

NAZARENE THEOLOGICAL SEMINARY

2023 ANNUAL SECURITY REPORT

Introduction

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

Policy for Preparing the Annual Report

This report is prepared by the Financial Aid/Student Accounts Coordinator in cooperation with local law enforcement authorities and includes information provided by them as well as by the Seminary's campus facilities team. Each year an e-mail notification is made to all enrolled students and employees that provides the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting Financial Aid/Student Accounts Office 1700 E. Meyer Blvd. Kansas City, MO 64131. The Seminary is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field, and are constantly tested and re-evaluated for their effectiveness.

General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The Seminary does not have a campus security or police department.

The Seminary does not employ campus security personnel that can enforce law or make arrests. Criminal incidents are referred to the local police who have jurisdiction on the campus. The Seminary maintains a working relationship with the Kansas City Missouri Police Department ("KCPD"). All crime victims and witnesses are strongly encouraged to immediately report the crime to the Seminary's Incident Response Coordinator (contact information below) and the appropriate police agency. Prompt reporting will assure timely

warning notices on-campus and timely disclosure of crime statistics.

While there is no written memorandum of understanding between the Seminary and local law enforcement agencies, such as KCPD, the administration will work closely with local police as the need arises.

Campus Security Authorities

The Seminary has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the crimes are reported for collection as part of the Seminary's annual report of crime statistics. The campus security authorities to whom the Seminary would prefer that crimes be reported are listed below.

- Incident Response Coordinator at Scott Myers email scott.myers@nts.edu or 816-268-5555
- Title IX Coordinator at Cindy Howard email cindy.howard@nts.edu or 816-268-5424
- Deputy Title IX Coordinator, at Derek Davis, email derek.davis@nts.edu or 816-268-5413
- Deputy Title IX Coordinator at Karen Scott, email karen.scott@nts.edu or 816-268-5441

Reporting a Crime or Emergency

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

- All crimes occurring on or near Seminary property should be reported immediately to local law enforcement and/or the Incident Response Coordinator. The number to contact local law enforcement is 911, and the number to contact the Incident Response Coordinator is 816-268-5555.
- If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911.
- Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a Seminary staff member will assist in making the report to police.
- Anonymous incident reports can also be made by contacting the Incident Response Coordinator at 816-268-5555.

Confidential Reporting

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

Pursuant to the Seminary's Title IX Sexual Misconduct Policy, when an employee who is not a confidential resource becomes aware of alleged misconduct under that policy (including,

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

The Seminary encourages its pastoral and professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics.

Security of and Access to Campus Facilities

The Seminary campus is closed to the public and all doors always remain locked except for the breezeway doors. Faculty and staff, and students have access to all portions of the campus using their key cards or key fobs.

Under normal circumstances, the breezeway doors will be unlocked at 7:45 a.m. and locked at 4:30 p.m. Monday through Thursday. The Seminary is closed on Friday, Saturday, and Sunday. Students must have their Student ID card to enter the main portions of the building. The library will post its hours of operation in the breezeway by the library door.

There are Ring doorbells at each interior door in the breezeway that visitors may use if they would like access to the building.

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

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

Keys to the offices and classrooms on campus will be issued to employees only as needed and after receiving the proper authorization. Each department supervisor is responsible for assuring his/her area is secured and locked.

Employee and student identification cards may be used to verify the identity of persons suspected to be in campus facilities without permission.

Security Considerations in the Maintenance of Facilities

The Physical Plant team monitors maintenance issues on campus that may be safety hazards, and the Physical Plant team performs maintenance on campus. The Physical Plant staff work diligently to make sure all lighting both inside and outside of campus buildings are operating properly and if they are not, it is fixed in a timely manner. Safety checks are completed to identify lighting that is not functioning properly, or to determine if shrubs or other landscaping might need trimming. The Seminary's Safety Committee is also working to

make sure safety concerns are addressed in a timely manner and to make suggestions to improve the safety of the facility.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

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

The Seminary provides information through the Annual Safety and Security Report of the procedures and practices that encourage students and employees among other things, it advises students and employees of the importance of reporting criminal activity, to whom crimes should be reported, being responsible for their own safety and the safety of others and practices regarding timely warnings and emergency notifications.

Safety tips are also included each semester in class syllabi and during orientation for Convene. In addition, email blasts, and posts to the campus app are periodically sent to students and employees with crime prevention and other safety tips.

Monitoring Off Campus Locations of Recognized Student Organizations

The Seminary does not have any officially recognized student organizations with off campus locations and therefore does not monitor or record criminal conduct occurring at such locations.

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

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

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

Drug and Alcohol Policy

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

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

Federal Drug Laws (updated 08.01.2023)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally-defined schedules of controlled substances are published at 21 U.S.C. 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, "liquid ecstasy"), or flunitrazepam (or, "rohypnol"), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university (**21 U.S.C. § 860**) face penalties of prison terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at www.campusdrugprevention.gov/sites/default/files/2022-07/Federal_Trafficking_Penalties_Chart_6-23-22.pdf.

Drug and Alcohol State Laws

Category	Summary (Missouri Revised Statutes)
Possession of Marijuana	Statutorily, marijuana remains a Schedule I controlled substance. Mo. Rev. Stat. § 195.017(2)(3)(ff). Possession for personal use of less than 10 grams for a first offense is a class D misdemeanor with a maximum fine of \$500 and no jail time. § 579.015(4). For a second offense, the charge elevates to a class A misdemeanor with a maximum fine of \$2,000 and up to one year in jail. § 579.015(4). The same punishment applies to possession of more than ten grams but thirty-five grams or less of marijuana or synthetic cannabinoid. § 579.015(3). Possessing more than 35 grams is a class D felony with a maximum fine of \$10,000 and up to 7 years in jail. § 579.015(2). Notwithstanding the foregoing, the use of recreational marijuana was legalized via a ballot amendment to the Missouri Constitution in 2022. As of December 8, 2022, individuals over the age of twenty-one may purchase, possess, and consume up to 3 ounces of dried marijuana. Mo. Const. art. XIV § 2. Medical marijuana for certain conditions is allowed, and up to four ounces may be purchased every 30 days. Mo. Const. art. XIV § 1.
Controlled Substances	Missouri statutes cover a wide range of offenses related to the possession and delivery of controlled substances. Mo. Rev. Stat. §§ 579.015–579.040. Possession of a controlled substance, except thirty-five grams or less of marijuana, is a class D felony, with a term of up to seven years and a fine up to \$10,000. § 579.015(1). Delivery of a controlled substance other than 35 grams or less of marijuana is a class C felony, resulting in a prison term of not less than 3 years and not more than 10 years, and a fine up to \$10,000. §§ 579.020(2), 558.002, 558.011. If a controlled substance is distributed or delivered within one thousand feet of a park designed for public recreation purposes or on public housing property, the charge elevates to a class A felony, resulting in imprisonment between 10 or 30 years or life imprisonment. §§ 579.030, 558.011. Notwithstanding the foregoing, the use of recreational marijuana was legalized via a ballot amendment to the Missouri Constitution in 2022. As of December 8, 2022, individuals over the age of twenty-one may purchase, possess, and consume up to 3 ounces of dried marijuana. Mo. Const. art. XIV § 2.
Alcohol and Minors	In Missouri, it is illegal for anyone under the age of 21 to possess, purchase, or attempt to purchase any intoxicating liquor, subject to class D misdemeanor carrying a fine not to exceed \$500. §§ 311.325, 558.002. A

Category	Summary (Missouri Revised Statues)
	subsequent violation is a class A misdemeanor, subject to a term of up to one year in jail and a fine not to exceed \$2,000. <i>Id.</i> ; § 558.011(6). Anyone between the ages of 17 and 21 who represents that s/he is 21 for the purpose of obtaining intoxicating liquor is guilty of a misdemeanor. § 311.320(1). The use of a fake identification is subject to a \$500 fine. § 311.320(2). An attempt to purchase, or possession of alcohol, may also result in license suspension. § 311.325(1).
Driving Under the Influence (DUI)	A person is guilty of a DUI if the person has a blood alcohol concentration of 0.08 percent. § 577.012. A first offense results in a class B misdemeanor resulting in a suspended license for 30 days then a restricted license for 60 days and may require a certified ignition interlock device. § 302.525(2)(1). A second offense within five years results in a one-year restricted license and additional penalties. <i>Id.</i>

Drug and Alcohol Abuse Prevention Program

In compliance with the Drug Free Schools and Communities Act (DFSCA), the Seminary has a drug and alcohol abuse and prevention program and a biennial review of this program to evaluate its effectiveness and assess whether sanctions are being consistently enforced. For more information, see below.

- Student alcohol/drug policy: The Student Alcohol Policies are included in the Annual Safety and Security Report as well as the Academic Catalog at <https://www.nts.edu/wp-content/uploads/2023/07/23-24-Academic-Catalog.pdf>, page 93.
- Employee alcohol/drug policy: Employee Handbook, page 19.
- Biennial review report: this report can be reviewed by contacting the Financial Aid/Student Accounts Office to obtain a copy.

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

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

- Title IX Sexual Misconduct policy : <https://www.nts.edu/wp-content/uploads/2023/09/New-Title-IX-policies-and-procedures-09-15-23.pdf>

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

Primary Prevention and Awareness Program:

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

Crime Definitions

Crime Type (Missouri Revised Statues)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Missouri law does not define the term dating violence.
Domestic Violence	<p>Missouri's protective order statutes provide the following definitions (Mo. Rev. Stat. § 455.010):</p> <ul style="list-style-type: none"> • “Abuse”, includes but is not limited to the occurrence of any of the following acts, attempts or threats against a person who may be protected pursuant to this chapter, except abuse shall not include abuse inflicted on a child by accidental means by an adult household member or discipline of a child, including spanking, in a reasonable manner. • “Domestic violence” is abuse or stalking committed by a family or household member. • “Family” or “household member”, [includes] spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time. <p>In addition, Missouri criminal statutes include various degrees of the crime “Domestic Assault,” as follows:</p> <ul style="list-style-type: none"> • Domestic Assault, First Degree (Mo. Rev. Stat. § 565.072): A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term “domestic victim” is defined under section 565.002. <ul style="list-style-type: none"> ○ Mo Rev. Stat. § 565.002(6) indicates that a “domestic victim” is a household or family member as the term “family” or “household member” is defined in 455.010, including any child who is a member of the household or family. • Domestic Assault in the Second Degree (Mo. Rev. Stat. § 565.073): A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term

Crime Type (Missouri Revised Statues)	Definitions
	<p>“domestic victim” is defined under section 565.002, and he or she:</p> <p>(1) Knowingly causes physical injury to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation; or (2) Recklessly causes serious physical injury to such domestic victim; or (3) Recklessly causes physical injury to such domestic victim by means of any deadly weapon.</p> <ul style="list-style-type: none"> • Domestic Assault, Third Degree (Mo. Rev. Stat. § 565.074): A person commits the offense of domestic assault in the third degree if he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term “domestic victim” is defined under section 565.002. • Domestic Assault in the Fourth Degree (Mo. Rev. Stat. § 565.076): A person commits the offense of domestic assault in the fourth degree if the act involves a domestic victim, as the term “domestic victim” is defined under section 565.002, and: (1) The person attempts to cause or recklessly causes physical injury, physical pain, or illness to such domestic victim; (2) With criminal negligence the person causes physical injury to such domestic victim by means of a deadly weapon or dangerous instrument; (3) The person purposely places such domestic victim in apprehension of immediate physical injury by any means; (4) The person recklessly engages in conduct which creates a substantial risk of death or serious physical injury to such domestic victim; (5) The person knowingly causes physical contact with such domestic victim knowing he or she will regard the contact as offensive; or (6) The person knowingly attempts to cause or causes the isolation of such domestic victim by unreasonably and substantially restricting or limiting his or her access to other persons, telecommunication devices or transportation for the purpose of isolation.
Stalking	<ul style="list-style-type: none"> • Stalking, First Degree (Mo. Rev. Stat. § 565.225): A person commits the offense of stalking in the first degree if he or she purposely, through his or her course of conduct, disturbs or follows with the intent of disturbing another person and: (1) Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for his or her safety, the safety of his or her family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person's family or household members, or the person's domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property; or (2) At least one of the acts constituting the course of conduct is in violation of an order of protection and the

Crime Type (Missouri Revised Statues)	Definitions
	<p>person has received actual notice of such order; or (3) At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or (4) At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or (5) He or she has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or (6) At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.</p> <ul style="list-style-type: none"> • Stalking, Second Degree (Mo. Rev. Stat. § 565.227.1): A person commits the offense of stalking in the second degree if he or she purposely, through his or her course of conduct, disturbs, or follows with the intent to disturb another person. • As used in the definitions of stalking above, the term "disturbs" shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed.
Sexual Assault	<p>The institution has determined, based on good-faith research, that Missouri's criminal statutes do not define the term sexual assault.</p> <p>However, Missouri's protective order statutes indicate that "sexual assault" means causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress, or without that person's consent. (Mo. Rev. Stat. § 455.010(1)(e)).</p>
Rape, Fondling, Incest, Statutory Rape	<p>For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Missouri law are as follows:</p> <ul style="list-style-type: none"> • Rape in the First Degree (Mo. Rev. Stat. § 566.030): A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse. • Rape in the Second Degree (Mo. Rev. Stat. § 566.031): A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.

Crime Type (Missouri Revised Statues)	Definitions
	<ul style="list-style-type: none"> • Fondling: The institution has determined, based on good-faith research, that Missouri law does not define the term fondling. • Incest (Mo. Rev. Stat. § 568.020.1): A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, his or her: (1) Ancestor or descendant by blood or adoption; or (2) Stepchild, while the marriage creating that relationship exists; or (3) Brother or sister of the whole or half-blood; or (4) Uncle, aunt, nephew or niece of the whole blood. • Statutory Rape, First Degree (Mo. Rev. Stat. § 566.032): A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age. • Statutory Rape, Second Degree (Mo. Rev. Stat. § 566.034.1): A person commits the offense of statutory rape in the second degree if being twenty-one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.
Other "sexual assault" crimes	<p>Other crimes under Missouri law that may be classified as a “sexual assault” include the following:</p> <ul style="list-style-type: none"> • Sodomy in the First Degree (Mo. Rev. Stat. § 566.060): A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse. • Sodomy in the Second Degree (Mo. Rev. Stat. § 566.061): A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent. • Statutory Sodomy, First Degree (Mo. Rev. Stat. § 566.062): A person commits the offense of statutory sodomy in the first degree if he or she has deviate sexual intercourse with another person who is less than fourteen (14) years of age. • Statutory Sodomy, Second Degree (Mo. Rev. Stat. § 566.064): A person commits the offense of statutory sodomy in the second degree if being twenty-one years of age or older, he or she has deviate sexual intercourse with another person who is less than seventeen years of age. • Child Molestation, First Degree (Mo. Rev. Stat. § 566.067): A person commits the offense of child molestation in the first degree

Crime Type (Missouri Revised Statues)	Definitions
	<p>if he or she subjects another person who is less than fourteen (14) years of age to sexual contact and the offense is an aggravated sexual offense.</p> <ul style="list-style-type: none"> • Child Molestation, Second Degree (Mo. Rev. Stat. § 566.068): A person commits the offense of child molestation in the second degree if he or she: (1) Subjects a child who is less than twelve years of age to sexual contact; or (2) Being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact and the offense is an aggravated sexual offense. • Child Molestation, Third Degree (Mo. Rev. Stat. § 566.069): A person commits the offense of child molestation in the third degree if he or she subjects a child who is less than fourteen years of age to sexual contact. • Child Molestation, Fourth Degree (Mo. Rev. Stat. § 566.071): A person commits the offense of child molestation in the fourth degree if, being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact. • Sexual Misconduct Involving a Child (Mo. Rev. Stat. § 566.083): A person commits the offense of sexual misconduct involving a child if such person: (1) Knowingly exposes his or her genitals to a child less than fifteen years of age under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm to the child; (2) Knowingly exposes his or her genitals to a child less than fifteen years of age for the purpose of arousing or gratifying the sexual desire of any person, including the child; (3) Knowingly coerces or induces a child less than fifteen years of age to expose the child's genitals for the purpose of arousing or gratifying the sexual desire of any person, including the child; or (4) Knowingly coerces or induces a child who is known by such person to be less than fifteen years of age to expose the breasts of a female child through the internet or other electronic means for the purpose of arousing or gratifying the sexual desire of any person, including the child. • Sexual Misconduct, First Degree (Mo. Rev. Stat. § 566.093): A person commits the offense of sexual misconduct in the first degree if such person: (1) Exposes his or her genitals under circumstances in which he or she knows that his or her conduct is likely to cause affront or alarm; (2) Has sexual contact in the presence of a third person or persons under circumstances in which he or she knows that such conduct is likely to cause affront or alarm; or (3) Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person. • Second Degree Sexual Misconduct (Mo. Rev. Stat. § 566.095): A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in

Crime Type (Missouri Revised Statues)	Definitions
	<p>sexual conduct under circumstances in which he or she knows that such request or solicitation is likely to cause affront or alarm.</p> <ul style="list-style-type: none"> • Sexual Abuse in the First Degree (Mo. Rev. Stat. § 566.100): A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. • Sexual Abuse, Second Degree (Mo. Rev. Stat. § 566.101): A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.
<p>Consent (as it relates to sexual activity) (Mo. Rev. Stat. § 556.061(14))</p>	<p>Consent or lack of consent may be expressed or implied. Assent does not constitute consent if: (a) It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or (b) It is given by a person who by reason of youth, mental disease or defect, intoxication, a drug-induced state, or any other reason is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or (c) It is induced by force, duress or deception.</p>

Seminary Definition of Consent

In order to understand and address incidents of sexual misconduct, the Seminary defines effective consent as voluntary agreement to engage in sexual activity. This definition is qualified as follow:

- In order to give effective consent, one must be of legal age.
- Past consent does not imply future consent.
- Silence or absence of resistance does not imply consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent can be withdrawn at any time.
- In order to be effective, consent cannot be procured by use of physical force, compelling threats, intimidating behavior, or coercion. When someone makes it clear that they do not want sex, that they want to stop, or that they do not want sexual interaction to go past a certain point, continued pressure beyond that point can be coercive.
- Sexual activity with someone known or discerned to be by a reasonable person mentally or physically incapacitated, including under the influence of alcohol or other drug use, otherwise unconsciousness or in a state of blackout is in violation of this policy and may be in violation of the law. Any time sexual activity takes place between individuals, those individuals must be capable of controlling their physical actions and be capable of making rational, reasonable decisions about their sexual behavior. This policy also covers someone whose incapacity results from mental disability, sleep, involuntary physical restraint, or from the taking of a so-called “date-rape” drug. Possession, use, and/or distribution of any of these substances, including, but not limited to, Rohypnol, Ketomine, GHB, Burundanga, etc., is prohibited, and administering one of these drugs to another student for the purpose of inducing incapacity is a

violation of this policy. Use of alcohol or other drugs will never function to excuse behavior that violates this policy.

Risk Reduction

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

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

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

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

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

Bystander Intervention

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

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.
- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don't hesitate to contact the police.

Other Information Covered by the PPAP

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

Ongoing Prevention and Awareness Campaign:

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

PPAP and OPAC Programming Methods:

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

- New students receive education on the prevention of dating violence, domestic violence, sexual assault. All new employees are required to complete an online training module on these topics upon hire and are required to retake the online training each year.
- As part of its ongoing campaign, the Seminary uses a variety of strategies, such as emails blasts with pertinent information, portal announcements, etc.

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:

If you are a victim of dating violence, domestic violence, sexual assault, or stalking, go to a safe place and call 911 or the Incident Response Coordinator at 816-268-5555. You may also contact the Seminary's Title IX Coordinator at 816-268-5424.

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

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

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at:

Research Medical Center
2316 E. Meyer Blvd.
Kansas City, MO 64123
816-276-4000.

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- Incident Response Coordinator 816-268-5555
- Kansas City Missouri Police Department 1125 Locust Kansas City, MO 64106 911 or 816-234-5000

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

Information about Legal Protection Orders

In Missouri, victims may obtain an Adult Order of Protection, which provides protective relief for victims of domestic violence, stalking, or sexual assault. Information about Adult Orders of Protection may be found at: <http://www.courts.mo.gov/file.jsp?id=69655>.

A protection order may be obtained by filing a petition with the court. Courts can issue two types of orders: (1) Ex Parte Orders, which act as a temporary emergency order to protect a victim, for up to 15 days, until a court hearing, and (2) Full Orders of Protection, which may be issued for up to one year. Additional information about the orders may be found at: <http://www.courts.mo.gov/file.jsp?id=69655>.

- A Petition for Order of Protection should be filed for in the 16th Circuit of Jackson County's Kansas City Courthouse. The address is: 415 E. 12th Street, Kansas City, Missouri 64106. The phone number is 816-881-3971. More information is available here: <https://www.16thcircuit.org/domestic-violence>.
- Information about obtaining an Order of Protection in Jackson County can be found here: https://www.16thcircuit.org/Data/Sites/1/media/Civil_Records/booklet-16.pdf.
- The circuit court clerk's office can provide the necessary forms and may assist in completing the forms. Forms may also be found online at: <http://www.courts.mo.gov/file.jsp?id=537>. A victim should be prepared to present documentation and/or other forms of evidence when filing for an order of protection.

Victims may contact local domestic violence and sexual assault advocates for assistance in obtaining a protection order.

- The Kansas City Missouri Police Department provides advocates for victims of domestic violence through their Victim Services Office. The KCPD is located at: 1125 Locust, Kansas City, Mo. 64106. The Victim Advocate phone number is: 816-234-5205. More information may be found at: <https://kcpd.org/crime/victim-resources/domestic-violence/>.

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

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

The Seminary does not issue legal orders of protection. However, as a matter of institutional policy, the Seminary may impose a no-contact order between individuals in appropriate circumstances. The Seminary may also issue a “no trespass warning” if information available leads to a reasonable conclusion that an individual is likely to cause harm to any member of the campus community. A person found to be in violation of a No Trespass Warning may be arrested and criminally charged.

Available Victim Services:

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

Seminary Resources

- *The Seminary does not have medical resources such as a campus infirmary and advise students, staff, and faculty to obtain medical services from local medical facilities.*
- For Pastoral Support, Listening Support, Mental Health Support, please contact care@nts.edu.
- Student Financial Aid – Sometimes a victim of a crime may feel the need to take a leave of absence from school. If a student is considering a leave of absence based on the circumstances of a complaint, he/she should understand there may be financial aid implications in taking such leave. This should be discussed with financial aid personnel, and the Title IX Coordinator can assist in facilitating this conversation if desired. The Seminary's financial aid website can be found at: <https://www.nts.edu/tuition-financial-aid-scholarships/>.

State/Local Resources

- Research Medical Center, 2316 E. Meyer Blvd., Kansas City MO 64123, 816-276-4000
- Metropolitan Organization to Counter Sexual Assault (MOCSA) Crisis Line 816-531-0233
- Legal Services of Eastern Missouri 1-866-583-7877

National Resources

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

Accommodations and Protective Measures:

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

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

Requests for accommodations or protective measures should be made to the Title IX Coordinator at 816-268-5424, and the Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented.

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

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

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

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

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

The Seminary will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the Seminary's ability to provide them. However, there may be times when certain information

must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the Seminary in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the Seminary will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Procedures for Disciplinary Action:

Allegations of domestic violence, dating violence, sexual assault, or stalking will be processed through the Seminary's Title IX Sexual Misconduct Policy, or other relevant policy as appropriate to the allegations Employee Handbook (Staff), Student Handbook (students) and the related complaint resolution procedures.

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

Title IX Coordinator
Cindy Howard
Title IX Coordinator
816-268-5424
1700 E. Meyer Blvd.
Kansas City, MO 64131
Email **cindy.howard@nts.edu**

Deputy Title IX Coordinator
Derek Davis
Associate Dean of Academic Programs
816-268-5413
1700 E. Meyer Blvd.
Kansas City, MO 64131
Email **derek.davis@nts.edu**

Deputy Title IX Coordinator
Karen Scott
Registrar
816-268-5441
1700 E. Meyer Blvd.
Kansas City, MO 64131
Email **karen.scott@nts.edu**

Reports may be made in-person, electronically, or by phone.

Once a formal complaint is made, the Title IX Coordinator, or other Seminary employee as appropriate, will provide notice to the parties of the investigation, including a description of the process to be utilized, the identities of the parties, the conduct at issue, and the date and location of the alleged incident.

During the investigation, the complainant and respondent will each have an equal opportunity to describe the situation and present witnesses, including both fact and expert witnesses, and other supporting evidence. The investigator(s) will review the statements and evidence presented and may, depending on the circumstances, interview others with relevant knowledge, review documentary materials, and take any other appropriate action to gather and consider information relevant to the complaint. Prior to the conclusion of the investigation, both parties will be provided an opportunity to review the evidence gathered during the investigation that is directly related to the allegations raised in the formal complaint. Upon completion of the investigation, both parties will be given a copy of an investigation report.

If formal complaint is filed, an investigation will be initiated and the Title IX Coordinator will send to the known parties, the Notice of Allegations.

During the Title IX process and prior to a determine of responsibility, each party is allowed to have a support person of their choice accompany them to any related interviews or hearings. The Seminary may assign a trained support person if requested by the complainant or respondent.

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the Seminary. The parties shall be permitted to review and inspect any evidence obtained as part of the investigation that is directly related to the allegations raised in the formal complaint. Prior to the completion of the investigative report, the Seminary will make it available to each party and advisor (if chosen) at least 10 days prior to the hearing or other time of determination regarding responsibility.

During or upon the completion of the investigation, if the formal complaint does not rise to the level of a possible violation, if the conduct did not occur in the Seminary's education program or activity, or the allegation did not occur against a person in the U.S., the matter will be dismissed.

If the complainant withdraws the formal complaint or any allegation therein, the respondent is no longer enrolled or employed by the Seminary, or specific circumstances prevent the Seminary gathering evidence sufficient to reach a determination, the matter may be dismissed. Notice of Dismissal will be sent to both parties. Either party may appeal a dismissal. If the formal complaint is not dismissed, the matter will continue through the process.

Informal resolution process

Facilitated Dialogue/Mediation

An impartial Seminary assigned facilitator will foster dialogue between the parties to reach a mutually agreed upon resolution, if possible. Failure to abide by the agreed upon resolution

may result in sanctions. If the parties are unable to reach a resolution, the investigation will be referred to the Hearing Panel Resolution Process.

Or

Administrative Resolution

The decision maker will attempt to meet separately with the complainant and the respondent to review the alleged policy violations, the investigative report, and evidence provided by the parties. At any time prior to a final determination being rendered, either party may request that the Formal complaint shift to the Hearing Panel Resolution Process.

Process

- Each party may provide a list of questions for the decision maker to ask to the other party.
- If those questions are deemed appropriate and relevant, they may be asked on behalf the requesting party: answers will be shared the requesting party.
- The respondent may choose to admit responsibility for all or part of the alleged policy violations at any point in the process.
- If the respondent admits responsibility, in whole or in part, the decision maker will render a finding that the individual is in violation of Seminary policy for the admitted conduct.
- For any disputed violations, the decision maker will render a finding utilizing the “Preponderance of Evidence” standard.
- The decision maker will also render a finding on appropriate sanctions or remedial actions, if applicable.
- The decision maker will inform each party of the finding on the alleged policy violation(s) and sanctions(s), if applicable.
- Either party may appeal a decision under the Administrative Resolution or stop informal resolution and request a Hearing Panel Resolution.

Hearing Panel Resolution

- At least 14 days before the hearing, a notice of hearing letter will be sent to the parties providing specific information about the hearing, including a copy of the final investigative report and exhibits.
- In the notice of hearing, the parties will be given the names of the hearing panel members and must raise any objection to any panelist at least 10 business days prior to the hearing.
- At least 7 days prior to the hearing, the Investigator will provide each party the names of proposed witnesses and proposed documentary evidence that the other party intends to call or use at the hearing.
- The Hearing Officer shall preside at the hearing, and together with other Hearing Panel members may ask questions of the parties or any witnesses including the investigator at any time during the hearing.
- The complainant will proceed first and may give a verbal statement of their allegations of sexual harassment against the respondent and then be subjected to cross examination by the advisor of the respondent and questions of the hearing panel. The complainant may also call witnesses who will be subjected to questioning by the advisor the complainant, questioning by the hearing panel and cross examination by the advisor of the respondent. The complainant may also submit documentary evidence.
- After the complainant has finished the respondent may give a verbal statement in response to the allegations of sexual harassment made by the complainant and then be subjected to

cross examination by the advisor of the complainant and questions from the hearing panel. The respondent may also call witnesses who will be subjected to questioning by the advisor the respondent, questioning by the hearing panel and cross examination by the advisor of the complainant. The respondent may also submit documentary evidence.

- After the complainant has finished the respondent may give a verbal statement in response to the allegations of sexual harassment made by the complainant and then be subjected to cross examination by the advisor of the complainant and questions from the hearing panel. The respondent may also call witnesses who will be subjected to questioning by the advisor the respondent, questioning by the hearing panel and cross examination by the advisor of the complainant. The respondent may also submit documentary evidence.
- The investigator will then be available to answer questions of the hearing panel, subject to cross examination by the advisors of the complainant and the respondent. The investigator may also call witnesses who will be subject to questioning by the hearing panel, and cross examination by the advisors of the complainant and respondent. The investigator may also submit documentary evidence.
- The hearing panel will deliberate with no others present, except any legal advisor to the hearing panel, to determine whether the respondent is responsible for the policy violation(s) in question. The panel will base its finding on the preponderance of the evidence (the respondent more likely than not committed each alleged violation). If the respondent is found responsible by a majority of the panel, the panel will determine appropriate sanctions and remedial action by a majority of the vote.
- The hearing officer will prepare a written determination of the hearing panels decision and forward it to the Title IX Coordinator within 5 business days of the end of deliberations.
- The Title IX Coordinator will inform each party of the finding(s) on the alleged policy violation(s) and sanction(s) if applicable, within 5 business days of receipt of the hearing panel decision. Notification must be in writing.

Appeal

Both parties have an equal opportunity to appeal the determination of the Hearing Panel determination to an independent panel within 7 calendar days of receiving the final report. Parties may appeal on 2 grounds: (1) procedural error that may change the outcome of the decision, or (2) substantive and relevant new information that was not available at the time of the investigation and may change the outcome of the decision.

Rights of the Parties in an Institutional Proceeding:

During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair and impartial process from the initial investigation to the final result.
 - A prompt, fair and impartial process is one that is:
 - Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
 - Conducted in a manner that:
 - Is consistent with the institution's policies and transparent to the accuser and the accused.

- Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
 - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
 - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:
 - A prompt, fair and impartial process from the initial investigation to the final result.
 - A prompt, fair and impartial process is one that is:
 - Completed within reasonably prompt timeframes designated by the institution's policy, including a process that allows for the extension of timeframes for good cause, with written notice to the accuser and the accused of the delay and the reason for the delay.
 - Conducted in a manner that:
 - Is consistent with the institution's policies and transparent to the accuser and the accused.
 - Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
 - Provides timely access to the accuser, the accused and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
 - Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused.
3. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
- Such training addresses topics such as the definition of sexual harassment; the scope of the Seminary's education programs and activities; how to conduct investigations, hearings, and appeals and informal resolutions (as applicable); relevant evidence and how it should be used during a proceeding; proper techniques for questioning witnesses; basic procedural rules for conducting a proceeding; and avoiding actual and perceived conflicts of interest. These officials receive Title IX training annually through SafeColleges and Husch Blackwell's Title IX training.
 - The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.

4. Have the outcome determined using the preponderance of the evidence standard.
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.
 - The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
 - Have the outcome determined using the preponderance of the evidence standard.
 - Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions or Protective Measures that the Seminary May Impose for Dating Violence, Domestic Violence, Sexual Assault or Stalking Offenses:

Following a final determination in the institution’s disciplinary proceeding that dating violence, domestic violence, sexual assault, or stalking has been committed, the Seminary may impose a sanction depending on the mitigating and aggravating circumstances involved. The possible sanctions include: warning; reprimand; probation; restitution; fine; loss of privileges; suspension or expulsion/termination; restriction on eligibility to represent the Seminary at any official function. If a suspension is imposed on a student, it may be for part of a semester, a full semester, or an entire academic year. An employee may be suspended for any length of time determined appropriate by the Human Resources Coordinator. Following a suspension, the individual will be required to meet with the Dean of Faculty (student) or Human Resources Coordinator (employee) to discuss re-entry and expectations going forward.

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

Publicly Available Recordkeeping:

The Seminary will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the Seminary to the extent permitted by law.

Victims to Receive Written Notification of Rights:

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

Sex Offender Registration Program:

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the Seminary of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Human Resources Coordinator, Carol Nolting at Human Resources Coordinator, Carol Nolting. State registry of sex offender information may be accessed at the following link: <https://www.mshp.dps.missouri.gov/CJ38/searchRegistry.jsp>

Timely Warnings and Emergency Response

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that in the judgment of the In the event of criminal activity occurring either on campus or off campus that in the judgment of the In the event of criminal activity occurring either on campus or off campus that in the judgment of the Chief Information Officer stephen.porter@nts.edu or 816-268-5461 constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate. constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate. constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

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

- Director of Instructional Technology, Chief Information Officer, stephen.porter@nts.edu 816-268-5426

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

Emergency Response

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

Students, staff and visitors are encouraged to notify the Director of Instructional Technology, Chief Information Officer at Director of Instructional Technology, Chief Information Officer of any emergency or potentially dangerous situation.

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

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

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

Once the emergency is confirmed and based on its nature, the Incident Response Coordinator will consult with other appropriate Seminary officials to determine the appropriate segment or segments of the Seminary community to be notified.

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

Students, staff and visitors are encouraged to notify the Incident Response Coordinator at

Incident Response Coordinator at 816-268-5555 of any emergency or potentially dangerous situations.

The Incident Response Coordinator scott.myers@nts.edu or 816-268-5555 will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

The Incident Response Coordinator will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened. If deemed necessary, the Seminary’s Incident Response Coordinator will notify local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

Methods for Issuing Timely Warnings and Emergency Notifications

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

Method	Sign Up Instructions
NTS App	Notification and Account Settings In the upper right corner of myNTS click on your profile icon and then click Account Settings. This will take you to the page where you can set your General, Privacy, and Notification settings. General Messaging Time zone Settings Privacy Settings Choose the following: Who can see which groups you are a member of Who can see you in global search Who can see your profile information Who can see your Connections Who can send a new message to you Who can see your online status Adjust Notifications Settings Next to each setting, there is a pencil icon. Click the pencil icon, and from there, you can choose your notification preference for that particular setting. The settings include: Toggling notifications on or off Enabling Push notifications that will go directly to your cell phone Enabling email notifications which will send an email notification Questions? Contact Us! help@nts.edu
Email	When a student is enrolled at the seminary they are issued an NTS email address

Testing & Documentation

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

The Incident Response Coordinator scott.myers@nts.edu or 816-268-5555 maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced. In connection with at least one such test, the Seminary will distribute to its students and employees information to remind them of the Seminary’s emergency response and evacuation procedures.

Crime Statistics

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

Crime	On Campus			Non-Campus			Public Property		
	2022	2021	2020	2022	2021	2020	2022	2021	2020
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	2	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Arrest - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

* The Seminary does not have on-campus student housing facilities.

Hate crimes:

2022: No hate crimes reported.

2021: No hate crimes reported.

2020: No hate crimes reported.

Crimes unfounded by the Seminary:

2022: 0 unfounded crimes.

2021: 0 unfounded crimes.

2020: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2022: 0 unfounded crimes.

2021: 0 unfounded crimes.

2020: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the Seminary's Clery Geography.