Chestnut Street)	N/A	N/A	N/A	N/A
Rodin (HRN) (3901 Locust Walk)	N/A	N/A	N/A	N/A
Harrison (HRS) (3910 Irving Street)	N/A	N/A	N/A	N/A
Class of '25 (3941 Irving Street)	N/A	N/A	N/A	N/A
Van Pelt Manor (3909 Spruce Street)	N/A	N/A	N/A	N/A
Stouffer Commons (3715 Woodland Walk)	N/A	N/A	N/A	N/A
Hill House (3333 Walnut Street)	N/A	N/A	N/A	N/A
Kings Court (3565 Sansom Street)	N/A	N/A	N/A	N/A
English House (3565 Sansom Street)	N/A	N/A	N/A	N/A
Lauder College House (3335 Woodland W.)	N/A	N/A	N/A	N/A
Gutmann College House (211 S. 40th St.)	N/A	N/A	N/A	N/A
*Radian (3925 Walnut St)	N/A	N/A	N/A	N/A
FRATERNITIES				
Alpha Chi Rho (219 S. 36th Street)	N/A	N/A	N/A	N/A
Alpha Epsilon Pi (4040-4042 Walnut Street)	N/A	N/A	N/A	N/A
Alpha Tau Omega (225 S. 39th Street)	N/A	N/A	N/A	N/A
Beta Theta Pi (3900-3902 Spruce Street)	N/A	N/A	N/A	N/A
Delta Kappa Epsilon (307 S. 39th Street)	N/A	N/A	N/A	N/A
Delta Phi (3627 Locust Walk)	0	0	0	2023-04621
Delti Psi (3637 Locust Walk)	N/A	N/A	N/A	N/A
Kappa Alpha Society (124 S. 39th Street)	N/A	N/A	N/A	N/A
Kappa Sigma (3706 Locust Walk)	N/A	N/A	N/A	N/A
Phi Delta Theta (3700 Locust Walk)	N/A	N/A	N/A	N/A
Phi Gamma Delta (3619 Locust Walk)	N/A	N/A	N/A	N/A
Phi Kappa Psi (3934 Spruce Street)	N/A	N/A	N/A	N/A
Pi Kappa Alpha (3916 Spruce Street)	N/A	N/A	N/A	N/A
Psi Upsilon (250 S. 36th Street)	N/A	N/A	N/A	N/A
Sigma Alpha Epsilon (3908 Spruce Street)	N/A	N/A	N/A	N/A
Sigma Alpha Mu (3817 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Chi (3809 Locust Walk)	N/A	N/A	N/A	N/A
Sigma Nu (3819 Walnut Street)	N/A	N/A	N/A	N/A
Sigma Phi Epsilon (4028 Walnut Street)	N/A	N/A	N/A	N/A
Zeta Beta Tau (235 S. 39th Street)	N/A	N/A	N/A	N/A
Zeta Psi (3337 Walnut Street)	N/A	N/A	N/A	N/A
SORORITIES				
Alpha Phi (4045 Walnut Street)	N/A	N/A	N/A	N/A
Chi Omega (3926 Spruce Street)	N/A	N/A	N/A	N/A
Delta Delta Delta (4042-4044 Spruce Street)	N/A	N/A	N/A	N/A
Kappa Alpha Theta (130-132 S. 39th Street)	N/A	N/A	N/A	N/A
Sigma Kappa (3928 Spruce Street)	N/A	N/A	N/A	N/A
Zeta Tau Alpha (4027 Walnut Street)	N/A	N/A	N/A	N/A
TOTALS	0	0	\$80,295	



» 2024-25 Academic Year Residential Fire Safety Amenities by Building Location For All University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year*
ON CAMPUS RESIDENCE HALLS					
Quadrangle	YES	YES	YES	YES	4
Harnwell House	YES	YES	YES	YES	4
W.E.B. Du Bois	YES	YES	YES	YES	4
Mayer Hall	YES	YES	YES	YES	4
Sansom West	YES	YES	YES	YES	4
Rodin (HRN)	YES	YES	YES	YES	4
Harrison (HRS)	YES	YES	YES	YES	4
Class of '25	YES	YES	YES	YES	4
Van Pelt Manor	YES	YES	YES	YES	4
Stouffer Commons	YES	YES	YES	YES	4
Hill House	YES	YES	YES	YES	4
Kings Court	YES	YES	YES	YES	4
English House	YES	YES	YES	YES	4
Lauder College House	YES	YES	YES	YES	4
Gutmann College House	YES	YES	YES	YES	4
**Radian (3925 Walnut St)	YES	YES	YES	YES	4
FRATERNITIES					
Alpha Chi Rho	YES	YES	YES	YES	4
Alpha Epsilon Pi	YES	YES	YES	YES	4
Alpha Tao Omega	YES	YES	YES	YES	4
Beta Theta Pi	YES	YES	YES	YES	4
Delta Kappa Epsilon	YES	YES	YES	YES	4
Delta Phi	YES	YES	YES	YES	4
Delti Psi	YES	YES	YES	YES	4
Kappa Alpha Society	YES	YES	YES	YES	4
Kappa Sigma	YES	YES	YES	YES	4
Phi Delta Theta	YES	YES	YES	YES	4
Phi Gamma Delta	YES	YES	YES	YES	4
Phi Kappa Psi	YES	YES	YES	YES	4
Pi Kappa Alpha	YES	YES	YES	YES	4
Psi Upsilon	YES	YES	YES	YES	4
Sigma Alpha Epsilon	YES	YES	YES	YES	4
Sigma Alpha Mu	YES	YES	YES	YES	4
Sigma Chi	YES	YES	YES	YES	4
Sigma Nu	YES	YES	YES	YES	4
Sigma Phi Epsilon	YES	YES	YES	YES	4
Zeta Beta Tau	YES	YES	YES	YES	4
Zeta Psi	YES	YES	YES	YES	4
SORORITIES					
Alpha Phi	YES	YES	YES	YES	4
Chi Omega	YES	YES	YES	YES	4
Delta Delta Delta	YES	YES	YES	YES	4
Kappa Alpha Theta	YES	YES	YES	YES	4
Sigma Delta Tau	YES	YES	YES	YES	4
Sigma Kappa	YES	YES	YES	YES	4
Zeta Tau Alpha	YES	YES	YES	YES	4

* DPS also conducts an annual shelter-in-place drill at all residential buildings.

** The Radian is serving as a College House for the Upperclass Community from Fall 2023 through Spring 2026.

» 2023-24 Academic Year Residential Fire Safety Amenities by Building Location For All
University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year*
ON CAMPUS RESIDENCE HALLS					
Quadrangle	YES	YES	YES	YES	4
Harnwell House	YES	YES	YES	YES	4
W.E.B. Du Bois	YES	YES	YES	YES	4
Mayer Hall	YES	YES	YES	YES	4
Sansom West	YES	YES	YES	YES	4
Rodin (HRN)	YES	YES	YES	YES	4
Harrison (HRS)	YES	YES	YES	YES	4
Class of '25	YES	YES	YES	YES	4
Van Pelt Manor	YES	YES	YES	YES	4
Stouffer Commons	YES	YES	YES	YES	4
Hill House	YES	YES	YES	YES	4
Kings Court	YES	YES	YES	YES	4
English House	YES	YES	YES	YES	4
Lauder College House	YES	YES	YES	YES	4
Gutmann College House	YES	YES	YES	YES	4
**Radian (3925 Walnut St)	YES	YES	YES	YES	4
FRATERNITIES					
Alpha Chi Rho	YES	YES	YES	YES	4
Alpha Epsilon Pi	YES	YES	YES	YES	4
Alpha Tau Omega	YES	YES	YES	YES	4
Beta Theta Pi	YES	YES	YES	YES	4
Delta Kappa Epsilon	YES	YES	YES	YES	4
Delta Phi	YES	YES	YES	YES	4
Delti Psi	YES	YES	YES	YES	4
Kappa Alpha Society	YES	YES	YES	YES	4
Kappa Sigma	YES	YES	YES	YES	4
Phi Delta Theta	YES	YES	YES	YES	4
Phi Gamma Delta	YES	YES	YES	YES	4
Phi Kappa Psi	YES	YES	YES	YES	4
Pi Kappa Alpha	YES	YES	YES	YES	4
Psi Upsilon	YES	YES	YES	YES	4
Sigma Alpha Epsilon	YES	YES	YES	YES	4
Sigma Alpha Mu	YES	YES	YES	YES	4
Sigma Chi	YES	YES	YES	YES	4
Sigma Nu	YES	YES	YES	YES	4
Sigma Phi Epsilon	YES	YES	YES	YES	4
Zeta Beta Tau	YES	YES	YES	YES	4
Zeta Psi	YES	YES	YES	YES	4
SORORITIES					
Alpha Phi	YES	YES	YES	YES	4
Chi Omega	YES	YES	YES	YES	4
Delta Delta Delta	YES	YES	YES	YES	4
Kappa Alpha Theta	YES	YES	YES	YES	4
Sigma Delta Tau	YES	YES	YES	YES	4
Sigma Kappa	YES	YES	YES	YES	4
Zeta Tau Alpha	YES	YES	YES	YES	4

* DPS also conducts an annual shelter-in-place drill at all residential buildings.

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2022-23 Academic Year Residential Fire Safety Amenities by Building Location For All University of Pennsylvania On-Campus Residence Halls, Fraternities & Sororities

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year*
ON CAMPUS RESIDENCE HALLS					
Quadrangle	YES	YES	YES	YES	4
Harnwell House	YES	YES	YES	YES	4
W.E.B. Du Bois	YES	YES	YES	YES	4
Mayer Hall	YES	YES	YES	YES	4
Sansom West	YES	YES	YES	YES	4
Rodin (HRN)	YES	YES	YES	YES	4
Harrison (HRS)	YES	YES	YES	YES	4
Class of '25	YES	YES	YES	YES	4
Van Pelt Manor	YES	YES	YES	YES	4
Stouffer Commons	YES	YES	YES	YES	4
Hill House	YES	YES	YES	YES	4
Kings Court	YES	YES	YES	YES	4
English House	YES	YES	YES	YES	4
Lauder College House	YES	YES	YES	YES	4
Gutmann College House	YES	YES	YES	YES	4
**Radian (3925 Walnut St)	YES	YES	YES	YES	4
FRATERNITIES					
Alpha Chi Rho	YES	YES	YES	YES	4
Alpha Epsilon Pi	YES	YES	YES	YES	4
Alpha Tao Omega	YES	YES	YES	YES	4
Beta Theta Pi	YES	YES	YES	YES	4
Delta Kappa Epsilon	YES	YES	YES	YES	4
Delta Phi	YES	YES	YES	YES	4
Delti Psi	YES	YES	YES	YES	4
Kappa Alpha Society	YES	YES	YES	YES	4
Kappa Sigma	YES	YES	YES	YES	4
Phi Delta Theta	YES	YES	YES	YES	4
Phi Gamma Delta	YES	YES	YES	YES	4
Phi Kappa Psi	YES	YES	YES	YES	4
Pi Kappa Alpha	YES	YES	YES	YES	4
Psi Upsilon	YES	YES	YES	YES	4
Sigma Alpha Epsilon	YES	YES	YES	YES	4
Sigma Alpha Mu	YES	YES	YES	YES	4
Sigma Chi	YES	YES	YES	YES	4
Sigma Nu	YES	YES	YES	YES	4
Sigma Phi Epsilon	YES	YES	YES	YES	4
Zeta Beta Tau	YES	YES	YES	YES	4
Zeta Psi	YES	YES	YES	YES	4
SORORITIES					
Alpha Phi	YES	YES	YES	YES	4
Chi Omega	YES	YES	YES	YES	4
Delta Delta Delta	YES	YES	YES	YES	4
Kappa Alpha Theta	YES	YES	YES	YES	4
Sigma Kappa	YES	YES	YES	YES	4
Zeta Tau Alpha	YES	YES	YES	YES	4

* DPS also conducts an annual shelter-in-place drill at all residential buildings.

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» **Residential Fire Safety Amenities by Building Location For All University of Pennsylvania
Non-contiguous Residence Halls**

**2023, 2024 and 2025 Residential Fire Safety Amenities by Building Location For
University of Pennsylvania New Bolton Center Campus Residence Halls,
Kennett Square, PA**

Location	Fire Alarms Monitored by Public Safety	Bldg Equipped with Full Sprinkler System	Bldg Has Fire Alarms & Smoke Detectors	Evacuation Plans Posted & Fire Safety Training Conducted	Number of Evacuation Drills Conducted Each Academic Year
ON CAMPUS RESIDENCE HALLS					
New Bolton Tech (694 Byrd Rd.)	YES	NO	YES	YES	1
New Bolton Alumni Hall (161 S. Brook Lane)	YES	YES	YES	YES	1
TOTALS					2

Reported Fires for 2025

**University of Pennsylvania New Bolton Center Campus Residence Halls,
Kennett Square, PA**

Location	Total Fires in Each Building	Fire Number	Date/Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire	Case Number
ON CAMPUS RESIDENCE HALLS								
New Bolton Tech (694 Byrd Rd.)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New Bolton Alumni Hall (161 S. Brook Lane)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTALS	0							

Reported Fires for 2024

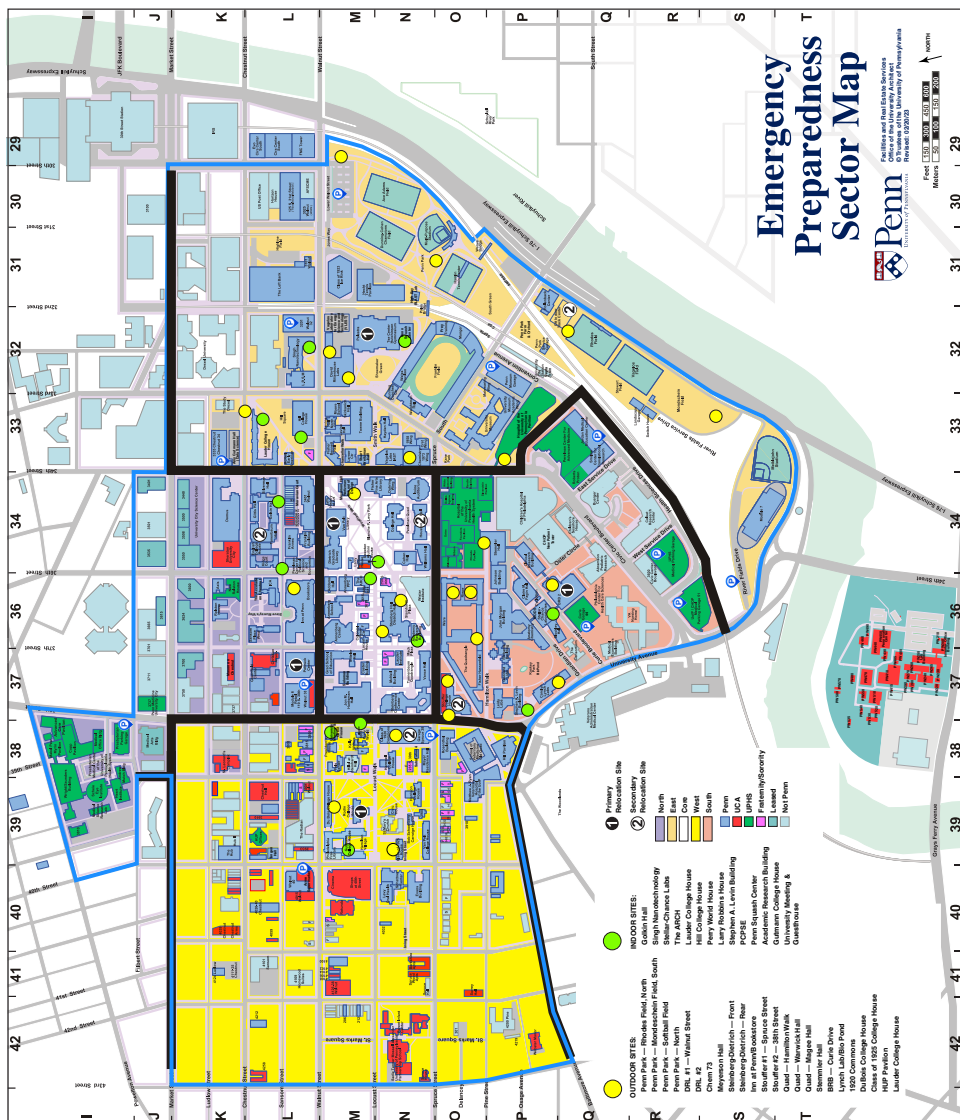
**University of Pennsylvania New Bolton Center Campus Residence Halls,
Kennett Square, PA**

Location	Total Fires in Each Building	Fire Number	Date/Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire	Case Number
ON CAMPUS RESIDENCE HALLS								
New Bolton Tech (694 Byrd Rd.)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New Bolton Alumni Hall (161 S. Brook Lane)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTALS	0							

Reported Fires for 2023

**University of Pennsylvania New Bolton Center Campus Residence Halls,
Kennett Square, PA**

Location	Total Fires in Each Building	Fire Number	Date/Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire	Case Number
ON CAMPUS RESIDENCE HALLS								
New Bolton Tech (694 Byrd Rd.)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
New Bolton Alumni Hall (161 S. Brook Lane)	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TOTALS	0							





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