



2025

The Jeanne Clery Campus Safety Act

(Formerly known as the Jeanne Clery Disclosure of Campus Security Policies and Campus Crime Statistics Act)

Containing information for the 2025-26 Academic Year and Clery Crime Statistics for 2022, 2023 & 2024

ANNUAL SECURITY REPORT

UNIVERSITY POLICE DEPARTMENT

1501 Kings Highway • Shreveport, LA 71103 • 318-675-6165

www.lsuhs.edu/university-police

LSU Health
SHREVEPORT®

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Resource Numbers

Emergency Numbers

Department	Phone Number
LSU Health Shreveport University Police - 24 hours, 365 days	318-675-6165
Shreveport Police Department	911

University Resources

Department	Phone Number
University Police Department Criminal or Incident Reporting	318-675-6165 or 318-675-6233
UPD Crime Hotline	318-675-3873, 318-675-3UPD
UPD Director of Public Safety Chief Vaughn Burris BRI Building, Ground Floor University Police Department vaughn.burris@lsuhs.edu	318-675-6161
SAVE (Sexual Assault and Violence Education) Prevention and Education Administration Building Room 602 shvSAVE@lsuhs.edu	318-813-7283, 318-813-SAVE
Title IX Office Sammy Wyatt Title IX Campus Coordinator Administration Building Room 605 swyatt@lsuhs.edu	318-675-8502
Grace Nickels Deputy Title IX Campus Coordinator Administration Building Room 602 grace.nickels@lsuhs.edu	318-813-7283
University Ombuds Office (Confidential Support)	225-578-0337
Student Counseling Center (Confidential Support) 1801 Fairfield, Suite 411 Shreveport, LA	318-813-6100 The 24-hour crisis line phone number is 318-510-7475
Medical Care/Evidence Collection Ochsner LSU Health Shreveport 1541 Kings Hwy. Shreveport, LA	318-626-0000

Resource Numbers Continued

CSA Reporting Phone Numbers

Department	Phone Number
Title IX Campus Coordinator	318-675-8502
Deputy Title IX Campus Coordinator	318-813-7283
School of Medicine Office for Student Affairs	318-675-5339
School of Health Professions and Sciences	318-813-2900, 318-813-2908, 318-813-2931
School of Graduate Studies	318-675-7572
Office of the Registrar	318-675-5207, 318-675-5222
Graduate Medical Education	318-675-7629
Human Resources	318-675-5554 (after normal business hours please call 903-742-9379)

Local Resources

Criminal Reporting	Phone Number
Caddo Parish Sheriff's Office	318-675-2170
Shreveport Police Department	318-673-7300

Medical Care/Evidence Collection	Phone Number
Christus Health Shreveport-Bossier	318-681-4500
Willis-Knighton Medical Center	318-212-4000

Sexual Assault Hotlines	Phone Number
DeSoto, Natchitoches, Red River & Sabine Parishes	318-256-6242
Bossier, Caddo & Webster Parishes	318-227-7900
Statewide	888-995-7273

Domestic Violence Hotlines	Phone Number
DeSoto, Natchitoches, Red River & Sabine Parishes	318-256-3408
Bossier, Caddo & Webster Parishes	318-226-5015
Statewide	888-411-1333

State Resources

Organization	Phone Number
LCADV (Louisiana Coalition Against Domestic Violence)	888-411-1333
LaFASA (Louisiana Foundation Against Sexual Assault)	888-372-8995

National Resources

Organization	Phone Number
National Domestic Violence Hotline	800-799-7233, 800-799-SAFE
National Sexual Violence Resource Center	877-739-3895
RAINN: Rape Abuse & Incest National Network	800-656-4673, 800-656-HOPE

Message From the Chancellor



LSU Health Shreveport prioritizes the safety of students, employees and campus visitors. This priority is demonstrated by continued investments in safety to include our University Police Department which is comprised of 49 commissioned officers.

Vaughn Burris, LSUHS Police Chief, brings over 35 years of law enforcement experience including serving as Captain, Precinct Commander and Assistant to the Chief of the Lafayette Police Department. Chief Burris has also served in high profile positions such as Commander of the Lafayette Dignitary Protection Team, United State Secret Service Task Force, Hostage Negotiation Team, and Sexual Assault Response Team. He is a graduate of the FBI National Academy/Section 250 and holds a degree in Criminal Justice.

Recent safety investments include a \$4M expansion and upgrade of student parking with new lighting, fencing and an elevated patrol tower allowing for panoramic viewing of the primary student parking lots. Blue light poles with emergency access are on order with installation in high traffic areas are scheduled for fall 2025.

On behalf of our students, faculty and staff, please accept our deepest thanks to the entire LSUHS University Police Department for their relentless pursuit of crime prevention and safety on our campus.

Lester W. Johnson, MD
Interim Chancellor, LSU Health Shreveport

Message From the Director of Public Safety



Your Safety is Our Priority!

The LSU Health Shreveport University Police Department remains committed to crime prevention, education, and ensuring the safety of all our students, faculty, and staff.

Committed to protecting our Shreveport campus are 39 commissioned law enforcement officers, 4 facility guards, and 6 communications officers, who work around the clock to ensure the safety and well-being of the students, faculty, staff, and visitors. It is paramount that safety and security remain a fundamental process to the educational experience and that our campus community is served with respect and dignity.

This year the National Center for Biomedical Research and Training conducted a safety review of the LSU Health Shreveport campus, which yielded positive reviews and feedback regarding campus safety. Additionally, with continued campus growth, the University Police Department has moved forward with the purchase of Emergency Blue Light Towers which will be strategically placed in student parking lots and campus walkways. Each tower will contain an emergency button, as well as security cameras that are monitored by police staff. So many in the campus community have provided positive feedback on the newest addition to public safety and all would agree that this is visual confirmation of the investments we are making to improve the feeling of safety on our campus.

We as a group should continue to encourage input, questions, and concerns to maintain continual improvements to safety. A well-informed campus is a safe campus; thus, the University Police Department is committed to open, transparent communication and invites you to contact us anytime at 318-675-6165. Through our collaborative efforts, we can enhance the safety and security of our campus environment. This Annual Security Report serves as a resource to provide practical and relevant information and services that can help you prevent and better respond to an emergency or crime.

We ALL play a part in making our campus safe. As your University Police Department, we will never give Safety a Day Off!

Chief Vaughn Burris
Director, Department of Public Safety LSU Health Shreveport
University Police Department

The Clery Act

Overview

The Clery Act was named in memory of Jeanne Clery, a freshman attending Lehigh University who was murdered on April 5, 1986, by Joseph Henry, a fellow student she did not know. Henry entered the dormitory through several doors that students propped open by using pizza boxes. Students often propped open the automatic locking doors so they could easily come and go. Once Henry was in the dormitory, he tried several doors until he found an unlocked door on the third floor. Jeanne had left her door unlocked for her roommate who had misplaced her key. In the middle of the night, Jeanne was awakened by Henry burglarizing her room. Jeanne caught him off guard and he stabbed, sexually assaulted, and strangled her to death.

Jeanne's parents, Connie and Howard Clery, had just returned from a vacation when they arrived to see police cars in their driveway. Police officers had to break the news to them about their daughter's horrible death. The Clery's learned there had been thirty-eight violent crimes on the campus in the three years preceding Jeanne's death. Shocked that this vital information was not provided to the public. The Clery's believed if the students were aware of the dangers that lurked on campus, then they would have taken more precautions. If the Clery's had been provided this information, it would have aided in their decision to send their daughter somewhere else – somewhere safer.

The Clery's had to do something about it. They were determined to make campuses safer everywhere! They founded Security On Campus, Inc. and began lobbying state legislatures and Congress to require colleges to report campus crimes. The Clery's devotion finally paid off in 1990, when Congress enacted the Crime Awareness and Campus Security Act. It was later renamed the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. On December 23, 2024, the law was officially renamed the Jeanne Clery Campus Safety Act. Even with the renaming, it is widely referred to as The Clery Act.

The Clery Act, codified at 20 USC 1092 (f) as a part of the Higher Education Act of 1965, is a federal law that requires colleges and universities to disclose annual information about campus security policies and campus crime statistics. All public and private institutions of postsecondary education participating in federal student aid programs are subject to this act. Compliance with the provisions set forth in this document and specified by the Violence Against Women Reauthorization Act of 2013 does not constitute a violation of section 444 of the General Education Provisions Act (20 USC § 1232g), also known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

The U.S. Department of Education monitors compliance and can impose civil penalties per violation. Non-compliance with the Clery Act is a very costly concern for colleges and universities. The cost is currently \$71,545 for each infraction and increases every year. In addition to fines and punitive damages, institutions could lose financial aid funding causing significant damage to the institution's reputation, deterring potential applicants, and impacting enrollment.

Compliance

The goal of the Annual Security Report is to provide transparency and ensure students, prospective students, parents, employees, prospective employees, faculty, staff, and visitors have access to accurate information about crimes committed on campus and campus security procedures.

The Annual Security Report includes the university's policies concerning campus safety and crime prevention, sexual assault, alcohol and drugs, access to the campus, as well as many other important policies and safety information. Statistics concerning reported Clery crimes (including Violence Against Women Act and hate crimes) that occurred for the previous three years are included in this report. This includes Clery crimes that occurred within property owned, leased, or controlled by LSU Health Shreveport (LSUHS) and on public property immediately adjacent to or on thoroughfares running through the campus. The campus is connected to a hospital currently owned and controlled by Ochsner LSU Health Shreveport (Ochsner LSUHS). Clery reportable crimes that occurred in Ochsner's LSUHS buildings and property are included in this report. Crimes that occurred at Ochsner LSUHS – Monroe Medical Center, which is considered our non-campus location, are also included in this report.

Each year, by October 1st, universities must publish and distribute their Annual Security and Fire Safety Report (if applicable) to current employees and students. The Clery Act requires colleges and universities to:

1. Disclose crime statistics for the campus, public property immediately adjacent to or running through the campus, and certain non-campus facilities. Statistics also include liquor, drug, and weapon law violations if they result in a disciplinary referral or arrest and submit collected crime statistics to the U.S. Department of Education.
2. Provide timely warning notices of those crimes that pose an ongoing threat to students and employees, and issue emergency notifications upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus.
3. Have emergency response and evacuation procedures.
4. Have in place primary and ongoing prevention and awareness programs and campaigns for students and employees.
5. Have procedures for institutional disciplinary action in cases of dating violence, domestic violence, sexual assault, and stalking.
6. Disclose in a public crime log any crime that occurred on-campus or within the patrol jurisdiction of the campus police, crimes reported by a Campus Security Authorities and local law enforcement agencies.
7. Publish previous three years of campus crime and fire safety statistics and certain campus security policy statements. Please note the Fire Safety Report is not required because LSUHS does not have any on-campus housing facilities.
8. Disclose missing-student notification procedures that pertain to students residing in any on-campus student housing facilities. Please note this is not required because LSUHS does not have any on-campus housing facilities.
9. Maintain in a public fire log a record of any fire that occurred in an on-campus student housing facility. Please note the public fire log and Fire Safety Report is not required because LSUHS does not have any on-campus housing facilities.

University Police Department

Overview

Campus safety is highly valued at LSU Health Shreveport. LSU Health Shreveport University Police Department is committed to the safety and security of all students, employees, faculty, staff, patients, and visitors. Maintaining a safe and secure campus requires a close working relationship between all members of the LSUHS campus community.

LSUHS University Police Department (UPD) is a fully functioning police department with over 35 sworn and commissioned police officers, who are here to serve and protect the campus community 24 hours a day, seven days a week, 365 days a year. UPD Officers have successfully completed an accredited law enforcement academy, commissioned by the Louisiana Department of Public Safety, certified through Peace Officers Standards and Training (P.O.S.T.), and complete in-service trainings and re-certifications annually to maintain and improve their skills.

UPD police officers are tasked with patrolling the campus to deter crime, responding to calls for service and assistance, writing reports, conducting investigations, assisting with medical and fire emergencies, traffic accidents, pedestrian escorts, issuing parking violations, enforcing state laws, and other incidents requiring police intervention.

UPD staffs and operates a 24-hour state-of-the-art Dispatch Communication Headquarters Center equipped with CAD System (computer-aided dispatch), radio system, and eight full-size screens to view surveillance cameras throughout the medical school buildings. Our Communication Officers monitor the fire and panic alarm systems. Our Communication Officers answer all emergency and non-emergency phone calls and dispatches officers. They are also responsible for entering information into the National Crime Information Center (NCIC - a central database for tracking) and searching for any crime-related information such as stolen items, protection order files, fugitives, missing, or wanted persons.

UPD has facility guards that maintain a presence in the parking lots to monitor suspicious activity and enforce rules and regulations. Guards provide information and assistance to any individual in need. They ensure lighting in their assigned areas are in working order and that parking lot entry and exit gates are working properly. They also notify Communications Officers of any suspicious persons, events, or activities and request officers if needed.

Vision, Mission, and Principles

Vision of the LSUHS UPD

We are a dynamic organization devoted to improvement, excellence, maintaining customer satisfaction, and operating on the Principles of Quality Leadership.

Mission Statement

We believe in the dignity and worth of all people.

We are committed to:

- Providing high-quality, community-oriented police services with sensitivity
- Protecting constitutional rights
- Problem solving
- Teamwork
- Openness
- Continuous improvement
- Planning for the future
- Providing leadership to the police profession

We are proud of the vast and varied experience of our workforce which permits us to grow as individuals in respect of each other.

Principles of Quality Leadership

- Improve systems and examine processes.
- Have a customer orientation and focus toward employees and citizens.
- Believe that the best way to improve the quality of work or service is to ask and listen to employees who are doing the work.
- Be committed to the problem-solving process; use it and let data, not emotions, drive decisions.
- Be a facilitator and coach. Develop an open atmosphere that encourages providing and accepting feedback.
- Encourage creativity through risk-taking and be tolerant of honest mistakes.
- Avoid “top-down”, power-oriented decision-making whenever possible.
- Manage on the behavior of 95% of employees and not on the 5% who cause problems. Deal with the 5% promptly and fairly.
- Believe in, foster, and support teamwork.
- With teamwork, develop with employee’s agreed-upon goals and a plan to achieve them.
- Seek employees input before you make key decisions.
- Strive to develop mutual respect and trust among employees.

Authority

LSUHS UPD Officers are vested with all of the powers, authority, and responsibilities of any police officer of the state on property owned by the university, including adjacent public streets. Police authority is derived from Section 17:1805 of the Louisiana Revised Statutes.

L.R.S. 17:1805 AUTHORITY OF UNIVERSITY OR COLLEGE POLICE OFFICER

- A. (1) Those persons who are university or college police officers responsible for maintaining general order and exercising police power on the campus of a state-supported or a private college or university shall be designated as university or college police officers.
- (2) Each as such person named as a police officer by the president of the college or university shall be commissioned as a university or college police officer by the Department of Public Safety and Corrections or as provided in Subsection

E of this Section. Such commission shall remain in force and in effect at the pleasure of the employing college or university.

(3) While in or out of uniform, these police officers shall have the right to carry concealed weapons and to exercise the power of arrest when discharging their duties on their respective campuses and on all streets, roads, and right-of-way to the extent they are within or contiguous to the perimeter of such campuses. In the discharge of their duties on campus and while in pursuit on or off the campus, each university or college police officer may exercise the power of arrest.

(4) Each such police officer shall execute a bond in the amount of ten thousand dollars in favor of the state for the faithful performance of their duties. The premium bond shall be paid by the employing institution.

- B. Any person arrested by a college or university police officer, in the exercise of the power hereinabove granted, shall be immediately transferred by such officer to the custody of the sheriff or city police wherein arrest occurs.
- C. On and after January 1, 1975, no person shall be commissioned as a college or university police officer, unless prior to such commissioning the person has, as a minimum requirement, completed and graduated from a certified P.O.S.T. Basic Law Enforcement Training Academy of Louisiana or possesses equivalent training or experience.
- D. Upon authorization by the chief administrative officer of the educational institution, a college or university police officer shall have authority to discharge his duties off campus as follows:
1. If engaging in intelligence gathering activity.
 2. When investigating a crime committed on campus.
 3. When transporting prisoners in furtherance of duties as set forth in this Section.
 4. When transporting money, securities, or other valuables on behalf of the college or university.
 5. While providing security or protective services for visiting dignitaries to the college or university both on and off the campus.
 6. If specifically requested by the chief law enforcement officer of the parish or city.
- E. Notwithstanding any of the provisions of this Section to the contrary, any state supported or private college or university situated within the territorial limits of any municipality having a population in excess of two hundred fifty thousand persons may, at the option of said college or university, have its campus police officers commissioned as university or college police officers by such municipal or city police department, rather than the Department of Public Safety, upon complying with the requirements and regulations as may be prescribed by said municipal or city police department for the commissioning of special officers. Such commissions issued by a municipal or city police department shall confer upon such campus police officers all rights and privileges as are enumerated in this Section with respect to officers commissioned through and by the Department of Public Safety; provided, however, that such officers shall not be entitled to supplemental pay for municipal police officers.

F. Notwithstanding any provision of this Section to the contrary, on July 1, 1991 and thereafter, no person shall be commissioned as a university or college police officer by the Department of Public Safety and Corrections or as otherwise provided in Subsection E of this Section until there has been a determination made by the commissioning authority that the particular public or private college or university name the police officers is in compliance with the provisions of R.S. 17:3351(C), or, in the case of a private college or university, is in compliance with substantially similar requirements adopted by the particular institution, police officer, unless prior to such commissioning the person has, as a minimum requirement, completed and graduated from the six-week program of the Basic Law Enforcement Training Academy of Louisiana State University and Agricultural and Mechanical College or possesses equivalent training or experience.

Working Relationships with Local, State, and Federal Law Enforcement

UPD fully cooperates with federal, state, and local law enforcement agencies in cases which involve both on- and off- campus jurisdiction or when the resources of another agency can be used to facilitate the resolution of an investigation. UPD maintains an excellent working relationship with Caddo Parish Sheriff's Office, Shreveport Police Department, and Louisiana State Police. Our working relationship also extends to state and local fire and emergency services organizations including Caddo-Bossier Office of Homeland Security and Emergency Preparedness. UPD compiles information, prepares reports, and submits incident reports to local and state law enforcement agencies, Caddo District Attorneys, and other requesting agencies. This also includes participation in a police radio network, training programs, special events coordination, assistance with imminent or active threats to the community, patrolling areas and responding to incidents that occur in close proximity to the campus in cooperation with other local law enforcement agencies.

Local law enforcement agencies are notified annually in the letter requesting crime statistics from their agency to inform UPD about situations reported to them that may warrant an emergency response or timely warning.

LSUHS and UPD have a written memorandum of understanding with Shreveport Police Department, Caddo Parish Sheriff's Department, and the Caddo Parish District Attorneys' Office relating to communications, responsibilities, and investigations regarding reports of Power-Based Violence committed by or against students of institution.

Reporting Crimes, Emergencies, and Safety Concerns

Reporting to UPD

The success of any law enforcement agency and the safety of the campus is contingent on receiving timely reporting of incidents. LSUHS encourages accurate and prompt reporting of all crimes to UPD or local law enforcement agencies, when the victim of a crime elects to, or is unable to, make such a report. In the event of an emergency or ongoing threat, please get to a safe location first. Notify UPD in a timely manner to report any criminal or suspicious activity, fire, or other emergency by calling 318-675-6165 or 911 or reporting in person. UPD is located in the BRI Building, Ground Floor, UPD entrance is located to the right of the elevators. Crimes occurring off-campus should be reported to the appropriate local law enforcement agencies with jurisdiction in that area.

UPD dispatchers are available 24 hours a day to dispatch police officers. When a crime or an emergency is reported to the dispatcher, the department will initiate the required action by dispatching an officer to meet with the victim or witness to file an incident report. Criminal reports are initially investigated by officers of the Patrol Division. Patrol responsibilities include searching for suspects, collecting available evidence, and completing police reports. Reports that require additional investigation are reviewed by the Investigations Division and, when appropriate, are assigned to an Investigator for a follow-up investigation.

Calling dispatch to report crimes and emergencies will typically generate a law enforcement response. Whenever possible, the survivor or witness of the crime should call UPD directly to report the incident. Firsthand information is always more accurate and complete. It is critical for the safety of the entire campus community that all incidents are reported in a timely manner which will allow UPD to assess the complaint for the purpose of issuing timely warnings regarding Clery Act crimes or an emergency notification. Any person who willfully makes or participates in making a false or frivolous report is in violation state and federal laws.

When calling to report a crime or incident, please be ready to give as much as you can of the following information:

- A brief description of the occurrence.
- When and where the incident occurred.
- Where and when the suspect(s) was last seen.
- If there were any weapons involved.
- A description of the suspect(s) (including gender, race, age, height, weight, hair color/length, clothing, facial hair, tattoos/scars, etc.).
- Any other relevant information.

UPD makes every effort to provide a report of incidents involving students to the Dean for review and follow-up action. Allegations of student misconduct are forwarded to the designated official at the school the student attends for review. Some police reports could be forwarded to other departments as necessary for review and referral based on the reported incident. Any matters involving employees are forwarded to the Office of Human Resources and Office of Compliance and Risk Management for review. When appropriate, an incident will be referred to the Title IX Office for review.

There are many different reporting options available for the campus community. While some reporting options will initiate a police investigation, others will not. Please review the other methods of reporting available at LSUHS.

Voluntary, Confidential Reporting

All witnesses of crime and crime victims, including crime victims who elect not to or are unable to make a formal complaint or victims who do not want to pursue action within the University system or the criminal justice system, are encouraged to submit a voluntary report of crimes on a confidential basis to UPD.

It is important to know confidential reporting is different than anonymous reporting. Confidential reporting means a UPD officer can file the report detailing the incident without revealing the identity of a victim or witness, to the extent allowed by state and federal laws. Confidential reports filed pursuant to this paragraph must be counted and included in the Annual Security Report, daily crime log, and for assessment on whether a timely warning should be issued (without disclosing any personally identifiable information). Anonymous reporting means the person reporting is not known at all. UPD does not have an online anonymous reporting form available.

LSUHS offers anonymous reporting via EthicsPoint <https://www.lsu.ethicspoint.com>. The LSU Shield app offers the capability of submitting anonymous tips via cell phone, but neither of these options will automatically generate a report with UPD. You must contact UPD at 318-675-6165, if you need a report filed.

Reporting to UPD via LSU Shield Mobile App

iPhone

<https://apps.apple.com/us/app/lsu-shield/id796370164>

Android

https://play.google.com/store/apps/details?id=com.mylsu.shield&hl=en_US



Reporting to Human Resources

Any member of the campus community who has any complaint regarding workplace violence, harassment, substance or alcohol abuse, and other criminal offenses against a

supervisor, co-worker, faculty member, student worker, or transient has the right to report the incident to the Director of Human Resource Management at 318-675-5554 (after normal business hours please call 903-742-9379) and to UPD at 318-675-6165.

Reporting to Respective Schools or Graduate Medical Education

All criminal offenses should be reported to UPD at 318-675-6165, but you should also reach out to the following:

Students may contact the Dean/Associate Dean of the respective school:

- School of Medicine at 318-675-5339
- School of Health Professions and Sciences at 318-813-2900 / 318-813-2908 / 318-813-2931
- School of Graduate Studies at 318-675-7572
- Fellows and Residents may contact the Director of the Graduate Medical Education at 318-675-7629

Reporting to Title IX

Persons who believe they have been targets of harassment or related retaliation are encouraged to report the incident(s) immediately. Delay in reporting makes it more difficult to investigate fairly and adequately the incident and may contribute to the repetition of offensive behavior. Complaints may be submitted by the victim to the Title IX Coordinator. Mandatory Reporter must report incidents that they witness or are informed of to the Title IX Coordinator.

The Title IX policy outlines procedures for addressing and resolving allegations of power-based violence including sex- and gender-based harassment and discrimination, and Sexual Misconduct (e.g. sexual assault, stalking, dating violence, domestic violence, sexual exploitation, retaliation, etc.). Such procedures are required and governed by (1) Title IX of the Education Amendments of 1972 which prohibits sex discrimination in any education program or activity receiving federal financial assistance, (2) Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, and (3) the Board of Regents Uniform Policy on Power-Based Violence.

Reports can be made in person, via phone, email, or online reporting at <https://www.lsu.ethicspoint.com>.

Sammy Wyatt, PhD, MBA, CFE, CHC, CCEP, EnCE
Title IX Campus Coordinator (Administration Building, Room 605)
swyatt@lsuhs.edu
318-675-8502

Grace Nickels, EdD
Deputy Title IX Campus Coordinator (Administration Building, Room 602)
grace.nickels@lsuhs.edu
318-813-7283

Reporting via LSU Ethics, Integrity, and Misconduct Helpline

All employees, medical staff, contractors, vendors, patients, students, and visitors of LSU Health Shreveport are encouraged to report issues and/or concerns through established reporting channels whenever possible. In situations where reporting in confidence is preferred, you can file an anonymous report through LSU Ethics, Integrity and Misconduct Helpline at <https://www.lsu.ethicspoint.com> or by calling toll-free at 855-561-4099.

EthicsPoint is available 24 hours a day, 7 days a week. EthicsPoint is NOT a 911 or Emergency Service. Do not use this site to report events presenting an immediate threat to life or property. Reports submitted through this service may not receive an immediate response. If you require emergency assistance, please contact UPD at 318-675-6165 or 911.

You may use the Helpline to report concerns including, but not limited to:

- Title IX – sexual harassment, sexual assault, dating violence, video voyeurism, stalking, and retaliation
- Human Resources – substance abuse and EEOC
- Office of Compliance and Risk Management:
 - Human Resources Complaints: Grievance, retaliation, management practices,
 - employment practices, ADA Matters, working conditions, and employee misconduct, including but not limited to discrimination, harassment, and workplace violence.
 - Fraud, Waste, and Abuse - financial irregularities including the unauthorized taking or misuse of university resources, false claims, improper procurement or contracting activities, payroll abuse, and other financial conflicts of interest.
 - Privacy Complaints - Privacy, Data Safety and Security - Family Educational Rights to Privacy Act Violations, Privacy, Data Safety and Security - HIPAA, Patient Privacy, FERPA.
 - Confidentiality & Security Concerns, Research - Conflict of Interest, Research - Human or Animal Research, Research - Intellectual Property Infringement, Misappropriation or Disclosure, Research - Scientific Misconduct, Research - Sponsored Projects Non-Compliance, Research Grant Misconduct or Misappropriation of Costs.

LSU is providing the Helpline because we are committed to encouraging open and honest communication. Helpline reports will be handled promptly and judiciously. No retaliatory action will be taken against anyone for reporting or inquiring in good faith about potential misconduct or breaches of laws, rules, regulations, or university policies, or for seeking guidance on how to handle suspected misconduct or breaches.

Reporting to Campus Security Authorities

LSUHS understands someone might not want to disclose information about a crime to UPD, but they might feel more comfortable reporting to a Campus Security Authority (CSA). The goal is to ensure a victim knows there are options and resources available to them regardless of law enforcement involvement.

If a threat or emergency is taking place, the CSA will contact UPD immediately at 318-675-6165 to determine if a timely warning or emergency notification needs to be issued to alert the campus community. CSAs are federally mandated to forward reports of crime brought to their attention to UPD as soon as practically possible by contacting UPD, completing a CSA Reporting Form, or the CSA will assist the victim in contacting UPD, but only if they want to report the incident to UPD.

LSUHS has many identified CSAs on campus, the following offices are officially designated as places where campus community members can report crimes:

CSA Phone Numbers

Title IX Campus Coordinator	318-675-8502
Deputy Title IX Campus Coordinator	318-813-7283
School of Medicine Office for Student Affairs	318-675-5339
School of Health Professions and Sciences	318-813-2900, 318-813-2908, 318-813-2931
School of Graduate Studies	318-675-7572
Office of the Registrar	318-675-5207, 318-675-5222
Office of Graduate Medical Education	318-675-7629
Human Resources	318-675-5554 (after normal business hours please call 903-742-9379)

Campus Security Authorities

The job of campus safety does not rest solely in the hands of UPD; this is a collaborative effort throughout LSUHS, Ochsner LSUHS, Ochsner LSUHS - Monroe Medical Center, and other Ochsner LSUHS facilities. Our goal is to empower community members at LSUHS to take an active role in their safety and the safety of the community by keeping them informed! This can be done with the help of Campus Security Authorities. Campus Security Authorities (CSAs) are an integral part of the Clery Act because students will not always report crimes to campus police, but they may feel comfortable reporting to someone they know or have a rapport with.

CSAs are responsible for reporting allegations of Clery Act crimes that are reported to them in their capacity as a CSA for inclusion in the annual disclosure of crime statistics. The victim or witness does not need to be University-affiliated, nor does the report have to lead to police involvement. CSAs need to support the individual and provide them with the options and resources that are available regardless of their decision to notify law enforcement.

CSAs are not required to report incidents they overhear while students are talking in the hallway; something a student mentions during an in-class discussion; anything mentioned during a speech or other form of group meetings or presentations; or anything the CSA learns about in an indirect manner. CSAs should not report if you have reason to believe the report or allegation of criminal conduct was not made in good faith. If you have good reason to doubt the validity of the information, for example, if you think someone is deliberately spreading a rumor, then you can conclude the report was not made in good faith. You are also not required to report if you are reasonably certain that the incident has already been reported by another CSA or directly to UPD.

Most importantly, CSAs are not responsible for determining whether a crime took place, apprehending the alleged perpetrator, or convincing a victim to contact law enforcement if the victim chooses not to do so.

Who is a CSA?

CSAs are identified by function, not title. You cannot decline to be a CSA - if your role fits the definition, then you are a CSA!

CSAs are usually found in departments responsible for, but not limited to, student and campus activities, safety/security, discipline, or campus judicial proceedings. Also included are many who have been designated as a CSA by the Department Head, Director, or Dean in consultation with the Clery Compliance Coordinator.

It is important to keep in mind when determining if you are a CSA, that the term “student” can be used interchangeably for other terms such as a resident or fellow. This ensures residents and fellows also know to whom and where to report crimes to. The inclusion of residents and fellows was determined with the Campus Safety Help Desk’s guidance that residents and fellows would be included in the definition of a student because they are typically receiving some kind of credit or fulfilling some requirement that is part of a further degree or credential – even if they are being paid.

Campus Security Authority is a Clery term that encompasses groups of individuals and organizations associated with an institution. Campus Security Authorities are defined as:

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

These are officials (not support staff) whose functions involve direct relationships with students that are outside a classroom environment (not simply related to the class/course material). Some examples in this category include, but are not limited to:

- All employees of University Police Department
- Human Resources
- Academic & Student Organization Advisors
- Greek Affairs Coordinators
- Guest Relations/Security Attendants
- Student Activity Coordinators
- Deans/Directors of student-related programs
- Student peer education advisors
- Any faculty or staff employee that leads or participates in education travel experiences sponsored or organized primarily by the University
- Personnel whose job functions involve supervising student employees

The following are CSAs and are required to report, but without identifying the victim:

- Title IX Coordinators/Investigators/Staff
- Confidential Advisors
- Director of Campus Health or Counseling Center
- Victim advocates or others who are responsible for providing victims with advocacy services, such as assisting with relocation, disciplinary action or court cases, etc.

Who is not a CSA?

Individuals who do not deal with students outside of a normal classroom or business setting are not considered CSAs. Examples of individuals who would not meet the criteria include:

- Faculty members who only teach
- Advisors that only meet students once a semester to review classes to take

- Physicians/Nurses in Health Center who only provide care for students
- Clerical or administrative support staff
- Cafeteria/Facilities Maintenance/Information Technology staff
- Personnel who do not supervise student employees
- Professional and Pastoral Counselors

CSA Responsibilities

Once CSAs are identified by their department, they are contacted by the Clery Compliance Coordinator to notify them of their duties and responsibilities by providing links to materials to learn more about the Clery Act requirements.

These materials can be reviewed at any time on UPD's website <https://inside.lsuhs.edu/departments/public-safety/campus-security-authorities> (you will be required to login using LSUHS credentials).

Additional CSA training offered through:

- New Employee Orientation Training
- Mandatory Annual Campus Education Day (CED) Online Training Module
- Dedicated campus web page providing overview of CSA responsibilities and presentations for new and existing CSAs.
- The entire University Police Department is required annually to review CSA training materials and take a mandatory test with a passing grade of 80%.

All CSAs are required to inform the Clery Compliance Coordinator of the existence of all known incidents, including confidential incidents. The intent of the CSA Reporting Form is to provide CSAs with a method of reporting Clery crimes in a timely manner to ensure the capture of proper statistics to be included in the daily crime log, the Annual Security Report, and Title IX's Power-Based Violence crime statistics for the University. Refer to the section titled **REPORTING PROCEDURES** on how CSAs should complete the form.

The Clery Compliance Coordinator will send an email to CSAs annually to complete an online form requesting the number of Clery incidents reported to them for the previous year. This is to verify all forms were received in case there may have been an internet failure or other submission issues. The Clery Compliance Coordinator maintains a file for all email requests, responses, and CSA online reporting forms received for recordkeeping purposes.

CSAs can contact Angela Weaver, Clery Compliance Coordinator, by calling 318-675-6162 or emailing angela.weaver@lsuhs.edu.

Confidential Advisors

Confidential Advisors are considered CSAs and can report crimes in a way that does not identify an alleged victim or an accused individual, unless otherwise required to do so by law. Per PM-73, a Confidential Advisor is required to report statistics to UPD in accordance with the requirements of the Clery Act. A victim may not wish to pursue a criminal investigation and that is ultimately their decision. They may feel reluctant to file reports due to the process, the chance of losing their anonymity, or fear retaliation for having made a protected disclosure or for cooperating with an investigation. If an

individual requests confidentiality, then personally identifiable information should not be disclosed on the online CSA Reporting Form unless required by law. Refer to the section titled **REPORTING PROCEDURES** on how Confidential Advisors should complete the form to maintain confidentiality.

Confidential Advisors receive specialized training regarding laws and campus policies in order to support and advise students, faculty, and staff before and/or during the complaint process. Confidential Advisors serve as a resource for community members to ask questions and receive information without instituting notice and an investigation under PM-73. Confidential Advisors may be present during any meeting conducted under PM-73 to assist and/or consult with a student or employee. Confidential Advisors are authorized to facilitate supportive measures on behalf of students and employees, and they will assist individuals with reporting incidents to the Title IX Coordinator and/or law enforcement (if desired). To contact a Confidential Advisor, please visit Title IX's website for the most current listing at <https://www.lsuhs.edu/about/title-ix/resources>.

Non-Professional Counselors

Non-professional counselors or advocates are also considered CSAs. These are individuals who are not professional or pastoral counselors, but work or volunteer in on-campus sexual assault centers, victim advocacy offices, women's centers, or health centers, including front desk staff and students, and provide assistance to students and employees who experience sexual violence, should report aggregate data, but are not required to report, without the individual's consent, incidents of sexual violence to the school in a way that identifies the individual. Non-professional counselors should follow the confidential reporting procedures in the section titled **REPORTING PROCEDURES**.

Reporting Exemption

Pastoral or Professional Counselors

Pastoral or Professional counselors, when acting in their official capacities as employees, are not considered to be a CSA and are not required to report crimes for inclusion in the annual disclosure of crime statistics. They are encouraged, if and when they deem it appropriate, to inform the person being counseled to submit a voluntary report of crimes on a confidential basis to UPD for inclusion in the annual crime disclosure of crime statistics. LSUHS is not required to provide a timely warning with respect to crimes reported to a pastoral or professional counselor.

The Clery Act defines counselors as:

A pastoral counselor is 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 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 applies even to professional counselors who are not employees of the institution, but are under contract to provide counseling at the institution.

The professional or pastoral counselor exemption is intended to protect the counselor-client role and ensure these individuals can provide appropriate counseling services without an obligation to report crimes they may have learned about. However, there may be situations in which counselors are in fact under a legal obligation to report a crime when not acting in their role as a pastoral or professional counselor. LSUHS does not currently have pastoral counselors.

Reporting Procedures

The online CSA Reporting Form should not be used to report an emergency, dangerous situation, or hazard. The form will not generate a law enforcement response or initiate an investigation because it is sent to the Clery Compliance Coordinator for reviewal to determine inclusion in the annual disclosure of crime statistics. If an emergency or threat is in progress, you need to call 318-675-6165 immediately. UPD may need to determine if a timely warning or emergency notification needs to be issued to alert the campus community.

Ask the victim or witness if they would like to file a report with UPD. If they do, CSA should assist with contacting UPD and ask for an officer to be dispatched to your location to complete the report. If you have contacted UPD and an officer is completing a report, then you are not required to complete the CSA Reporting Form. You are also not required to complete the report if you are reasonably certain that the incident has already been reported by another CSA.

If victim or witness does not want UPD involved, then you will be responsible for submitting the online CSA Reporting Form and offering resources that are available to them. Even if the victim or witness changes their mind, you will still be responsible for submitting the report. Send any information you have and do not discard or hold on to any report.

The online CSA Reporting Form contains all the questions you need to ask the victim or witness <https://forms.lsuhs.edu/Forms/csacrimereporting>. If you are unsure if something reported is a Clery crime or whether it took place on Clery Geography, we ask you to submit a report anyway with as much information as possible and UPD will make the determination. *If in doubt, fill it out!*

CSAs are not required to disclose confidential information concerning an incident, such as information that would identify a victim of a crime who wishes to keep their identity hidden. If an individual requests confidentiality, then CSA should not disclose personally identifiable information on the CSA Reporting Form unless required by law. CSA should use victim or witness initials – only as an identifier to avoid double counting of duplicate reports. The form will only include general information about the incident, such as nature of the crime, date, time, and general location of the incident without revealing their identity. The purpose is to comply with their wish to keep the matter confidential, while taking steps to enhance the future safety of the victim and others in the community. It also allows the University to keep an accurate record of the number of incidents involving students, employees, and visitors to determine whether there is a pattern of crime regarding a particular location, method, or assailant; and to alert the campus community of potential danger.

There may be instances when the university must act regardless of the wishes of the victim or witness; therefore, confidentiality is not always promised. Inform the victim or witness that Title IX incidents (allegations involving sexual harassment including sexual violence) received by a Mandatory Reporter must be reported to Title IX and confidentiality may not be possible. The Title IX Office will honor a complainant's request for confidentiality to the extent allowed by the circumstances and law. Disclosure may be legally required if the reported conduct poses a threat of serious harm to the victim or witness or others or if the reported conduct involves suspected abuse or neglect of a minor, elderly, or disabled person. LSUHS will try to protect identities, and reasonable steps will be taken to honor these requests as permitted by state and federal law or university processes.

CSAs with dual responsibilities should note that while there may be some overlap between Clery and Title IX, the reporting methods are different for both and must be done separately. Reporting to one does not fulfill both CSA and Mandatory Reporter requirements.

You are required to offer available resources and victim assistance information such as:

- On-campus programs for assisting victims of sexual and/or other forms of assault,
- Information on procedures for seeking medical help,
- Information on counseling and psychological services, and
- Connecting them with UPD, Office of Human Resources, Title IX, or Student Affairs.

Campus Safety

Campus safety begins with YOU, “If You See Something, Say Something.”

LSUHS encourages all employees, students, faculty, staff, and visitors to report any strange activities, crimes, or emergencies that occur on campus (which may warrant a timely warning or emergency notification) to immediately report it by calling UPD directly at 318-675-6165 or by contacting a CSA. The university has also communicated with neighboring law enforcement agencies asking them to notify UPD if they receive any reports or information warranting a timely warning or emergency notification to be issued.

Timely Warnings

A Timely Warning is sent to alert the campus community to potentially dangerous criminal situations on campus to have the time and information necessary to take appropriate precautions. Timely warnings will be distributed as soon as pertinent information is available and in a manner that is timely. Timely warnings aid in the prevention of similar crimes by helping members of the campus community protect themselves.

When an event has been reported to UPD, or brought to their attention by a CSA or local law enforcement agency, the responding officer immediately notifies the supervisor on duty who then determines if it poses a potentially serious or on-going threat to the community and if the distribution of a timely warning is warranted. After confirmation, a campus-wide mass email will be issued to all students, employees, faculty, and staff with an LSUHS email. Messages displayed via on-campus announcement televisions or signs placed on main entrance doors to alert visitors of timely warnings.

Timely warnings are usually distributed when the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications have occurred: major incidents of arson, murder/non-negligent manslaughter, robbery, or other violent crimes as deemed necessary by the supervisor on duty. Clergy crimes involving the use of a weapon, or when an injury results from a crime will warrant a timely warning. Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by UPD. For example, a disagreement between two students resulting in an assault and no on-going threat to the other campus community members would not warrant a timely warning to be issued. In cases involving sexual assault, often reported long after the incident occurred, thus, there is no ability to distribute a “timely” warning to the community. Sex offenses will be considered on a case-by-case basis depending on when and where the incident occurred, when it was reported, and the amount of information known by UPD. In cases of delayed reporting of an incident to the university, it may be so delayed there is no possibility of issuing a timely warning to the community; as a general guideline, a report that is filed more than three days after the date of the alleged incident may not allow for a timely warning to be issued.

A timely warning will not be issued if the suspect is apprehended and the threat of imminent danger has been mitigated. It should be noted that outside law enforcement agencies do not always immediately notify UPD of emergent incidents resulting in the delay of a timely warning being issued or not being issued at all.

Timely warning determinations are made on a case-by-case basis considering all known circumstances surrounding a crime, including when and where the incident occurred, when it was reported, and the amount of information available, whether a continuing danger exists to the campus community, and the possible risk of compromising law enforcement efforts. The process the university will follow when issuing or determining to issue a timely warning is simple and designed to expedite decision making and notification of the campus community. When all the following criteria below have been met, a timely warning will be issued:

1. a crime has been reported to UPD,
2. the crime is a Clery Act crime,
3. the crime reported has occurred on Clery Act geography, and
4. the circumstances present a serious or ongoing threat to the community.

The content of the timely warning message, at a minimum, will include the following:

1. the date/time of the incident,
2. the location, and
3. the nature of the crime.

The warning may also provide brief information about the situation if warranted and information that promotes safety, such as crime prevention and safety tips; information to assist individuals in protecting themselves such as what to do or what not to do; UPD contact information; and any other information as deemed appropriate. Suspect(s) description will only be provided when deemed appropriate and if there is sufficient detail. However, caution will be taken to not issue such a lengthy warning that it cannot be quickly understood by recipients.

Timely warnings will be distributed as soon as pertinent information becomes available to UPD, in a manner that withholds the names of victims and suspects as confidential, and with the goal of aiding in the prevention of similar occurrences. The university is not required to issue a timely warning with respect to crimes reported to a pastoral or professional counselor. The university is not required to issue a follow-up message when a timely warning is issued, but a follow-up message may be sent out if new information is received.

Issuance Process of Timely Warnings

The following are responsible for the issuance of timely warnings and when time allows, will follow the procedures outlined below. If time does not permit, then timely warnings may be sent without consulting with University officials that if in their judgement delay in issuing the notification would compromise the health and safety of LSUHS campus community. Other instances that allow diverting from this procedure are when those designated below are actively involved in an incident or any other reason determined by University officials.

The individuals/departments or their designees are authorized to determine whether a timely warning should be issued, as circumstances permit, may include:

- Director of Public Safety,
- Shift Supervisor/Officer-in-Charge of Public Safety,

- any UPD Communications Officer, or
- any trained member approved to send mass email.

The individuals/departments or their designees are responsible for determining content for a timely warning may include:

- Director of Public Safety,
- Shift Supervisor/Officer-in-Charge of Public Safety,
- any UPD Communications Officer, or
- any trained member approved to send mass email.

The individuals/departments or their designees are responsible for sending a timely warning may include:

- Director of Public Safety,
- Shift Supervisor/Officer-in-Charge of Public Safety,
- any UPD Communications Officer, or
- any trained member approved to send mass email.

Campus Safety Tip Emails

Campus Safety Tip emails could be distributed for crimes that do not rise to the level of causing a serious or continuing threat to the campus community, but are situations the campus community should be aware of. Examples include, but are not limited to:

- Investigations of a series of car break-ins or catalytic converter thefts;
- A pattern of activities that puts students, staff, or faculty at risk; or
- Prevention notices, etc.

Safety Tips

Safety is a shared responsibility and as members of the campus community, everyone should help to make the campus a safer place. Using some simple safety precautions will greatly reduce your chance of becoming a victim of crime. One simple piece of information you should always have handy is your location. If there is an emergency, responders will ask for your location, address, etc., so have this information readily available.

Protecting yourself on campus

- Remember the number to UPD is 318-675-6165.
- Request escorts from UPD when walking alone to the parking lots.
- Notify UPD when you are working alone, after hours.
- Be aware of your surroundings, report suspicious person(s) immediately.
- Have the LSU Shield Mobile Safety App open on your cell phone.
- Always lock your car. Never leave the windows down while it is unattended.
- Do not leave tempting valuables or property visible inside the car. Lock these items in the trunk.
- Lock bikes to bike racks with hardened-alloy locks and chains or u-shaped locks to prevent thefts.

Protecting yourself off campus

- Lock your door, even when you intend to return home shortly or even if you are just going down the hall. It takes a thief ten seconds or less to enter an open room and steal your property.
- Take extra time to ensure that your windows and doors are locked, especially when you are alone or at night.
- Do not leave valuables lying out in plain sight. Record the serial number of your valuables or engrave a unique identification number on the item.
- Store emergency numbers on your mobile phone.
- Do not leave messages on your door indicating that you are away and when you will return.
- Do not let strangers enter dormitory or premises.
- Do not prop open outer doors.
- If someone asks to use your phone for an emergency call, offer to make the call for them instead of allowing them access.
- Do not put your address on your key ring.
- Get to know your neighbors.
- Do not leave keys in hiding places. Thieves will find them. Carry your keys or make sure that anyone who truly needs them has their own copy.
- To report suspicious persons or activity on campus, call UPD at 318-675-6165 or activate the LSU SHIELD Mobile Safety App. To report when off campus, call 911.
- Open a savings or checking account instead of keeping money in your room.
- Keep ATM cards in a safe place, keep your PIN secret. When possible, only use ATM's during the day. Instead of carrying large sums of cash use a charge card.
- If you are in immediate danger, call 911; try to stay calm and get away at the first opportunity.

Protect yourself when walking

- Avoid walking alone at night unless absolutely necessary. Stay on well lit, commonly traveled routes, avoid shortcuts, and dark, isolated areas.
- Walk purposefully, know where you are going and project a confident image.
- Avoid potentially dangerous situations.
- If you feel threatened, cross the street, locate an emergency phone, or enter a store or place of business even if you have just left it.
- Have your keys ready in hand when approaching your vehicle or door; not buried in a purse or in your pocket.

Protecting yourself when driving

- Look into your car before getting in. Lock doors and roll up windows once inside for protection. Never pick up strangers!
- Drive to a police or fire station or open place of business if you feel you are being followed.
- Do not stop to help occupants of stopped or disabled vehicles. Continue driving to the nearest phone and call assistance for them.

Emergency Response and Evacuation Procedures

Emergency Response

The primary mission of the LSUHS is to provide education, patient care services, research, and community outreach. The Office of Safety Services has an established Emergency Response Plan in place to provide the campus community with information about emergency response and evacuation procedures. The Emergency Response Plan is to provide all-hazards guidance intended to preserve life, protect property, and contain an incident, emergency, or event on campus in order to continue the mission. An incident is defined as “an occurrence or event, natural or human-caused, which requires a response to protect life or property.” An incident may evolve into an emergency when that event overwhelms or nearly overwhelms day-to-day resources, plans, and personnel in place to manage them, while causing a significant disruption of normal business in all or a portion of the campus. Incidents and emergencies can range from a small utility failure or criminal act that can be handled locally to a major weather event, flood event, or chemical/biological release that may exceed internal capabilities and requires external response support. The Emergency Response Plan establishes an incident organization to direct and control operations during an emergency situation by assigning responsibilities to specific entities. The Emergency Response Plan acknowledges the existence of campus personnel and resources that respond to internal incidents on a daily basis, and the existence of internal department plans and procedures for response, recovery, and mitigation that are implemented on a daily basis. Nothing in the Emergency Response Plan, or any element thereof, should be construed as limiting the use of good judgment and common sense in matters not foreseen or addressed by the Emergency Response Plan.

According to Homeland Security Presidential Directive 5 and the U.S. Department of Education, Institutions of Higher Education are among local agencies that must adopt NIMS if they receive Federal grant funds. The National Incident Management System (NIMS) is a set of principles adopted by LSUHS. NIMS provides a systematic, proactive approach guiding government agencies at all levels, nongovernmental organizations, and the private sector to work seamlessly to prevent, protect against, respond to, recover from, and mitigate the effects of incidents, regardless of cause, size, location, or complexity, in order to reduce the loss of life or property and harm to the environment. This system ensures that those involved in incident response/recovery understand what their roles are and have the tools they need to be effective. LSUHS has adopted NIMS and the use of the Incident Command System (ICS) and in accordance with the U.S. Department of Education (ED) guidance, has identified “key personnel” such as Executive Leaders, General Personnel, Command Staff, and Incident Managers to complete specific courses in order for individuals to meet the organizational NIMS compliance. LSUHS participates in local governments’ NIMS preparedness programs. Identified personnel participate in training and exercising the Emergency Response Plan’s procedures. LSUHS Office of Safety Services is charged with ensuring that the training and equipment necessary for an appropriate response will be available.

The Office of Safety Services shall have the authority to enforce compliance with the requirements and other applicable environmental and safety regulations. Enforcement action will be taken after consultation, unless there is an immediate danger to the health and safety of personnel or an immediate danger to LSUHS property. In the event of immediate danger or major noncompliance, the Director of Safety or designee(s) will be

responsible for taking any actions, including facility closure, required for protection of the health and safety of personnel or protection of University property. The Director of Safety will notify administration of any facility closures. Remedial actions will be required before a closed facility will be reopened.

Each and every employee shall be responsible for his/her own safety, for promoting the safety of co-workers, and for protecting the local environment. Vice Chancellors, Deans, Directors, and Department Heads shall implement the safety and environmental program in their areas of administrative responsibility and shall be accountable through their respective administrative channels for the control of accidents and hazardous exposures in the work environment.

The Office of Safety Services is the principal provider/coordinator of all LSUHS safety and environmental requirements, including, but not limited to:

1. Providing resources for the identification, evaluation, and control of hazardous situations,
2. Providing safety, security criteria, and assessments for research and teaching labs working with potentially hazardous chemicals, biological or physical agents or processes,
3. Developing and issuing rules and procedures,
4. Consulting with employees and management, and
5. Providing safety training, hazardous waste disposal, and occupational safety and health exposure evaluations.

Evacuation Procedures

Evacuation is an orderly removal of staff and visitors from an identified area or building. Notifications may be broadcast openly through paging system or in a more discreet manner such as a phone call, messenger, emails, etc. In all cases, when the notice is made to evacuate, all persons shall leave the building immediately in an orderly manner using established evacuation routes. Proceed to your pre-determined gathering point, established within individual departments, or as directed by the command center staff. Do not re-enter the building until directed to do so by emergency response personnel. Departmental Supervisors or designees will attempt to account for all employees of their department and report any missing persons to the command center. After an all-clear of an emergency, an after-action debriefing for the Incident Command Team will occur as soon as possible.

The Office of Safety Services coordinates all tests (exercises, drills, and follow-through activities.) Each year at least one scheduled functional exercise is held to test emergency response and evacuation on a campus-wide scale and have been designed and implemented to ensure proper operation and to minimize panic and confusion among building occupants who sometimes change rooms or work throughout the building. Exercises are announced and all occupants are notified about the test one week prior through the weekly newsletter or via electronic bulletin boards. The scenarios change from year-to-year and include several departments from across the campus. The exercise helps to prepare building occupants for an organized evacuation in case of a fire or other emergency as well as to learn the locations of the emergency exits in the buildings and the sound of the fire alarms. It also provides guidance about the direction they should travel when exiting each facility for a short-term building evacuation.

In addition to exercises, occupants are educated about evacuation procedures through drills. Drills are conducted annually and may be announced or unannounced. Drills might be conducted separately or in conjunction with an exercise. Drills provide the university with an opportunity to test the operation of the fire alarm system components, paging system, or OnSolve Emergency Notification System.

LSUHS tests are designed with clear written objectives and are followed by an after-action review process. The Office of Safety Services is responsible for maintaining records of each test (exercises or drills) including a description, the date and time, and whether the test was announced or unannounced. In addition, the Office of Safety Services will schedule an after-action meeting after each test and provide a template for the after-action report critique to the Incident Command Team. The Incident Command Team will evaluate the performance of the previous emergency and make any needed modifications to the Emergency Response Plan and Safety Policies before the next emergency.

To view more information regarding emergency response and evacuations, please visit the Office of Safety Services intranet webpage

<https://inside.lsuhs.edu/departments/safety-services/safety-policies/campus-safety-manual>.

Types of Evacuations

Building Evacuation

- All building evacuations will occur when a fire alarm sounds and/or upon notification announced through OnSolve Emergency Notification System.
- When an alarm is activated or notification received, leave the building by going to the nearest exit and alert others to do the same.
- Exit in a calm fashion.
- Assist handicapped in exiting the building.
- Do not use the elevator.
- Once outside the building proceed to a clear area away from the affected building or area.
- Keep all entry areas and walkways clear for emergency vehicles and personnel.
- Do not return to the evacuated building until the area has been cleared by an authorized official.

Campus Grounds Evacuation

- Evacuation of all or part of the campus grounds will be announced through OnSolve Emergency Notification System.
- All persons are to immediately vacate the area of the campus in question and relocate to another part of the campus or vacate the campus as instructed.
- Proceed toward the nearest safe emergency exit.

- Close all doors behind you to keep smoke out of the stairway. If the stairway should become unsafe, proceed to a safe area away from smoke and fire, closing doors behind you to isolate the smoke.
- If you are in a room with a window, signal rescuers by any means necessary. If possible, place a towel or wet cloth (if possible) at the bottom of the door to prevent smoke from entering.
- Persons who cannot speak loudly should carry a whistle or other means of attracting assistance.
- If evacuation of the campus by vehicle is restricted or blocked, evacuation of the campus by foot may be necessary to get away from the crisis area.

Non-Ambulatory Persons

When assisting someone, always consult the person about the following:

- Ways the person would prefer to be removed from the wheelchair.
- Whether to extend/move extremities when lifting because of pain or medical equipment etc.
- If a seat cushion should be brought along with the person if he or she is removed from the chair.
- If the person would prefer being carried forward or backward on a flight of stairs.
- If the person prefers a stretcher, chair with cushion or medical assistance when being removed from the wheelchair.
- If possible - wheelchairs should not be used in stairwells. Ask others to help in assisting moving immobile person to avoid fall injuries.

Visually Impaired Persons

- Tell the person the nature of the emergency.
- Offer to guide him or her to safety.
- As you walk, say where you are and advise of any obstacles.
- When safety is reached help to orient the person and ask if additional assistance is needed.
- Do not leave the person alone.

Hearing Impaired Persons

Since alarms may not be heard and some buildings do not have visual alarms, do one of the following:

- Write a note explaining the nature of the emergency. Write down where they should exit to.
- Turn light switch on and off to gain attention, then indicate through gestures or writing what is happening and what to do.

Active Shooter Incident

What to do in an active shooter event. Remember during an active shooting to RUN. HIDE. FIGHT.

Be Informed

- Sign up for an active shooter training.
- If you see something, say something to the authorities right away.
- Sign up to receive local emergency alerts and register your contact information with any work-sponsored alert system.
- Be aware of your environment and any possible dangers.

Make a Plan

- Make a plan and make sure everyone knows what to do if confronted with an active shooter.
- Wherever you go look for the two nearest exits, have an escape path in mind and identify places you could hide if necessary.
- Understand the plans for individuals with disabilities or other access and functional needs.

During

RUN and escape if possible.

- Getting away from the shooter or shooters is the top priority.
- Leave your belongings behind and get away.
- Help others escape, if possible, but evacuate regardless of whether others agree to follow.
- Warn and prevent individuals from entering an area where the active shooter may be.
- Call 9-1-1 when you are safe and describe the shooter, location and weapons.

HIDE if escape is not possible.

- Get out of the shooter's view and stay very quiet.
- Silence all electronic devices and make sure they won't vibrate.
- Lock and block doors, close blinds and turn off lights.
- Don't hide in groups. Spread out along walls or hide separately to make it more difficult for the shooter.
- Try to communicate with police silently. Use text message or social media to tag your location or put a sign in a window.
- Stay in place until law enforcement gives you the all-clear.
- Your hiding place should be out of the shooter's view and provide protection if shots are fired in your direction.

FIGHT as an absolute last resort.

- Commit to your actions and act as aggressively as possible against the shooter.

- Recruit others to ambush the shooter with makeshift weapons like chairs, fire extinguishers, scissors, books, etc.
- Be prepared to cause severe or lethal injury to the shooter.
- Throw items and improvise weapons to distract and disarm the shooter.

After

- Keep hands visible and empty.
- Know that law enforcement's first task is to end the incident and they may have to pass injured along the way.
- Officers may be armed with rifles, shotguns or handguns and may use pepper spray or tear gas to control the situation.
- Officers will shout commands and may push individuals to the ground for their safety.
- Follow law enforcement instructions and evacuate in the direction they come from unless otherwise instructed.
- Take care of yourself first and then you may be able to help the wounded before first responders arrive.
- If the injured are in immediate danger, help get them to safety.
- While you wait for first responders to arrive, provide first aid. Apply direct pressure to wounded areas and use tourniquets if you have been trained.
- Turn wounded people onto their sides if they are unconscious and keep them warm.
- Consider seeking professional help for you and your family to cope with the long-term effects of the trauma.

Fire or Smoke

LSUHS recognizes that staff, students, visitors, and property must be protected from fire and smoke. LSUHS has designed and implemented processes for the management of fire safety.

These processes include:

- Fire detection, alarm, and suppression
- Structural and fire protection system integrity
- Interim Life Safety Measures during fire safety system compromise
- Response procedures in the event of a fire
- Evacuation procedures
- Orientation, continuous training, and drills

General Fire Response

The general fire response for all buildings is a four-step procedure called RACE:

- **Rescue** – Escort or carry anyone in immediate danger of fire or smoke to a place of safety.

- **Alarm** – Activate the nearest fire alarm pull station if the building is equipped with fire alarms. Call UPD at 675-6165 and give your name, exact fire location, and type of fire. Some buildings require 911 to also be notified.
- **Confine** – Close all doors to the fire area as you leave the room. Shut off room gas flow meters if possible.
- **Extinguish/Evacuate** – If the fire is small attempt to extinguish the fire with a fire extinguisher. If necessary, begin evacuation of the area.

Fire Plans

Fire plans provide procedures to follow to minimize risk to staff, students, and visitors. Each building has a fire plan and many departments and units have additional fire policies and procedures. Staff should familiarize themselves with fire plans and departmental and unit policies and procedures to know the appropriate action to take in the event of a fire.

The building fire plans can be viewed on the Office of Safety Services intranet webpage at <https://inside.lsuhs.edu/departments/safety-services/safety-policies/campus-safety-manual>:

- Medical School (B and C Buildings)
- Business Administration
- Biomedical Research Institute (BRI)
- Comp Care (A Building)
- Health Professions and Sciences
- Non-Clinic Business Buildings (All other buildings not listed)

Fire Extinguishers

Fire extinguishers put out fire by taking away fire elements (oxygen, heat, fuel, or the chemical reaction that is fire). Before attempting to use a fire extinguisher, know the type of fuel that is burning and use the appropriately rated fire extinguisher. Attempt to put out a fire only if the fire is small and an unobstructed escape route is available.

The method for using a fire extinguisher is called PASS:

- **Pull**–Pull the pin.
- **Aim**–Aim at the base of the fire.
- **Squeeze**–Squeeze the top handle.
- **Sweep**–Sweep from side to side. Extinguish the nearest fire and then move outwards.

Tornado

Purpose: To protect staff, students, and visitors should a tornado threaten or strike LSUHS buildings.

Policy:

I. Plan Activation

- A. This plan will be put into effect when either a tornado is sighted from a LSUHS building or a report is received of a tornado within the immediate vicinity of the building.
- B. The severe weather or tornado message sent from OnSolve Emergency Notification System.
- C. During normal working hours, the Chancellor's Office or designated representative shall be responsible for initiating the alert.

II. Movement

Staff, students, and visitors that are outside or in rooms with outside windows should move to an interior corridor or a windowless area when the alert announcement is made. In lobby areas, UPD will direct people to move away from the glass doors and windows.

III. Plan Termination

The alert will be canceled via a canned message sent from OnSolve Emergency Notification System.

Emergency Notifications

An emergency notification is an alert to warn the campus community about an event happening at the moment or about to happen that poses an immediate threat to the community. An emergency notification could be issued for public safety threats (such as an active shooter on campus, a hostage situation, a riot), a serious gas leak, a fire/explosion, hazmat spill, severe weather (such as tornado warning, significant flooding), or other risk factors.

In the event of an emergency, LSUHS will immediately notify the campus community (or a segment or segments of the campus community) upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of anyone on campus. The university 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 the 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.

If there is an immediate threat to the health or safety of anyone occurring on campus, the university will follow its emergency notification procedures (when possible), including the use of some or all of the following methods depending on the type of emergency: OnSolve Emergency Notification System (alert sent to email, cell phone, text, or voice message - as designated by user); fire alarm (where available), alert and warning siren system (where available), university-wide emails, university website postings under the Emergency Alerts section, on-campus announcement television, or coordinated use of public media outlets and public address systems. If any of these systems fail or the University deems it appropriate, in-person communication may be used to communicate

an emergency. On-campus posted signs placed on doors to alert visitors and non-OnSolve users of an emergency.

Several factors will be taken into account including, but not limited to, the building or segment of the population threatened, the nature of the threat, and the credibility of the information received. Authorizers are responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with university officials, local first responders, and/or the national weather service. Upon confirmation, Authorizers will determine the content of the message and then contact the OnSolve Sender with the approved content of the message to initiate distribution. LSUHS will use some or all of the methods described to communicate the threat to the campus community or to the appropriate segment of the community, if the threat is limited to a specific building or segment of the population. The message sent may differ due to the segment of the campus community it is sent to. It may state to stay away from an area versus a lockdown procedure in effect for specific on-campus buildings. The entire campus will be notified when there is at least the potential that a very large segment of the community will be affected by a situation or when a situation threatens the operation of the campus as a whole or when there are time constraints and the message needs to be sent out. There will be a continued assessment of the situation and additional segments of the campus community may be notified if a situation warrants.

Universities that follow its emergency notification procedure are not required to issue a timely warning based on the same circumstances; however, the university must provide adequate follow-up information to the campus community as needed. If a follow-up is needed, the information will be distributed when additional information becomes available. Follow-up information may be distributed using some or all of the previously identified communication systems (except fire alarms).

Incidents, emergencies, or events may impact the surrounding community in addition to the LSUHS campus requiring disseminating information to the larger community. If this occurs, UPD will contact local law enforcement agencies and notify them of the threat to the larger community. Local law enforcement agencies have the responsibility to contact local broadcasting channels to have a breaking news alert issued.

Issuance Process of Emergency Notifications

The following are responsible for the issuance of emergency notifications and when time allows, will follow the procedures outlined below. If time does not permit, emergency notifications may be sent without consulting with University officials that if in their judgement delay in issuing the notification when a significant emergency or dangerous situation poses an immediate threat to the health and safety of LSUHS campus community. Other instances that allow diverting from this procedure are when those designated below are actively involved in an incident or any other reason determined by University officials.

The individuals/departments or their designees are authorized to determine whether an emergency notification should be issued, as circumstances permit, may include:

- Chancellor,
- Executive Director of Facility Operations,
- Executive Director of Communication and Public Affairs,

- Director of Safety Services,
- Director of Public Safety,
- Shift Supervisor/Officer-in-Charge of Public Safety, or
- any trained member of OnSolve.

The individuals/departments or their designees are responsible for determining content and appropriate segment or segments of the campus community for an emergency notification may include:

- Chancellor,
- Executive Director of Facility Operations,
- Executive Director of Communication and Public Affairs,
- Director of Safety Services,
- Director of Public Safety, or
- any trained member of OnSolve.

The individuals/departments or their designees are responsible for sending an emergency notification may include:

- Chancellor,
- Executive Director of Facility Operations,
- Executive Director of Communication and Public Affairs,
- Director of Safety Services,
- Director of Public Safety, or
- any trained member of OnSolve.

The individuals/departments or their designees are authorized to determine follow-up information for emergency notification should be issued, as additional information becomes available, may include:

- Chancellor,
- Executive Director of Facility Operations,
- Executive Director of Communication and Public Affairs,
- Director of Safety Services,
- Director of Public Safety,
- Shift Supervisor/Officer-in-Charge of Public Safety, or
- any trained member of OnSolve.

The individuals/departments or their designees are responsible for sending follow-up information for an emergency notification may include:

- Chancellor,
- Executive Director of Facility Operations,
- Executive Director of Communication and Public Affairs,
- Director of Safety Services,
- Director of Public Safety, or
- any trained member of OnSolve.

OnSolve Emergency Notification System

OnSolve is a web-based mass notification system that is designed to alert, warn, and inform registered members of the LSUHS community of what to do in case of an emergency, disaster, crisis, or any other situation which affects the LSUHS community.

Campus community members are highly encouraged to enroll in OnSolve at <https://accountportal.onsolve.net/lsuhs>. Students and employees with an LSUHS email account will automatically have their name and LSUHS email enrolled into the system. After enrollment, it is the user's responsibility to enter their preferred notification methods. Users can update their accounts at any time to manage their notification preferences. OnSolve will send emergency notifications instantly and simultaneously through email, cell phone, text, and voice message as designated by each user. Users can store up to six phone numbers of choice, three SMS numbers, and six email addresses.

Users should enter email addresses and phones numbers they have access to at all times. Keep in mind, if you only enter a work phone number and an alert is sent in the middle of the night while you are at home, then you will not receive the alert.

Security of, Maintenance of, and Access to Campus Facilities

Academic and Administrative Buildings are secured by UPD Officers. Hours of security may vary from building to building, depending on use. During normal business hours, the Ground Floor of the BRI is the only open access area. All other Academic and Administration Buildings are restricted from public access and require scanning an access badge to gain entry. All visitors (including vendors) are required to sign in and print a temporary badge at the kiosk located in the UPD Main Lobby – Ground Floor of the BRI located to the right of the elevators. Every night, UPD conducts Mandatory After-Hours Securement of Buildings Checks to ensure doors and restricted areas are locked. Unlocked areas are thoroughly searched until the building is fully secured and then locked. Entrance into buildings after-hours is granted by badge scan only.

Buildings are equipped with fire safety equipment that includes smoke detectors and/or heat sensors that activate the central fire alarm system. Also located in various locations on campus are panic alarms. These small gray boxes are located under desks or attached to a wall. When both sides are depressed, it will send a silent alarm to UPD, and officers will respond to the alarm location. New installations for panic alarms are installed directly on computer desktops. Clicking the desktop icon will send a silent alarm to UPD for officers to respond to the alarm location. Another alternative is to download the LSU Shield app to also use as a panic alarm. Please contact IT for installation of the computer desktop panic alarm or LSU Shield.

UPD regularly patrols the campus and parking lots and reports any needed corrections on malfunctioning lights and other conditions deemed unsafe. UPD Investigations Division conducts a Day-Time Vulnerability Survey making observations of safety/security concerns including walkways, parking lots, and any landscaping concerns that might need attention. A Night-Time Vulnerability Survey is also completed making observations of safety/security concerns during hours of darkness and offering advice to

correct any areas of concerns. Although crimes and safety issues can occur at any time, some crimes such as burglaries, thefts, and robberies increase during night-time hours to help conceal their activities.

LSUHS makes every effort to ensure that the campus facilities, buildings, and grounds are designed and maintained to promote safety and reduce criminal opportunity. Particular attention is paid to the design of landscaping and exterior lighting. Facilities and landscaping are maintained in a manner that minimizes hazardous conditions. LSUHS Physical Plant is responsible for facility planning, construction, renovations, operation, maintenance and repair of buildings, grounds, and utilities.

With the exception of events that are open to the general public and advertised as such, the university's facilities and programs are generally reserved for accomplishing the objectives and programs of the university. Visitors and non-university affiliated groups seeking to utilize university facilities are expected to make prior arrangements with the appropriate university office. Authorization to use LSUHS facilities is determined by university regulations then in effect. Use of academic and administrative buildings may be scheduled by accessing our institution's secure intranet Room Reservations and Cancellation Form.

Campus Security Policies

Stop Campus Hazing Act

On December 23, 2024, President Joe Biden signed the Stop Campus Hazing Act into law, making it the first federal law to create anti-hazing requirements for institutions of higher education. The Stop Campus Hazing Act amends Section 485(f) of the Higher Education Act of 1965 and went into effect on January 1, 2025, and focuses on increasing transparency around the issue of hazing on college campuses. It mandates that higher education institutions participating in programs under Title IV of the Higher Education Act of 1965 comply with, among other things, enhanced reporting guidelines and hazing prevention education requirements in order to achieve this goal of transparency.

The Stop Campus Hazing Act has three primary components: 1) reporting hazing statistics in annual security reports, 2) creating a Campus Hazing Transparency Report on their websites to inform students and parents about hazing policies and violations, and 3) implementing hazing policies and prevention education based on research.

Reporting Hazing Statistics in Annual Security Reports

The Stop Campus Hazing Act also expands current Clery Act Annual Security Report (ASR) reporting requirements. ASRs must now include hazing incidents involving both affiliated and unaffiliated student groups, as defined in the definition section, “that were reported to campus security authorities or local police agencies” and occurred within Clery Geography. To be compliant with these new ASR reporting requirements, campuses must track reports of hazing beginning January 1, 2025, for inclusion in their 2026 ASR (2025 statistics).

Compilation of a Campus Hazing Transparency Report

Institutions must compile and publish a Campus Hazing Transparency Report (CHTR) that summarizes incidents in which a student organization established or formally recognized by the campus was found to have committed a hazing violation.

While the ASR must include all reports of hazing by student organizations that are and are not established or recognized by the institution, the CHTR only requires reporting found violations by recognized or established student groups. The geographic scope of CHTR reporting is not limited to the Clery geography, like the ASR is. Thus, if a student organization recognized or established by the institution is found by the institution to have committed a hazing violation, a summary of that finding must be included in the CHTR regardless of where the misconduct occurred.

The CHTR must be made publicly available on each campus’ website and must be updated at least two times per year going forward. The Stop Campus Hazing Act does not require campuses to publish or update a CHTR “until such institution has a finding of a hazing violation.” Therefore, campuses are not required to update the CHTR if there was no finding of a hazing violation for the period the reporting covers.

In accordance with the Family Educational Rights and Privacy Act (“FERPA”), personally identifiable information must not be included in the CHTR.

The biannual CHTR report must include the following information about each violation:

- The name of the student organization;
- A general description of the violation that resulted in a finding of responsibility; and
- Related dates (the date of the alleged incident, the date of the initiation of the investigation, the date the investigation ended with a finding, and the date the institution provided notice to the organization of the finding).

The CHTR must be published in a “prominent location” on each campus’s website and must include links to the ASR, the campus’s hazing policy, and applicable Louisiana law on hazing. Finally, CHTRs must be maintained for a period of five years following publication.

Hazing Definitions

Hazing as defined by the Stop Campus Hazing Act

(The definition to be used for Clery reporting requirements) means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that

- is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - causing, coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.”

Student Organization as defined by the Stop Campus Hazing Act

(The definition to be used for Clery reporting requirements) means an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, 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.

Hazing as defined by the University

(The definition to be used for CHTR reporting requirements) means any intentional, knowing, or reckless act, occurring on or off University property, by one person alone or acting with others, directed against an individual when both of the following apply:

- a. the person knew or should have known that such an act endangers the physical health or safety of the other person or causes severe emotional distress; and
- b. the act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

Hazing includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

- a. physical brutality (such as whipping, beating, paddling, striking, branding, electric shocking, or placing of a harmful substance on the body) or similar activity;
- b. physical activity (such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics) that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress; (Physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the University is not considered hazing.)
- c. activity involving consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm that adversely affects the physical health or safety of the individual or causes severe emotional distress;
- d. kidnapping or dropping a person off campus without return transportation;
- e. disrupting the academic performance or class attendance of a person; or
- f. activity that induces, causes, or requires an individual to perform an action, duty, or task that involves the commission of a crime, violation of University policy, or an act of hazing.

Organization as defined by the University

(The definition to be used for CHTR reporting requirements) means a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, a postsecondary education institution, including the national or parent organization of which any of the underlying entities provided for in this definition is a sanctioned or recognized member at the time of the hazing.

Hazing as defined by Louisiana Law

R.S. 14:40.8 - Criminal Hazing defines hazing as any intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against another when both of the following apply:

- i. The person knew or should have known that the act endangers the physical health or safety of the other person or causes severe emotional distress.

- ii. The act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

Hazing includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

- i. Physical brutality, such as whipping, beating, paddling, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.
- ii. Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- iii. Activity involving consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress.
- iv. Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

A physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the education institution is not considered "hazing" for purposes of this Section.

Organization as defined by Louisiana Law

A fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, an education institution. Organization includes the national or parent organization of which any of the underlying entities provided for in this Paragraph is a sanctioned or recognized member at the time of the hazing.

Hazing Policy and Prevention Education

LSU Health Shreveport is fully committed to maintaining a supportive educational environment free from hazing that promotes mental and physical well-being, safety, and mutual respect. Hazing of any kind is illegal and strictly prohibited. Engaging in any hazing activity may result in separation from LSU Health Shreveport, as well as possible felony charges by law enforcement. The LSU Prohibition of Hazing PM-80 policy, can be viewed, in its entirety, in the [UNIVERSITY POLICES](#) section of this annual security report.

LSU Health Shreveport cares about the well-being of our students and campus community. We are committed to implementing prevention and awareness programs to achieve our goal of eliminating hazing in our campus community. LSU Health Shreveport offers an online course to educate students on how to identify, prevent, and report hazing.

Primary prevention strategies based on positive norming are integrated into awareness campaigns to stop hazing before it occurs. Positive norming actively promotes healthy, safe,

and respectful behaviors that most people expect and practice within an organization instead of emphasizing risky or harmful behaviors. Perceptions are reshaped and shifted so that students realize that hazing is not the norm. A culture is created where harmful practices are rejected and replaced with supportive, team-building alternatives. Additionally, individuals are empowered to intervene in harmful or risky situations.

How to Report Hazing Incidents

Students and employees are required to immediately report any incident(s) of hazing or potential/planned hazing.

- Situations requiring immediate law enforcement and/or medical response should be reported by calling 911 or reporting to the University Police Department at 318-675-6165.
- All other incidents should be reported to the Office of Compliance and Risk Management
 - In person location - Administration Building, Sixth Floor
 - Telephone 318-675-5591 or
 - Complete an online reporting form at <https://www.lsu.ethicspoint.com>.

Hazing Investigation Process

Allegations of hazing will be investigated under the Non-Academic Professionalism (Due Process) policy (Administrative Directive 2.8.13), which outlines the procedures for addressing non-academic misconduct and provides due process protections for trainees/learners. The policy details each step in the process, including reporting, investigation, pre-hearing, hearing, and appeals. When a designated Administrator determines that a report qualifies for consideration under this policy, they refer the matter to the Office of Compliance and Risk Management for investigation.

The Office of Compliance and Risk Management will provide a written report to the Chair of the Student Conduct Committee for adjudication. The Student Conduct Committee consists of three faculty members from each school (School of Medicine, School of Health Professions and Sciences, and School of Graduate Studies) and three faculty members from Graduate Medical Education. Seven of the 12 voting members constitute a quorum. Trainees/learners are presumed not responsible for a policy violation until they have formally acknowledged responsibility or the Student Conduct Committee has determined such, following a hearing on the allegations.

The pre-hearing and hearing process consists of advance notification, relevant evidence review, witness participation, deliberations, and a written decision. Trainees/learners may have an Advocate participate in the hearing proceedings and provide legal or other advice.

Requests for an appeal may be submitted to the Dean of the appropriate school and should be based on information not previously considered (such as new evidence) or evidence that the trainee/learner was not afforded due process. The Dean's written response, which shall be final, will provide supporting reasons for the decision. Hearing proceeding materials are maintained confidentially in the trainee/learner's administrative file.

Bystander Assistance

Bystander assistance for any person who has suffered serious bodily injury is required by Louisiana law. Any person at the scene of the emergency shall report the need for medical assistance and provide reasonable assistance to the injured person. The obligation extends to all people, including those who engaged in reckless behavior, which caused serious bodily injury.

In accordance with La. R.S. 14:502(A)(1), any person at the scene of an emergency who knows that another person has suffered serious bodily injury shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person by seeking or reporting the need for medical assistance.

In accordance with La. R.S. 14:502(A)(2), any person who engages in reckless behavior, including hazing, that results in serious bodily injury shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person by seeking or reporting the need for medical assistance.

Applicable Hazing Policies and Laws

[Louisiana Board of Regents Uniform Policy on Hazing Prevention 2018](#)

[Louisiana Board of Regents Uniform Policy on Public Information on Hazing Prevention 2019](#)

[LSU PM-80 Prohibition of Hazing](#)

[Louisiana Law Revised Statute 14:502 – Failure to Seek Assistance](#)

[Louisiana Law Revised Statute 14:40.8 – Criminal Hazing](#)

[Louisiana Law Revised Statute 17:1801 – Hazing prohibited; reporting; documentation](#)

[Louisiana Law Revised Statute 17:1801.1 – Hazing education; policies; new student orientation; organizations](#)

[H.R.5646 – Stop Campus Hazing Act](#) – Requires colleges and universities to disclose hazing in their Annual Security Report, publish a biannual Hazing Transparency Report, and implement prevention training and awareness programs.

[Act No. 174 – Annual Training](#) – Increases the annual training from one to two hours for student organization members, prospective members, and anyone who is employed by or volunteers with the organization.

[Act No. 382 – Criminal Hazing](#) – Requires non-confidential information related to hazing incidents to be made publicly available.

[Act No. 481 – Civil Damages](#): Authorizes exemplary damages in civil actions for death from hazing.

[Act No. 635 – The Max Gruver Act / Criminal Hazing](#): Amends penalties relative to the crime of hazing.

[Act No. 637 – Crime Reasonable Assistance](#): Creates an obligation to seek medical assistance for someone who has suffered serious bodily injury.

[Act No. 640 – Colleges/University Hazing Policies](#): Requires that colleges and universities adopt policies prohibiting hazing.

Violence Against Women Act (VAWA)

The Violence Against Women Act (VAWA) was enacted in 1994 to raise awareness of domestic violence and assault crimes against women. It has been updated and modified numerous times, most notably to expand the coverage to include basically all humans (men, transgender, transsexual, etc.).

Violence is violence no matter what gender the victim is! LSUHS is committed to providing a learning, working, and living environment that promotes integrity, civility, and mutual respect in an environment free of discrimination on the basis of sex, gender, and sexual misconduct which includes sex discrimination, sexual harassment, retaliation and includes VAWA offenses such as dating violence, domestic violence, sexual assault, and stalking.

Once an incident has been reported, LSUHS will provide information about services available to victims, regardless of whether the alleged offense took place on- or off-campus. LSUHS will also provide written notification to students and employees their rights and options, regardless of whether the victim chooses to report the crime to campus police or local law enforcement for the following:

- Existing resources available for victims within the institution such as: counseling, health and mental health, victim advocacy, legal assistance, visa & immigration assistance, student financial aid, and other services available for victims.
- Other available supportive measures, including health care, counseling, academic adjustments, work adjustments, etc.
- Available assistance in, and how to request changes to academic, living, transportation, working situations, or protective measures if the victim requests and if they are reasonably available.
- Existing resources available for victims within the larger community such as: counseling, health and mental health, victim advocacy, legal assistance, visa & immigration assistance, student financial aid, and other services available for victims.

VAWA Definitions

Consent

To engage in sexual activity must exist from the beginning to the end of each instance of sexual activity. Consent is demonstrated through mutually understandable words or actions that clearly indicate a willingness to engage in a specific sexual activity. Silence alone, without actions evidencing permission, does not demonstrate consent. Consent must be knowing and voluntary. To give consent, a person must be of legal age. Assent does not constitute consent if obtained through coercion or from a person who the alleged offender knows or should reasonably know is incapacitated. The responsibility of obtaining consent, through mutually understandable words or actions, rests with the person initiating sexual activity. Use of alcohol or drugs does not diminish the responsibility to obtain consent. Consent to engage in sexual activity may be withdrawn by any person at any time. Once withdrawal of consent has been expressed, the sexual activity must cease. Consent is automatically withdrawn by a person who is no longer capable of giving consent. A current or previous consensual dating or sexual relationship between the Parties does not itself imply consent or preclude a finding of responsibility.

Consent as defined by Louisiana Law

A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance shall not constitute consent.

Consent as defined by University

Clear, knowing, and voluntary permission demonstrated through mutually understandable words or actions clearly indicating willingness to engage in a specific sexual activity and any conditions on the activity. It is active, not passive; and silence, absent actions evidencing permission, is not consent. Responsibility for obtaining consent lies with the individual initiating the sexual activity.

Consent to engage in sexual activity may be withdrawn by any person at any time, as long as the withdrawal is reasonably and clearly communicated. Once withdrawal of consent is expressed, the sexual activity must immediately cease. Consent is automatically withdrawn by a person who, during the activity, becomes incapacitated. A current or previous consensual intimate relationship between the parties does not itself imply consent or preclude a finding of responsibility.

To give consent, a person must be of legal age. Consent cannot be obtained through coercion, fraud, or from a person whom the alleged offender knows or should reasonably know is incapacitated. Use of alcohol or drugs does not diminish the responsibility to obtain consent.

Dating Violence as defined by VAWA

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. 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.
2. For the purposes of this definition—
 - A. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - B. Dating violence does not include acts covered under the definition of domestic violence.

Dating Violence as defined by Louisiana Law

Includes but is not limited to physical or sexual abuse and any offense against the person as defined in the Criminal Code of Louisiana, except negligent injury and defamation, committed by one dating partner against the other (La. RS§ 46.2151(C))

For purposes of this Section, "dating partner" means any person who is or has been in a social relationship of a romantic or intimate nature with the victim and where the existence of such a relationship shall be determined based on a consideration of the following factors:

1. The length of the relationship,
2. The type of relationship, and
3. The frequency of interaction between the persons involved in the relationship.

Dating Violence as defined by University

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

Domestic Violence as defined by VAWA

1. A felony or misdemeanor crime of violence committed—
 - A. By a current or former spouse or intimate partner of the victim;
 - B. By a person with whom the victim shares a child in common;
 - C. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
 - D. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
 - E. 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.

Domestic Abuse as defined by Louisiana Law

Abuse and violence including but not limited to physical or sexual abuse and any offense against the person as defined in the Criminal Code of Louisiana, except negligent injury and defamation, committed by one family or household member against another La. RS § 46:2132(3).

Family violence as defined by in Louisiana Law: Any assault, battery, or other physical abuse which occurs between family or household members, who reside together or who formerly resided together La. RS § 46.2121.1(2).

Domestic Violence as defined by University

A felony or misdemeanor crime of violence, when on the basis of sex or gender, committed by a current or former spouse or intimate partner of the Complainant; a person with whom the Complainant shares a child in common; a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner; a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Louisiana; or by any other person against an adult or youth who is protected from that person's acts under the domestic abuse or family violence laws of Louisiana.

*To categorize an incident as Domestic Violence, the relationship between the parties must be more than people living together as roommates. The people cohabitating must

be current or former spouses or have an intimate relationship.

Sexual Assault as defined by the VAWA

Any offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

Sexual Assault as defined by Louisiana Law

Sexual Assault defined in La. R.S. § 14:43.1 as Sexual Battery. Sexual Battery is the intentional engaging in any of the following acts with another person where the offender acts without the consent of the victim, or where the act is consensual but the other person, who is not the spouse of the offender, has not yet attained fifteen years of age and is at least three years younger than the offender:

1. The touching of the anus or genitals of the victim by the offender using any instrumentality or any part of the body of the offender, or
2. The touching of the anus or genitals of the offender by the victim using any instrumentality or any part of the body of the victim.

Sexual Assault as defined by University

Sexual Assault

1. Sex Offenses, Forcible – Any sexual act directed against another person, without the consent of the Complainant including instances where the Complainant is incapable of giving consent.
 - A. Forcible Rape – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
 - B. Forcible Sodomy – Oral or anal sexual intercourse with another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - C. Sexual Assault With An Object – To use an object or instrument to penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
 - D. Forcible Fondling – The touching of the private body parts of another person (buttocks, groin, breasts) for the purpose of sexual gratification, forcibly and/or against that person's will (non-consensually) or not forcibly or against the person's will in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.
2. Sex Offenses, Nonforcible – Nonforcible sexual intercourse.
 - A. Incest – Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Louisiana law.

- B. Statutory Rape – Nonforcible sexual intercourse with a person who is under the statutory age of consent of Louisiana.
3. Sexual Assault also includes sexual battery as defined in La. R.S. § 14:43.1.

Stalking as defined by VAWA

1. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - A. Fear for the person's safety or the safety of others; or
 - B. Suffer substantial emotional distress.
2. For the purposes of this definition—
 - A. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
 - B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
 - C. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Stalking as defined by Louisiana Law

The intentional and repeated following or harassing of another person that would cause a reasonable person to feel alarmed or to suffer emotional distress. Stalking shall include but not be limited to the intentional and repeated uninvited presence of the perpetrator at another person's home, workplace, school, or any place which would cause a reasonable person to be alarmed, or to suffer emotional distress as a result of verbal or behaviorally implied threats of death, bodily injury, sexual assault, kidnaping, or any other statutory criminal act to himself or any member of his family or any person with whom he is acquainted.

La. RS § 14:40.2(A) "Harassing" means the repeated pattern of verbal communications or nonverbal behavior without invitation which includes but is not limited to making telephone calls, transmitting electronic mail, sending messages via a third party, or sending letters or pictures. "Pattern of conduct" means a series of acts over a period of time, however short, evidencing an intent to inflict a continuity of emotional distress upon the person. Constitutionally protected activity is not included within the meaning of pattern of conduct. La. RS§ 14:40.2(C)

Stalking as defined by University

Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for the person's safety or the safety of others; or
2. Suffer substantial emotional distress.
3. For the purposes of this definition
 - A. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or

- communicates to or about a person, or interferes with a person's property.
- B. Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant.
 - C. Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.
 - D. Nothing in these definitions will be interpreted in a way that violates the First Amendment rights of any individual.

Sexual Assault Forensic Exam and Preserving Evidence

You may choose to have a Sexual Assault Forensic Exam "SAFE exam" to aid in the possibility of a successful criminal prosecution or to obtain a protection order. A SAFE exam is a free medical exam that provides care, treatment, and evidence collection to survivors of sexual assault. A SAFE exam can be done up to five days after an assault has occurred, but getting treatment as soon as possible is best for the victim. You do not have to report the crime to have an exam, but the process gives you the chance for evidence to be safely stored should you decide to report later.

Evidence can be preserved by avoiding activities that could potentially damage evidence such as bathing, showering, using the restroom, changing clothes, combing hair, or cleaning up the area. If you have done any of these activities, you can still have an exam performed. In addition to collecting DNA evidence from your body, it can also be collected from your clothes, other personal belongings, and the crime scene. You may want to bring a spare change of clothes with you to the hospital or health facility where you are going to have the exam in the event your clothing needs to be collected as evidence.

Evidence of the assault, such as bruising or other visible injuries, following an incident of dating or domestic violence should be documented through the preservation of photographic evidence. If possible, evidence of stalking, including any communication, such as written notes, voicemail, text messages, or other electronic communications should also be saved and not altered in any way.

Reporting a Sexual Assault

A medical examination as soon as possible is critical in preserving evidence, but an individual may report at any time because there is no limitation on when a victim can report a crime to police. However, there is a statute of limitation on when charges can be filed, and a case can be prosecuted. Statutes of limitation vary by state, the type of crime, age of the victim, and various other factors.

LSUHS encourages individuals to report a sexual assault to the appropriate officials because it is the only way action can be taken against an alleged violator of the University policy. You may report the incident to the University regardless of whether you choose to press formal criminal charges; the decision to report to law enforcement is entirely up to you. Reporting an incident to the University allows the University to take steps to prevent recurrence and correct its discriminatory effects, if appropriate.

Any individual who has experienced any form of sexual misconduct is also urged to utilize supportive measures available through the University whether or not the person who caused the harm is a University community member. Supportive measures are available

whether or not a formal complaint is filed.

Understanding how to report and what happens after reporting can take away some of the unknowns and help you feel more prepared.

How to Report:

- **Contact 911** if you are in immediate danger, dial 911.
- **Contact LSUHS UPD** at 318-675-6165. If the incident did not take place on campus, UPD will assist the victim with reporting to the local law enforcement agency with jurisdiction.
 - The victim will be informed that the Title IX Coordinator must be made aware of any report involving Title IX incidents. Title IX may begin their own investigation.
- **Contact the local police department.** If the incident took place off campus, please call the direct line of your local police station or visit the station in person.
- **By visiting a medical center.** If you are being treated for injuries resulting from sexual assault, tell a medical professional if you want to report the crime. The medical professional will contact UPD or local law enforcement agency depending on where the incident took place.
 - You will be escorted to the Emergency Room for medical attention.
 - A SANE Nurse will collect evidence for a Sexual Assault Forensic Exam.
 - A Patient Advocate will be contacted. You can decide if you want to speak to the advocate or not. The advocate can provide you with confidential support and let you know about your options.

Additional methods for reporting a sexual assault to LSUHS:

- Contact Title IX - Anyone subjected to any type of sexual misconduct can file a complaint with the Title IX office.

Reports can be made in person, via phone, email, or online reporting at <https://www.lsu.ethicspoint.com>.

- Sammy Wyatt, PhD, MBA, CFE, CHC, CCEP, EnCE
Chief Compliance and Risk Management Officer, Title IX Campus Coordinator
Administration Building, Room 605
swyatt@lsuhs.edu
318-675-8502
- Grace Nickels, EdD
Deputy Title IX Campus Coordinator & S.A.V.E Officer
Administration Building, Room 602
grace.nickels@lsuhs.edu
318-813-7283

- Contact any Campus Security Authority

Title IX Campus Coordinator	318-675-8502
Deputy Title IX Campus Coordinator	318-813-7283
School of Medicine	318-675-5339
Office for Student Affairs	
School of Health Professions and Sciences	318-813-2900, 318-813-2908, 318-813-2931
School of Graduate Studies	318-675-7572
Office of the Registrar	318-675-5207, 318-675-5222
Office of Graduate Medical Education	318-675-7629
Human Resources	318-675-5554
	(after normal business hours please call 903-742-9379)

- Contact LSUHS UPD at 318-675-6165 or file a report in person. UPD is located in the BRI Building, Ground Floor – UPD entrance is located to the right of the elevators.

What Happens After Reporting a Sexual Assault to UPD?

The option is yours to notify UPD or local law enforcement. When an incident is reported to UPD, a University Police Officer will inform you about university and external resources that are available to you, including information about preserving evidence, obtaining medical care, and contacting the SAVE Program. The officer will complete a report when the incident takes place on-campus. Off-campus incidents are the primary responsibility of law enforcement agency in the jurisdiction where the incident took place. The report will be important to you in case you wish to bring charges, immediately or at a later date. You may be asked questions about the scene of the crime, witnesses, and what happened before and after the incident.

Reports filed with police departments are considered part of the public record, which means they would be made available upon request. Records are open to the public in the state of Louisiana with the exception of pending criminal litigations, juvenile status offenders, sexual offense victims, security procedures, trade secrets, and some public employee information (LA R.S. 44:3J(1)).

LSUHS complies with recordkeeping, including Clery Act reporting and disclosures (annual security report and daily crime log) without the inclusion of personally identifiable information about the victim, as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)).

Personally identifiable information means information that can be used to distinguish or trace the identity of a victim of domestic violence, dating violence, sexual assault, or stalking, regardless of whether the information is encoded, encrypted, hashed, or otherwise protected including: a first and last name, home or other physical address, contact information (including postal, email, phone or fax number), social security number, driver's license number, passport number, or student identification number; and any other information, including date of birth, racial or ethnic background, or religious affiliation, that would serve to identify any individual.

LSUHS will maintain confidential any accommodations or protective measures provided

to the victim, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. Institutions may disclose only information that is necessary to provide the accommodations or protective measures and should carefully consider who may have access to this information to minimize the risk to a victim's confidentiality.

Resources for Victims of Domestic Violence, Dating Violence, Sexual Assault, or Stalking

University Resources

SAVE Program Office

Prevention and Education
Administration Building, Room 602
318-813-SAVE (7283)
shvSAVE@lsuhs.edu

Student Counseling Center

1801 Fairfield, Suite 411
318-813-6100 (Confidential)
<https://www.lsuhs.edu/our-schools/counseling-center>

University Ombuds Office

345 Hatcher Hall, Baton Rouge, LA 70803
225-578-0337 (Confidential)
<https://www.lsu.edu/ombuds/index.php>

LSUHS UPD

Chief Vaughn Burris – Director
BRI Building, Ground Floor – UPD
318-675-6161 (Report Crime or Incident 318-675-6165 HOTLINE 318-675-3873)
vaughn.burris@lsuhs.edu

Title IX Office

Sammy Wyatt, PhD, MBA, CFE, CHC, CCEP, EnCE
Title IX Campus Coordinator
Administration Building, Room 605
swyatt@lsuhs.edu
318-675-8502

Grace Nickels, EdD
Deputy Title IX Campus Coordinator
Administration Building, Room 602
grace.nickels@lsuhs.edu
318-813-7283

Medical Care/Evidence Collection

Ochsner LSU Health Shreveport
318-626-0000
<https://www.ochsnerlsuhs.org>

SAVE Program

LSUHS is committed to providing non-judgmental and appropriate support services for all sexual assault survivors, regardless of gender, ethnicity, sexual orientation, age, ability, or whether or not they report the crime to law enforcement. The Sexual Assault and Violence Education (SAVE) Program provides training, educational awareness programming, and support services to the LSUHS campus community. The goal of the program is to reduce incidence of power-based violence (e.g., dating/domestic violence, sexual assault, sexual harassment, stalking) on- and off-campus. Program provides individuals with information on identifying forms of power-based violence and responding in situations in which they witness or experience harm. Students, faculty, and staff may seek resources and support services from the SAVE Program in the event they experience any form of power-based violence.

SAVE Program staff are authorized to facilitate supportive measures and will assist with reporting incidents to the Title IX Coordinator and/or law enforcement (if desired). SAVE Program staff are required to report incidents for statistical reporting requirements of the Clery Act to UPD without disclosing any personally identifiable information. The university has a vested interest in obtaining an accurate account of the number of sexual assaults occurring on- or off-campus involving student survivors.

Student Counseling Center

Our goal is to serve LSUHS students and engage our entire academic community as we work to build a culture of support and connection with student well-being. We accomplish mental health and personal development by collaborating directly with students to overcome challenges and difficulties that may interfere with academic, emotional, and personal success. The Student Counseling Center helps remove barriers to learning by providing accessible psychological and psychiatric assessment, short-term psychotherapy, medication management, consultation and crisis intervention, community referrals, workshops and psychoeducational programming to currently enrolled students.

Our clinical professionals provide a safe, non-judgmental and confidential environment for students to discuss concerns. The staff provides an individualized approach to care, and strives to provide students with ample opportunities to:

- develop greater insight and self-understanding
- identify and solve problems
- reduce emotional distress
- manage relationship difficulties
- improve cognitive, emotional, academic, and social functioning
- explore and understand cultural and other identities

Our work also involves information, trainings, and tools to help students. Together, we can achieve a climate of emotional well-being where each student can engage thoughtfully as an active community member and support their fellow students.

Participation in mental health services is confidential. We will not give any information to anyone without your written consent. This includes your parents and other offices or departments in the university. Our records are defined as confidential medical records by both state and federal law. There are a few exceptions to the rules of confidentiality in

which we may be ethically or legally bound to disclose certain information. These include cases of child or elder abuse or neglect, court orders to release information, or situations where we believe the client is a serious and immediate danger to self or others. Please feel free to discuss your questions about privacy and confidentiality with your counselor.

Off-Campus Resources

Project Celebration, Inc.

Project Celebration, Inc. (PCI) is a nonprofit organization located in Northwest Louisiana. The agency provides direct services to survivors of domestic violence, sexual assault and children experiencing violence. They currently provide services in Bossier, Caddo, DeSoto, Natchitoches, Red River, Sabine and Webster Parishes. PCI currently operates 2 domestic violence shelters that provide safe housing for women and children fleeing domestic violence. Taylor House DV Shelter is located in Sabine Parish and PCI DV Shelter is located in Caddo Parish. They also have outreach offices in each parish to provide services to nonresidential clients.

PCI also offers free services to sexual assault survivors such as medical, personal and court advocacy. All services through the organization are free and confidential. They never share your name or information with anyone outside their organization and work tirelessly to ensure they provide safe and effective services to all in need. PCI offers an array of services to survivors in our community. All services are confidential and free of charge.

You may contact their Administration Office at (318) 256-6242 for information or visit <https://www.projectcelebration.com/location> to find help near you.

Advocacy Center and Safe Shelter

Project Celebration, Inc.

318-256-6242

<https://www.projectcelebration.com>

Sexual Assault Response Team (SART)

Caddo Parish Coroner's Office

318-227-7900 HOT LINE

<http://caddocoroner.com/sex-crime-investigation>

Medical Care/Evidence Collection

Christus Health Shreveport-Bossier

318-681-4500

<https://christushealthsb.org>

Willis-Knighton Medical Center

318-212-4000

<https://www.wkhs.com>

Hotlines

Sexual Assault Hotlines

DeSoto, Natchitoches, Red River & Sabine Parishes

318-256-6242

Bossier, Caddo & Webster Parishes
318-227-7900

Statewide
888-995-7273

Domestic Violence Hotlines

DeSoto, Natchitoches, Red River & Sabine Parishes
318-256-3408

Bossier, Caddo & Webster Parishes
318-226-5015

Statewide
888-411-1333

RAINN.ORG

National Sexual Assault Hotline (available 24/7)

To find your local service provider contact RAINN at 800-656-HOPE (4673)

Online chat: <https://hotline.rainn.org/online>

Policies and Procedures of Sexual Misconduct

LSU Permanent Memorandum 73 - Prohibiting Power-based Violence, including Sex- and Gender-based Harassment and Discrimination, and Sexual Misconduct outlines the procedures for addressing and resolving allegations of power-based violence including sex- and gender-based harassment and discrimination, and sexual misconduct (e.g. sexual assault, stalking, dating violence, domestic violence, sexual exploitation, retaliation, etc.) for all LSU campuses. Such procedures are required and governed by (1) Title IX of the Education Amendments of 1972 which prohibits sex discrimination in any education program or activity receiving federal financial assistance, (2) Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, and (3) the Board of Regents Uniform Policy on Power-Based Violence. LSUHS Title IX Coordinator is responsible for administering this policy at all University locations. The Title IX PM73 policy, procedures, programs and resources can be viewed, in its entirety, in the [UNIVERSITY POLICES](#) section of this annual security report.

Power-based violence, and sex- and gender-based harassment and discrimination, including sexual misconduct, sexual harassment, sexual assault, domestic violence, dating violence, stalking, and retaliation, violate an individual's fundamental rights and personal dignity and will not be tolerated. LSUHS prohibits and is committed to an environment free of discrimination on the basis of sex, gender, and sexual misconduct.

LSUHS will take prompt, thorough, and impartial action to discipline those who violate this policy, prevent recurrence of prohibited behavior, and effect equitable remedies. LSUHS will provide parties a prompt, fair, and impartial process from the initial investigation to the final result, conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of all parties and promotes accountability.

The policy affirms these principles and provides recourse for individuals whose rights have been violated and applies to all members of the University community, including faculty, staff, students, volunteers, organizations, and any other affiliate that participates in activities associated with LSUHS.

Title IX law applies to educational institutions and specifically covers sexual misconduct under a limited set of circumstances. Title IX has jurisdiction over conduct that occurs:

- Where the complainant is an LSUHS student, or an LSUHS employee acting within their job responsibilities;
- Where LSUHS exercised substantial control over the Respondent in the context of where or how the alleged incident occurred;
- In the course of LSUHS operations;
- On an LSUHS campus or any other University owned, leased, controlled or operated location;
- Within the bounds of the United States; and
- At any LSUHS sponsored event or organizational activity in the United States whether on or off campus.

Further, even when the respondent is not a member of the LSUHS community, supportive measures, remedies, and resources may be available to the complainant by contacting the Title IX Coordinator.

Rights of Complainants and Respondents

The complainant shall have the discretion and right to decide whether or when to file a formal complaint, report to law enforcement, and determine whether to proceed with a formal complaint. The complainant also has the right to receive assistance from LSUHS in doing so.

The respondent shall have the right to be presumed not responsible of all allegations until found responsible for the alleged conduct by a hearing panel under this policy.

The complainant and respondent have equal rights, including but not limited to:

- To be treated with dignity and respect by LSUHS officials;
- To receive a prompt, fair, and impartial process consistent with these procedures;
- To be offered and to receive reasonable supportive measures;
- To receive timely, written notice of the allegations, proceedings, processes and outcomes under this policy;
- To have an advisor of their choice present at any meeting or hearing under this policy and to have that advisor conduct cross-examination of the parties and witnesses in a hearing;
- To refuse to engage in informal resolution of a formal complaint;
- To present witnesses, including fact and expert witnesses, and any relevant evidence;
- To receive amnesty for certain student misconduct, such as drug or alcohol violations, that occurred ancillary to the complaint at hand and consistent with this policy;

- To not have inadmissible prior sexual history/predisposition used by the decision-maker;
- To be free from retaliation for reporting violations of this policy or cooperating with an investigation;
- A right to review and comment on all evidence prior to a decision being made (for administrative resolution and formal resolution);
- To be simultaneously informed in writing of the outcome or resolution of the complaint, any sanctions, and the rationale for the outcome, any appeal, or any other decision considered final;
- To exercise a right of appeal as afforded in this policy.

Additionally, parties participating in a Formal Resolution also have the following rights:

- The right to review and comment on all relevant and directly related evidence at least 10 days prior to completion of the final investigation report;
- The right to review and comment on the final investigation report (if applicable) at least 10 days prior to a decision;
- The right to be present for the entire hearing, whether in person or via video technology.

Initial Contact with Complainant

Upon notice of a possible complaint through an Incident Report, the Title IX Coordinator will provide the Complainant information on, and assistance with, reporting options including filing a Formal Complaint with LSUHS, and filing a criminal complaint with law enforcement. The Title IX Coordinator will also provide the Complainant with options for other available supportive measures, including health care, counseling, academic adjustments, work adjustments, etc., regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

Individuals are strongly encouraged to report the offense to campus police or local law enforcement if they believe criminal conduct occurred (i.e. sexual assault, sexual battery, stalking, etc.). The Title IX Coordinator will offer to assist the individual in contacting campus or local law enforcement if the individual chooses, as well as the option to decline to notify authorities. If individual chooses to notify campus police, then an officer from UPD will be dispatched to their location to complete incident report.

To the extent possible, the Complainant, and those who receive the complaint, should preserve evidence and not disturb a potential crime scene. This includes preserving all text or email communications that may be related to the incident. To preserve evidence, individuals should avoid showering, changing clothes, combing hair, drinking, or eating until after a physical exam has been completed.

Supportive Measures

The Title IX Coordinator and Deputy Title IX Coordinator can assist with the process for filing a complaint as well as the process for an investigation. They are responsible for providing supportive measures regardless of whether a formal complaint is filed. LSUHS will protect the privacy of those who report incidents of sexual misconduct to the extent permissible by law. Supportive measures are maintained as confidential to the extent possible, provided confidentiality does not impair the University's ability to provide those

supportive measures. Such supportive measures, as reasonably available, may include, but are not limited to:

- Referral for counseling, medical, or other healthcare services;
- Referral to campus or local advocacy programs;
- Referral to campus or local law enforcement;
- Referral to community-based service providers
- Safety Planning;
- Implementing a no contact order, or other contact limitations;
- Student financial aid counseling;
- Relocating an on-campus student's housing to a different on-campus location;
- Changing an employee's work environment (e.g. reporting structure, office/workspace relocation);
- Transportation accommodations;
- Academic support, extensions of deadlines, or other course/program- related adjustments;
- Alternative course completion options (e.g. Remote, Online, Incompletes, Withdrawals, etc.);
- Referred for visa/immigration assistance;
- Any other actions deemed appropriate by the Title IX Coordinator.

Complaint and Investigation

In order for an investigation into a complaint of sex- or gender-based harassment and discrimination to occur, the Complainant, or under certain circumstances the Title IX Coordinator, must file a Formal Complaint. This is a step beyond an incident report, which is the first notification to the Title IX office that a possible violation occurred. The incident report does not trigger an investigation. The Formal Complaint will be reviewed and a determination made as to whether the offense meets the criteria to be considered as a Title IX complaint. If it does, a Title IX investigation will proceed. If it does not, the allegation may be investigated under the Code of Conduct or other policies.

Initial Response to Reports

Upon actual knowledge of a report of sex- or gender-based harassment and discrimination, including Sexual Misconduct through an Incident Report, regardless of whether it occurred on- or off-campus, the Title IX Coordinator will promptly contact the Complainant to discuss and provide the impacted individual with written notice of available options, remedies, and services. This will include:

- The availability of supportive measures regardless of whether a Formal Complaint is filed;
- The process for filing a Formal Complaint as well as process for an investigation including an appeal;
- Complainant's preference for manner of resolving the complaint and any barriers to proceeding;
- Information on the rights and responsibilities as a party in this matter including the right to have an Advisor of their choice;
- Jurisdiction of Title IX policy versus power-based violence conduct and

- differences between procedures;
- Instruct the Complainant not to destroy any potentially relevant documentation in any format;
- Explain the prohibition against retaliation;
- Provide a copy of PM 73 and any other relevant policies;
- The right to file a complaint with law enforcement, if the conduct alleged is criminal in nature, and to be assisted in doing so; and
- The legal requirement to communicate necessary non-identifiable details of the report to the campus police department for entry into the institution's daily crime log.

If the Title IX Coordinator has cause to believe that, as a result of the incident, there is reason to believe the safety of any person is in imminent danger, the Title IX Coordinator must immediately inform the Chancellor of the campus.

Preponderance of the Evidence Standard

All investigations and proceedings, including disciplinary hearings, relating to prohibited conduct are conducted using a "Preponderance of the Evidence" standard.

Advisors

Each party is permitted to have an Advisor of their choice present with them in all meetings and proceedings under this policy. The Advisor may be, but is not required to be, an attorney. The Advisor must participate in a training session on protocol in order to serve in this role during a Hearing Panel. The Advisor may not answer questions on behalf of their advisee. They also cannot act as a spokesperson except during a Prehearing Conference or the Hearing when conducting cross-examination of a party or a witness.

Once a party shares the identity and contact email address for their Advisor, that Advisor shall be copied on correspondence from LSUHS on the case in accordance with the Procedures section of this policy. A party may change Advisors at any time but must provide prompt notice to the Title IX Coordinator and/or the Title IX Investigator.

Training

The University will ensure there is an adequate pool of willing and trained members who are available year-round to serve in the resolution process pool. Members can be faculty, administrators, staff, or students who are recruited or selected because of their ability to remain neutral and open-minded. Members of the pool will serve three-year rotating terms and must participate in bi-annual training provided by the Office of Compliance and Risk Management. Training will ensure all pool members are equipped to serve as Hearing Panelist, Hearing Panel Chair, Appeals Reviewer, or as Advisor for the Complainant or the Respondent, but cannot serve in more than one role for a given case.

Notice to Complainants and Respondents

When an investigation commences the Respondent, the Complainant, and their Advisors shall be sent a detailed, written Notice of the Investigation and Allegation (NOIA) including, at a minimum, the following:

- A summary of the allegation with reasonable specificity;
- The identity of the parties (if known);
- The specific policies implicated;
- The date and location of the incident (if known);
- The right for the parties to have an Advisor of their choice, who may be – but is not required to be – an attorney, present for all resolution- related proceedings, and that LSUHS can help appoint an Advisor, if desired by the party.
- A statement that LSUHS presumes the Respondent is not responsible of all allegations until found responsible for the alleged conduct by a hearing panel under this policy;
- A statement that the parties may inspect and review evidence, including the investigation report, consistent with these procedures, prior to a decision being made;
- A statement about LSUHS policy on retaliation;
- A statement indicating that LSUHS policy prohibits knowingly false statements or knowingly submitting false information during the resolution process;
- A request to meet with the Title IX Investigator;
- An indication that the resolution process complies with Title IX’s Regulations contained in Section 106.45 of 20 U.S.C. 1681;
- The notice of investigation and allegations may be amended during the course of the investigation, and that any amendments will be promptly communicated to the parties.

Time Frames

The Investigator will make a good faith effort to conduct a thorough, prompt, and impartial investigation based on the facts and circumstances of each complaint within 45 days of the receipt of the Formal Complaint. This timeframe may expand or contract based on factors such as the complexity or severity of the allegation, as well as the involvement of external parties (e.g. law enforcement). Complex or consolidated investigations may take longer.

Resignation While a Case is Pending

If a student permanently resigns from LSUHS or an employee resigns or retires from LSUHS while a case is pending, the Title IX Coordinator will have the discretion to continue the investigation to the extent possible. The employee also will not be eligible for rehire. In either case, LSUHS will continue to address and remedy any systemic issues or concerns that contributed to the alleged violation, and provide supportive measures to the Complainant and others, as deemed necessary or appropriate by the Title IX Coordinator.

Procedures for University Disciplinary Action in Cases of Sexual Misconduct

The following are procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to a college official. There are three options for resolution following the filing of a Formal Complaint: Informal

Resolution, Administrative Resolution, and Formal Resolution.

Informal Resolution is a voluntary process intended to provide parties the opportunity to mutually control the outcome and can be used at any time during the resolution process. Informal Resolution does not use an investigation, calling of witnesses, or a report of findings with sanctions. The parties themselves create an outcome that resolves the complaint.

Administrative Resolution is the procedure by which allegations in a Formal Complaint are sex- or gender-based but do not rise to the level of requiring a Formal Hearing under Title IX, are otherwise identified as power-based violence, or for which Informal Resolution is either inappropriate or where one or both parties chose not to use Informal Resolution. The Administrative Resolution includes an investigation into the allegations and a single Decision-Maker, appointed by the Title IX Coordinator, will determine the findings and sanctions.

Formal Resolution is used for Title IX cases, as well as any case where suspension, expulsion, or termination is possible. Formal Resolution involves a thorough and impartial investigation, a review of all evidence and the investigation report by the parties, a live hearing before an impartial panel of three individuals, and a decision by those decision-makers.

Decision Making

Once the Decision-Maker, the parties and their Advisors have received a copy of the final investigation report, the Decision-Maker will review the investigation report, as well as all relevant evidence, the parties' additional statements, and responses to the draft investigation report. The Decision-Maker will then apply the preponderance of the evidence standard when determining responsibility. In order to find a Respondent responsible under the preponderance of the evidence standard, the evidence must show that the charge is more likely supported than not. If the Respondent is found responsible, the Decision-Maker may request input from the parties to evaluate possible sanctions. The Decision-Maker may also request input from relevant LSUHS officials in determining the appropriate sanctions (e.g.: HR, Student Affairs, etc.). Prior conduct history of the Respondent will also be considered when determining an appropriate sanction.

The Decision-Maker will prepare and provide to the Title IX Coordinator, typically within 10 business days of receiving the final investigation report, a written determination which will include:

- Identification of the allegations constituting a violation of this policy;
- A description of the procedural steps taken from receipt of the Formal Complaint through determination, including any notifications to the parties, interviews with parties and witnesses, evidence gathered and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the policy to the facts;
- A statement explaining the sanction for each policy violation found "responsible;"
- Whether additional remedies designed to restore or preserve equal access will be provided by LSUHS to the Complainant.

The Title IX Coordinator is responsible for effective implementation of any sanctions and sharing of outcomes. Both the Complainant and Respondent will be informed in writing of the outcome of any corrective action or disciplinary process.

Formal Resolution

The Formal Resolution process is the procedure by which allegations in a Formal Complaint are presented in a formal PM 73 Hearing for a determination as to whether any of the policies were violated.

The determination as to whether or not a matter rises to the level of a Formal Resolution is made by a Title IX Coordinator and must account not just for the nature and severity of the alleged violation but also for the disciplinary history of the Respondent. Formal Resolution is used where the allegation either constitutes a possible violation of Title IX (as defined in this policy), or where probable cause indicates that an allegation, if true, could reasonably result in suspension, expulsion, or termination of the Respondent.

The Hearing Panel shall deliberate in closed session with only panelists present. Deliberations are not recorded. The Hearing Panel is to apply the preponderance of the evidence standard when determining responsibility. A simple majority vote is required to determine the finding. In order to find a Respondent responsible under the preponderance of the evidence standard, the evidence must show that the charge is more likely supported than not. If the Respondent is found in violation for one or more of the allegations, the Panel will then shift to determining the appropriate sanctions.

Each party is permitted to have an Advisor present with them throughout the Hearing. The Advisor may not answer questions on behalf of their advisee, and their role in the hearing is limited to cross-examination and questioning of the other party and the witnesses, and to consult with their advisee throughout the Hearing as needed.

At the beginning of the Hearing, the Investigator will present a summary of the final Investigation Report and the relevant evidence and will be subject to questioning by the Decision-Makers and the parties' Advisors. Once the Investigator has presented their report, relevant evidence, and been questioned by the Panel and the parties' Advisors, witnesses will provide relevant information in turn. At the conclusion of each party's or witness's presentation of evidence, the members of the Hearing Panel will be allowed to ask questions, followed by cross-examination by the parties' Advisors. At the conclusion of the hearing, the parties may provide the Chair with a written, sealed impact statement for the panel to consider only during the sanctioning phase of deliberations, if the Respondent is found in violation.

Disciplinary Sanctions

In cases where the Respondent is an employee, the Panel may also consult with Human Resources Management to ensure the sanction is consistent with employment-related laws, regulations, and policies.

The Hearing Panel will prepare and provide to the Title IX Coordinator, typically within five business days of the Hearing, a written Determination Letter which must include:

- Identification of the allegations constituting violation of the sex- or gender-based

harassment and discrimination policy, as well as any other concurrent or ancillary policies;

- A description of the procedural steps taken from receipt of the Formal Complaint through determination, including any notifications to the parties, interviews with parties and witnesses, evidence gathered and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of the policy to the facts;
- A rationale for each finding;
- A statement explaining the sanction for each policy violation found “responsible;”
- Whether additional remedies designed to restore or preserve equal access will be provided by LSUHS to the Complainant.

Students found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, warning, disciplinary probation, deferred suspension, suspension, expulsion, psychological assessment, counseling, social restrictions, limited presence on campus, and/or revocation of admission or degree. Additional sanctions may also be imposed when appropriate. Students for whom sanctions are assigned will have a notation placed on their transcript indicating they have been found responsible for violations of policy.

An employee found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, suspension, administrative leave, demotion, psychological assessment, counseling, restricted presence on campus and/or termination of employment.

Both the Complainant and Respondent will be informed in writing of the outcome of any corrective action or disciplinary process. With limited exceptions such as imminent risk to the safety of others, sanctions from a Formal Hearing are not implemented until the conclusion of the appeals process.

Appeals

Any party may appeal a determination made by the Decision-Maker or the Hearing Panel. The Appeals process is to be deferential to the Hearing Panel’s decisions. The process is not a rehearing. In most cases, the appeals are confined to a review of the relevant evidence, the Investigation Report, the Hearing Panel’s determination letter and the recording of the hearing. The Appeals Review is also limited to specific grounds intended to ensure the decision of the Decision-Maker or the Hearing Panel was materially fair and consistent with LSUHS policies.

Decisions of the Appeal Reviewer are final. In the event of remand for rehearing, the subsequent Hearing Panel outcome may be appealed in accordance with the provisions herein. Otherwise, any appeal right exercised under this policy shall complete the process.

Record Keeping

Records created or received under this policy will be maintained for at least seven years from the date each case is closed. The following shall be kept as part of the record:

- Each investigation including any determination regarding responsibility, whether

through the Formal or Administrative processes;

- Any audio or audiovisual recording or transcript of a hearing;
- Any disciplinary sanctions imposed on the Respondent;
- Any remedies provided to the Complainant designed to restore or preserve equal access to LSUHS education program or activity;
- Any appeal and result therefrom;
- Any informal resolution and result therefrom;
- All materials used to train Title IX Coordinators, Investigators, decision-makers, and any person who facilitates an informal resolution process; and
- Records of any actions, including supportive measures, taken in response to a report or Formal Complaint.

These records will also include:

- The basis for all conclusions that the response was not deliberately indifferent;
- Any measures designed to restore or preserve access to LSUHS education program or activity; and
- If no supportive measures were provided to the Complainant, document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

Unless waived in writing by the complainant, the identity of the complainant is confidential and not subject to disclosure. The following exceptions apply:

- Identified to someone employed by the institution to investigate allegations if the disclosure is necessary to investigate the report.
- Identified to a law enforcement officer if necessary to conduct a criminal investigation into the allegations of the report.
- Identified to the alleged perpetrator of the incident to the extent required by law.
- Identified to a potential witness to the incident in order to conduct an investigation of the report.

LSUHS may be required to disclose information on a need-to-know basis in order to properly address a complaint, when there is a threat to others, pursuant to subpoena, or other court or administrative order, or as required by applicable law. Violations of confidentiality or privacy by any other persons involved in the resolution, investigation or administration of the complaint, including any employee, faculty, staff, or student may result in disciplinary or corrective action. LSUHS will maintain any and all records in accordance with state and federal laws. The FERPA Exception: FERPA, the Federal Education Rights and Privacy Act, protects the privacy of a students' educational records. Any disclosures in regard to the Clery Act, would only be in context to an exception as it applies in the case of a Health or Safety Emergency.

Retaliation

LSUHS expressly prohibits retaliation against an individual who reports incidents of power-based violence, the parties involved, and their witnesses. Specifically, retaliation against anyone who in good faith reports what they believe to be power-based violence, cooperates with an investigation covered in this policy, or opposes conduct they believe to violate this policy may be subject to disciplinary action. However, an individual who reports retaliation but is identified as the perpetrator of, or having assisted in the

perpetration of, the power-based violence reported, will still be subjected to an investigation and potential disciplinary action under this policy. Anyone who believes they have been retaliated against should immediately report it to the Title IX Coordinator who will treat it as an incident report.

Bystander Intervention

It is our intent that our policies addressing sexual assault, domestic and dating violence, and stalking will also protect “bystanders” who witness or intervene to stop violence. What is a bystander? A bystander is a person who witnesses an event or incident and takes NO action. An Onlooker, passerby, observer, eyewitness, watcher, non-participant, spectator, witness, or gawker.

What is bystander intervention? Any person or group of people who interrupt behaviors that prevent violence. Everyone benefits by intervening. No crime is committed; therefore, there is no victim. Safe and positive options may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against a person other than such individual. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Bystander Tip #1

‘The Fake Friend’

An effective and safe way of intervening in harassment situations is to become a ‘fake friend’ of the target. However, make sure you check in with the target before, to see if she/he actually needs assistance.

Bystander Tip #2

‘Call Out the Harasser’

Most harassers stop once their behavior is acknowledged and reprimanded. Use three simple steps to call out the harasser.

- Name the act – ‘You’re groping that woman’
- State a principle – ‘That’s not OK’
- Make a command – ‘Stop harassing people’

Bystander Tip #3

‘Make Your Presence Felt’

Let the harasser know that you see, recognize, and condemn the behavior. Something as simple as spilling your coffee or asking for directions/time (or ringing the doorbell) can work wonders.

Bystander Tip #4

'Check In with the Target'

- "Are you OK?"
- "Do you need any help?"
- "Is that person bothering you?"

One question alone can deter a harasser who believes no one will intervene. Also, the target knows you've got their back!

Bystander Tip #5

'Be a Role Model'

This is possibly the most effective to end street harassment. If you treat others with respect and choose to raise your voice when you see someone being harassed - your peers, friends, family, and anyone around you will learn from you.

Risk Reduction

LSUHS is committed to maintaining a safe campus for all members of the university community and providing options designed to decrease perpetration and bystander inaction, to increase empowerment for victims in order to promote safety, and to help individuals and communities address conditions that facilitate violence. Risk reduction tips can often take a victim-blaming tone, even unintentionally. With no intention to victim-blame and with recognition that only those who commit Sexual misconduct are responsible for those actions, these suggestions may nevertheless help you to reduce your risk of experiencing a nonconsensual sexual act. With this in mind, LSUHS suggests the following tips in campus programming and messaging to help keep our community safe and reduce personal risk.

Risk Reduction Tips

If you find a friend in a situation that concerns you, consider the following strategies to intervene safely and effectively:

- Create a distraction to interrupt the flow of events
- Involve others to help you
- Make an excuse to remove a friend from the situation
- Point out the unwanted behavior in a safe and respectful manner
- Call for help, if needed

Sexual assault is never a victim's fault. However, there are ways that may reduce the risk of being sexually assaulted including being prepared, alert, and assertive. Consider the following tips:

- Be aware of your surroundings
- Practice responsible drinking; alcohol is a factor in many sexual assaults
- Never leave your drink unattended
- Don't accept drinks from someone you don't know or trust
- Stay with your friends and make sure your friends stay with you
- Be careful of online relationships
- Trust your instincts

We are reminded to think about relationships, specifically relationships that may be, or become abusive. Be aware of the signs:

- Is one of the partners verbally and emotionally abusive?
- Is one of the partners isolating the other from friends and family?
- Is one of the partners controlling, intimidating or always jealous?
- Is there a threat of harm?

Primary Prevention and Awareness Programs

LSUHS prohibits the offenses of dating violence, domestic violence, sexual assault, and stalking. To reduce the risk of sexual misconduct as well as the crimes of rape, acquaintance rape, sexual assault, domestic violence, dating violence or stalking that occur among its students and employees LSUHS utilizes initiatives to promote awareness, education, risk reduction and prevention programs to encourage individuals to report concerns or complaints.

LSUHS has programs that provide information which are designed to inform the campus community of campus security procedures and crime prevention procedures and practices to encourage students and employees to be responsible for their own security and the security of others. In order to accomplish this goal, students and employees are kept informed about crime prevention strategies. Multiple departments across campus collaborate in providing primary prevention and awareness programs.

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

Awareness Programs are community-wide or audience-specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Primary Prevention & Awareness Programs are provided to promote the awareness of rape, acquaintance rape, dating violence, domestic violence, sexual assault, and stalking and must be completed by all incoming students at the beginning of the semester and new employees upon hire.

The following are Primary Prevention & Awareness Programs held at LSUHS for all incoming students and employees throughout the entire year:

Programs	Frequency
Title IX and SAVE Program Training	Orientations for all incoming students and employees held throughout the entire year.
Student Orientation	Same as above
Employee Orientation	Same as above
New Hire Mandatory Training	Same as above
Power-Based Violence/Title IX Online Training	Same as above

Safety On-Campus Presentation	All orientations and Family Day events held throughout the entire year.
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Ongoing Prevention and Awareness Campaigns

Ongoing Prevention & Awareness Campaigns provides programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

Ongoing Prevention & Awareness Campaigns are also provided to promote the awareness of rape, acquaintance rape, dating violence, domestic violence, sexual assault, and stalking and must be completed by all current students and employees annually.

The following Ongoing Prevention & Awareness Campaigns held at LSUHS for current employees and students:

Campaigns	Frequency
Preventing Stalking Awareness	January
Preventing Sexual Assault Awareness	April
Campus Safety Awareness Month	September
Dating & Domestic Violence Awareness	October
Campus Education Day (CED Training) for students and employees	Annually
Compliance Training (includes Power Based Violence, Title IX and VII, and Equal Employment Opportunity modules) for students and employees	Annually
Personal Protection Measures Training, Self-Defense Classes, and Alice Training (Active Shooter)	Minimum twice a year

Upon request, any department or student organization can contact UPD at 318-675-6165 to create presentations and provide informational seminars on any safety and security topics.

Additional Campus Safety Information

LSUHS department liaisons attend Safety Committee Meetings six times a year to exchange information and ideas related to policing, safety, security, campus crimes, and other related community concerns and reviews all information and makes recommendations for improvements.

Online polls conducted about current safety and security issues on campus and at the hospital. The information received proves to be a valuable tool in gaining insight on areas of security and safety deficiency based on students, faculty, employees, and staff's objectives.

Campus shuttle services are provided in a safe, reliable, and professional manner that meets your transportation needs. Shuttle service is available weekdays from 6:30am until 7:00pm. This service consists of a contracted charter bus.

UPD provides safety escorts to members of the campus community twenty-four hours a day, seven days a week, upon request. This service provides students, employees, faculty, and staff with a walking or motor vehicle escort to their vehicle to members who feel uncomfortable walking during the hours of darkness. Escorts during daylight hours may be provided when safety concerns exist. If you wish to request the escort service, please call UPD at 318-675-6165. If an officer has not arrived, please do not walk alone! Call the number again, the officer may be on a service call. Please note that if the officer receives a call for assistance, calls for police service must take precedence over the escort. For example, a report of any crime, accident or alarm will supersede a police escort request.

UPD hosted their 4th Annual Campus Safety Awareness Month (CSAM) in September. CSAM brings awareness to the campus community about the safety and support tools our campus provides. This year, UPD held their Annual Breakfast & Safety Fair giving the campus community the opportunity to stop by for breakfast and meet with UPD, the Title IX Deputy Coordinator, and Campus Federal. LSUHS Safety Services Department graciously provided pepper spray for our event where we handed them all out in record time! Our Self-Defense presentation showed how to confidently respond to multiple types of attacks.

Registered Sex Offenders

The Campus Sex Crimes Prevention Act (CSCPA) is a federal law enacted on October 28, 2000, that provides for the tracking of convicted, registered sex offenders enrolled as students at institutions of higher education or working or volunteering on campus. The Act further amends the Family Education Rights and Privacy Act of 1974 to clarify that nothing in that Act can prohibit an educational institution from disclosing information provided to the institution concerning registered sex offenders. As provided by State law, under section 121 of the Adam Walsh Child Protection and Safety Act of 2006, information on registered sex offenders may be obtained by law enforcement offices and/or jurisdictions. The State of Louisiana requires convicted sex offenders to register in accordance with Louisiana Law Revised Statute 15:542 - Registration of Sex Offenders and Child Predators - all persons who have been convicted of sexual assault crimes must register their residence and other information with local law enforcement. If they become involved as a student or an employee at an institution of postsecondary education, they must make them aware of their presence at the institution. The sex offender shall also register with the campus law enforcement agency of the institution at least one business day prior to the beginning of the school term or semester.

Any member of the campus community who wishes to obtain further information regarding sexual offenders and predators in our state can search for offenders in your area by visiting <https://www.icrimewatch.net/index.php?AgencyID=54078&disc=>.

UPD is enrolled in the program and receives email notifications from CPSO when an offender registers or moves in within 1 mile of the campus.

Campus Security Policies Not Applicable to LSUHS

The following statements are not applicable to LSUHS:

Next of Kin Notification

The institution does not disclose to the alleged victim of a crime of violence or a non-forcible sex offense (Statutory Rape and Incest), the report on the results on any disciplinary proceeding conducted by the institution 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 this paragraph.

Public Fire Log and Fire Safety Report

LSUHS does not operate or provide any on-campus housing facilities and is not required to maintain a public fire log or publish a Fire Safety Report.

Missing Student Notification

LSUHS does not operate or provide any on-campus housing facilities and is not required to maintain or publish missing student protocols; however, anyone who suspects an LSUHS student or employee is missing should report it immediately to UPD at 318-675-6165, or to the local law enforcement agency with jurisdiction in the area where the individual resides.

Annual Disclosure of Crime Statistics

Preparing the Annual Security Report

LSUHS UPD's Clery Compliance Coordinator is responsible for preparing, publishing, and distributing the Clery Act's Annual Security Report. Crime statistics are collected through several methods. The main method is when UPD dispatchers and officers enter directly received reports of alleged crimes into an integrated Computer Aided-Dispatch System (CAD) and Records Management System (RMS). Police reports are reviewed by Clery Compliance Coordinator to ensure they are classified in the correct crime category. Reported crimes are recorded in accordance with the crime definitions outlined in the FBI National Incident-Based Reporting System (NIBRS) User Manual and UCR Hate Crime Data Collection Guidelines and Training Manual.

In addition to the crime data reported directly to UPD, statistics for crimes and disciplinary referrals reported by CSAs are reviewed. The review includes possible Clery incidents received from Deans, Department Heads, Directors, and Title IX. The Office of Compliance and Risk Management is responsible for reviewing possible Clery incidents reported via EthicsPoint and submitting them to the Clery Compliance Coordinator to determine inclusion in the Annual Security Report.

The Clery Compliance Coordinator also sends certified letters annually to local law enforcement agencies requesting their Clery crime statistics for LSUHS on-campus, non-campus, and public property (not including businesses and residential homes) adjacent to and within the university's campuses. Local law enforcement agencies are not required to provide statistics; however, documentation is required to show a good faith effort was made. Criminal activities, if any, at student organizations' (those officially recognized by the University) off-campus events are monitored and reported from information collected from local law enforcement agencies.

All statistics are then reviewed by the Clery Compliance Coordinator for accuracy and determination of inclusion in the annual disclosure of crime statistics. The drafted Annual Security Report is forwarded to the Director of Public Safety for review and then to the Chancellor for final approval. The Annual Security Report is distributed and made available to all current and prospective students and employees of the institution. Crime statistics are then submitted by the deadline to the Department of Education via a mandatory web-based data collection system.

Disclosure of Crime Statistics

LSUHS announces the availability of the Annual Security Report in the LSUHS weekly newsletter which is emailed to the entire campus community by October 1. The announcement contains a brief description of the information contained in the report, a direct web link to access the report, and how a printed copy can be obtained.

Anyone, including prospective students and employees, can request a printed copy of the report to be mailed (at no charge). Email your request to angela.weaver@lsuhs.edu. If you do not receive a confirmation email for your request, please contact Angela Weaver, Clery Compliance Coordinator, at 318-675-6162, or request a copy in person Monday through Friday from 7 a.m. to 3 p.m. UPD is located in the BRI Building, Ground Floor.

The current LSUHS Annual Security Report can be viewed on UPD's webpage at <https://www.lsuhs.edu/about/university-police/annual-security-report>.

NOTICE: The links in this report are current at the time of publication. If any links are changed or updated after the publication date, they may no longer work. To find updated information or publications, please use a search engine or contact the Clery Compliance Coordinator at 318-675-6162 for assistance.

Daily Crime Logs

UPD is also responsible for maintaining the Daily Crime Log. The purpose of the daily crime log is to record all criminal and alleged criminal incidents reported to UPD. The daily crime log will not match the crime statistics reported in the Annual Security Report. The daily crime log records all reported criminal incidents (not just Clery reportable crimes) extending beyond the reportable Clery Geography.

The daily crime log does not include names or any other personally identifiable information. The daily crime log includes the case report number, date the incident was reported to UPD, date and time the incident occurred, general location where the incident occurred, nature of the crime, and disposition (if known). Limited information may be temporarily withheld from the daily crime log if it is determined by clear and convincing evidence that the release of the information would jeopardize an ongoing investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence.

The daily crime log also includes reports received from CSAs and local law enforcement agencies in response to the annual request for Clery crimes reported to them for the previous calendar year. CSA and local law enforcement agency reports are reviewed by the Clery Compliance Coordinator and are evaluated for inclusion in the annual disclosure of crime statistics. Because these reports may not have been reported to UPD by the victim, UPD may not investigate them, and they may lack complete details typically included in the daily crime log. These incidents are added to the daily crime log within two days of receipt with the reported date. The reported date is the day that UPD received the report and not the date the incident was originally reported to a CSA or local law enforcement agency.

The daily crime logs are posted online monthly (not daily as the name suggests) and available shortly after the previous month has concluded. The online crime log can be viewed at <https://www.lsuhs.edu/about/university-police/crime-statistics>. The most current 60-day period log is accessible to the public and can be viewed in person Monday through Friday from 7 a.m. to 3 p.m. UPD is located in the BRI Building, Ground Floor – UPD entrance is located to the right of the elevators.

Daily crime logs are retained for seven years. Any requests for logs older than 60 days will be fulfilled within two business days. Visit UPD or email your request to angela.weaver@lsuhs.edu. If you do not receive a confirmation email for your request, please contact Angela Weaver at 318-675-6162.

LSUHS CLERY CRIME STATISTICS

On-Campus

Crime	2024	2023	2022
Murder/Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	1	0	2
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	2	2
Aggravated Assault	3	2	6
Burglary	0	1	3
Motor Vehicle Theft	6	5	2
Arson	0	0	0
Arrest – Liquor Law Violation	2	2	2
Arrest – Drug Abuse Violation	20	12	20
Arrest – Weapons Law Violation	6	10	5
Disciplinary Referral – Liquor Law Violation	0	0	0
Disciplinary Referral – Drug Abuse Violation	0	0	0
Disciplinary Referral – Weapons Law Violation	0	0	0
Domestic Violence	8	6	12
Dating Violence	3	2	5
Stalking	7	8	11

Non-Campus

Crime	2024	2023	2022
Murder/Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	1	0	1
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	1	0	0
Aggravated Assault	4	2	6
Burglary	0	0	0
Motor Vehicle Theft	3	0	2
Arson	1	0	0
Arrest – Liquor Law Violation	0	0	0
Arrest – Drug Abuse Violation	7	4	3
Arrest – Weapons Law Violation	0	0	0
Disciplinary Referral – Liquor Law Violation	0	0	0
Disciplinary Referral – Drug Abuse Violation	0	0	0
Disciplinary Referral – Weapons Law Violation	0	0	0
Domestic Violence	9	2	2
Dating Violence	4	1	1
Stalking	3	6	1

Public Property

Crime	2024	2023	2022
Murder/Non-Negligent Manslaughter	0	0	0
Manslaughter by Negligence	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	1	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Arrest – Liquor Law Violation	0	0	0
Arrest – Drug Abuse Violation	1	0	1
Arrest – Weapons Law Violation	0	2	0
Disciplinary Referral – Liquor Law Violation	0	0	0
Disciplinary Referral – Drug Abuse Violation	0	0	0
Disciplinary Referral – Weapons Law Violation	0	0	0
Domestic Violence	0	0	0
Dating Violence	1	0	0
Stalking	0	0	0

UNFOUNDED CRIMES

2024: One unfounded crime.
 2023: Two unfounded crimes.
 2022: Two unfounded crimes.

HATE CRIMES

2024: No Hate Crimes reported.
 2023: No Hate Crimes reported.
 2022: One on-campus simple assault incident characterized by race bias.

ON-CAMPUS NOTES

LSU Health Shreveport campus is connected to Ochsner LSU Health Shreveport. On-Campus statistics include crimes which occur in buildings and property owned and operated by Ochsner LSU Health Shreveport.

ON-CAMPUS STUDENT HOUSING FACILITIES NOTES

LSU Health Shreveport does not operate any On-Campus Housing facilities.

NON-CAMPUS NOTES

Non-Campus statistics include crimes which occur in buildings and property owned and operated by Ochsner LSU Health Shreveport St. Mary's Medical Center, Ochsner LSU Health Shreveport Monroe Medical Center, and Rapides Regional Medical Center in Alexandria, LA (FM Residency Program).

Clery Definitions

The Clery reportable crimes are divided into the following categories: Primary Criminal Offenses, Hate Crimes, Violence Against Women Act offenses, Stop Campus Hazing Act offense, and Arrests and Referrals for Disciplinary Actions. The following definitions and statistics are reported in accordance with the Department of Education's guidelines.

Primary Criminal Offenses

Murder/Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another. NOTE: Deaths caused by negligence, suicides, fetal deaths, traffic fatalities, accidental deaths, and justifiable homicides are excluded. Assaults with intent to murder and attempts to murder should be classified as aggravated assault.

Manslaughter by Negligence

The killing of another person through gross negligence.

Robbery

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

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary

The unlawful entry of a structure to commit a felony or 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, and safecracking as burglary. By definition, a structure has four walls, a roof, and a door.)

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (For reporting purposes classify incidents as Motor Vehicle Theft when persons not having lawful access take automobiles even if the vehicles were later abandoned, e.g., joyriding. Agencies should not include the taking of a vehicle for temporary use when prior authority has been granted or can be assumed, such as in family situations; or unauthorized use by chauffeurs and others having lawful access to the vehicle.)

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.

Sex Offenses

Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape

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

Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity. (On June 23, 2025, NIBRS replaced the term Fondling with Criminal Sexual Contact and expanded the definition for UCR reporting. The Campus Safety Help Desk's guidance stated that institutions should not change the terminology or definitions used for classifying and counting Clery crimes based on any UCR program changes until the terminology and/or definitions in Appendix A are modified.)

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.

Violence Against Women Act Offenses (VAWA)

Domestic Violence

A felony or misdemeanor crime of violence committed—

1. By a current or former spouse or intimate partner of the victim;
2. By a person with whom the victim shares a child in common;
3. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, 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—

1. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
2. 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—

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

Stop Campus Hazing Act Offense

Hazing

Any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons), against another person or persons regardless of the willingness of such other person or persons to participate, that:

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - causing coercing, or otherwise inducing another person to perform sexual acts;
 - any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - any activity against another person that includes a criminal violation of local, State, Tribal or Federal law; and
 - any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

For purposes of classifying hazing as a Clery crime, a **Student Organization** is defined as an organization at an institution of higher education (such as a club, society,

association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, 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.

Hate Crimes

A hate crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender's bias. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim's race, religion, ethnicity, national origin, gender, gender identity, sexual orientation, or disability, the crime is classified as a hate crime. Sufficient objective facts must be present to lead a reasonable and prudent person to conclude that the reported actions were motivated in whole or in part by bias. Hate Crimes includes all of the primary criminal offenses plus the following:

Larceny-Theft

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded. Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.

Simple Assault

The 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 lacerations, or loss of consciousness.

Intimidation

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

Destruction/Damage/Vandalism of Property

To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Hate Crime Bias

Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity or national origin. Although there are many possible categories of bias, under Clery, only the following eight categories are reported:

Race

A preformed negative attitude toward a group of persons who possess common physical

characteristics genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.

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.

Sexual Orientation

A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual orientation is the term for 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.

Gender

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender.

Gender Identity

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity. Gender non-conforming describes a person who does not conform to the gender-based expectations of society. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.

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. The concept of ethnicity differs from the closely related term race in that race refers to a grouping based mostly upon biological criteria, while ethnicity also encompasses additional cultural factors.

National Origin

A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

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.

Weapons, Drug, and Liquor Violations

Arrest

Persons processed by arrest, citation, or summons.

Referred for Disciplinary Action

The referral of any person to any official who initiates a disciplinary action of which a record is established and which may result in the imposition of a sanction. Do not include disciplinary actions that were strictly for school policy violations.

Weapons: carrying, possessing, etc.

The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Include in this classification: manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the above.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics - manufactured narcotics which can cause true addiction (Demerol, Methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Liquor Law Violations

The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. Included in this classification: the manufacture, sale, transporting, furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on train or public conveyance; and attempts to commit any of the above.

Clery Geography

On-Campus

On-campus is

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
2. any building or property that is within or reasonably contiguous to the area identified in paragraph 1 of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor i.e. WOW Cafe).

On-Campus property includes owned/leased/controlled academic, administrative, and support buildings, university land/property, university streets, sidewalks, and parking lots and is within one mile of the campus border.

Reasonably contiguous refers to a building or property owned or controlled by an institution that the university or students consider to be, and treated as, an integral part of the main or core campus.

Controlled by University is a building, property or a portion of a building or property that is directly or indirectly rented or leased by the college, even if no payment is involved in the transactions. Any type of written agreement (including an informal one, such as a letter or an e-mail) for use of a building or property, or a portion by the university will result in control by the college.

Directly Support University's Educational Purposes means the function of a building or property that directly supports or relates to the institution's educational purposes. This can mean classes, housing, internships, jobs or work-study, locations used to access campus services like parking office, counseling center, student health center, classrooms, labs, or administrative buildings.

The following are some examples of On-Campus locations (this list is not all-inclusive):

- LSU Health Shreveport
- Ochsner LSU Health Shreveport Medical Center
- Feist-Weiller Cancer Center
- ACC/Women's Clinic Building
- Mollie E. Webb Speech & Hearing Center
- Chevy Land Parking Lot

Visit <https://www.lsuhs.edu/on-campus/directions> for a current map of LSUHS.

Non-Campus

Non-Campus is

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
2. Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Non-campus property would include, but not be limited to, institution-owned, off-campus apartment units that are rented to students, ancillary research or athletic facilities frequently used by students and faculty, and event facilities located off-campus and utilized for campus activities. Frequently used by students is defined as meeting at least one of the following criteria:

- More than one night.
- Twice in one year separately.
- Once per year every year.

The following are some examples of Non-Campus locations (this list is not all-inclusive and not all Ochsner LSU Health Shreveport locations will fall under this category):

- Ochsner LSU Health Shreveport - Monroe Medical Center
- Ochsner LSU Health Shreveport - St. Mary's Medical Center
- Ochsner LSU Health Shreveport - Internal Medicine and Pediatrics
- Ochsner LSU Health Shreveport - Health Center
- Ochsner LSU Health Shreveport and Oceans Healthcare - Louisiana Behavioral Health
- LSU Health Shreveport Family Residency – Alexandria
- Rapides Regional Medical Center

Public Property

All public property, including thoroughfares, city streets, sidewalks in front of private businesses and public owned parking facilities, that are within the campus, or immediately adjacent to and accessible from the campus.

Department of Education uses the "sidewalk/street/sidewalk" rule to determine the boundary of public property. Nothing beyond the second sidewalk is included in crime statistics. If there is no second sidewalk, then it does not include anything beyond the street.

The following are some examples of Public Property (this list is not all-inclusive):

- 1400 – 1700 Block of Kings Hwy.
- 2500 – 2700 Block of Linwood Avenue
- 3200 – 3300 Block of William Avenue

LSUHS crime statistics do not include crimes that occur in privately-owned homes or

business within or adjacent to the campus boundaries.

Separate Campus

A separate location that the institution owns or controls, is not reasonably geographically contiguous with the main campus, has an organized program of study, and there is at least one person on site acting in an administrative capacity.

LSUHS does not have a separate campus.

University Policies

Tobacco Free Campus

ADMINISTRATIVE DIRECTIVE 2.8.14

12/21/2023

2.8.14 TOBACCO FREE CAMPUS (formerly CM-10 No Smoking Policy)

A. GENERAL

This document provides procedural guidance for the use of tobacco products at Louisiana State University Health Sciences Center – Shreveport (LSUHSC-S).

B. APPLICABILITY

This policy applies to all employees and students as well as all visitors to campus.

C. DEFINITIONS

1. Tobacco – any and all forms of tobacco, including but not limited to cigarettes, cigars, pipes, water pipes (hookah), bidis, kreteks, smokeless tobacco, snuff, chewing tobacco, electronic smoking device, and/or any other product which is used to deliver nicotine by means of smoke or vapor. This does not include any FDA-approved product or device intended to assist the user to stop smoking or using tobacco products.
2. Electronic Smoking Device – any product containing or delivering nicotine or any other substance intended for human consumption that can be used by a person to simulate smoking through inhalation of vapor or aerosol from the produce the product. The term includes any such device, whether manufactured, distributed, marketed, or sold as an e cigarette, e-cigar, e-pipe, e-hookah, vape pen, nicotine inhaler, or under any other product name or descriptor.

D. POLICY

LSUHSC-S recognizes the hazards to the health of our citizens caused by tobacco use and therefore establishes this policy to provide a tobacco-free environment for all its students, faculty, staff, and visitors.

Use of tobacco, as defined herein, is prohibited on all LSUHSC-S owned, operated, or leased properties, as well as in all campus-owned, leased or rental vehicles.

All faculty, staff, and students are asked to remind others, in a polite and courteous manner, that all our buildings and grounds are tobacco-free and that no tobacco use is allowed anywhere on campus. University Police will be available to enforce this policy in a courteous but firm manner if necessary.

E. PROCEDURES

Employees may request that an individual on a campus property or in a campus

vehicle not use tobacco; if that person refuses to comply, please notify your supervisor or Human Resources with the employee's name, or contact University Police if the person is a visitor. University Police will escort non-compliant visitors off the premises.

Anyone who violates the tobacco-free policy will be referred to cessation resources. Further information is available at 1-800-QUIT-NOW (7848-669).

F. RESPONSIBILITIES

The Public Safety Department and Human Resources Management are responsible for ensuring compliance with this policy.

G. EXCEPTIONS

None

H. DISCIPLINARY ACTIONS

Any employee who violates this policy may be subject to disciplinary action up to and including dismissal from employment.

UPD is authorized to enforce the smoking policy as police officers deem appropriate. Violators will be encouraged to extinguish smoking material and/or to smoke on the public sidewalks. In dealing with violators, police officers are authorized to:

- remind violators that second-hand smoke is harmful to patients and employees;
- issue verbal warnings;
- issue written citations;
- prohibit non-emergency readmission to facilities;
- bar persons from property; and
- arrest/prosecute persons who refuse to comply.

Weapons Policy

The use of weapons by UPD personnel is governed by state law and departmental regulation. In compliance with Louisiana State Law, the introduction of a weapon on the grounds or in the facilities owned or controlled by LSUHS and Ochsner LSU Health Shreveport is prohibited and the following statutes apply on campus and hospital grounds:

Louisiana Law Revised Statute 14:95.2(A) Carrying a firearm or dangerous weapon by a student or non-student on school property, at school-sponsored functions, or in a firearm-free zone is unlawful and shall be defined as possession of any firearm or dangerous weapon, on one's person, at any time while on a school campus, on school transportation, or at any school-sponsored function in a specific designated area including but not limited to athletic competitions, dances, parties, or any extracurricular activities, or within one thousand feet of any school campus. A firearm is defined as any pistol, revolver, rifle, shotgun, machine gun, submachine gun, or assault rifle, which is designed to fire or is capable of firing fixed cartridge ammunition or from which a shot or projectile is discharged by an explosive. A dangerous weapon is defined as any gas, liquid or other substance.

Louisiana Law Revised Statute 14:402.1(A) Taking of contraband to hospitals unlawful; penalty. It shall be unlawful for any person to introduce or attempt to introduce into or upon the grounds or buildings of any hospital or related facility, except through regular channels as authorized by the administrator of the hospital, any of the following articles which are hereby declared contraband for the purposes of this Section, namely: Any intoxicating beverage or beverage which causes or may cause an intoxicating effect, any controlled dangerous substance that has not been prescribed or recommended in accordance with the Uniform Controlled Dangerous Substances Law at R.S. 40:961 et seq., and any firearm or other instrumentality customarily considered a dangerous weapon possessed by a person who is prohibited from possessing the firearm or instrumentality pursuant to state or federal law.

LSUHS UPD is authorized to enforce weapon violations as police officers deem appropriate. In dealing with violators, police officers are authorized to:

- check individual for any other weapon(s);
- clear weapon of ammunition;
- hold weapon(s) in evidence storage;
- escort individual to vehicle while officer carries and places weapon in trunk or other storage area in vehicle to secure weapon safely;
- run individual's criminal background check;
- issue verbal warnings;
- issue written citations;
- refer students to Dean for disciplinary action;
- prohibit non-emergency readmission to facilities;
- bar persons from property; and
- arrest/prosecute persons who refuse to comply.

DAAPP Components

Our disclosure statement disseminated to current and prospective students, as well as university employees, as required by the Higher Education Act of 1965 (HEA), as amended, is available at <https://www.lsuhs.edu/our-schools/office-of-institutional-planning-effectiveness-and-accreditation/student-consumer-information-and-disclosures> under Drug and Alcohol Abuse Prevention Programs.

Prohibited Conduct and Disciplinary Sanctions. LSUHS is committed to maintaining a drug-free workplace and learning environment to ensure the well-being of its community. The institution's Student Background Check, Drug Screening, and Substance Use Policy ensures a safe educational environment by requiring pre-matriculants and current students to undergo criminal background checks and drug screenings, while strictly prohibiting substance use and offering support through substance abuse programs, with violations potentially resulting in disciplinary actions. Additionally, Chancellor Memorandum 7: Drug-Free Workplace and Workforce Policy ensures a drug-free workplace by prohibiting the unlawful manufacture, distribution, possession, or use of controlled substances, providing resources for drug counseling and rehabilitation, and enforcing disciplinary actions for violations in compliance with the Drug-Free Workplace Act of 1988. All employees must adhere to LSUHS Drug Screening Policy ADD 2.6.10 and Substance and Alcohol Abuse Policy - ADD 2.8.5 and Chancellor Memorandum 7: Drug-Free Workplace and Workforce Policy.

Legal Sanctions under Federal, State, or Local Laws. Violations of federal, state, and local laws related to drug and alcohol use can result in severe legal sanctions, including fines, imprisonment, probation, and other penalties such as community service, mandatory participation in substance abuse treatment programs, and loss of eligibility for federal student aid. Employees could face disciplinary actions up to and including Termination for violation of LSUHS Drug Screening Policy ADD 2.6.10 and Substance and Alcohol Abuse Policy - ADD 2.8.5.

Health Risks. All students and employees must be aware of the serious and lasting effects on both physical and mental health of substance abuse. It may lead to conditions like liver damage, cardiovascular disease, cognitive impairment, and organ failure, all of which can be life-threatening. Addiction is a primary concern, as it disrupts brain chemistry, making recovery difficult and increasing the chances of relapse. People struggling with substance abuse often experience mental health issues such as depression and anxiety, which can make their overall well-being even more challenging. Furthermore, substance abuse can impair judgment, leading to risky behaviors and accidents, while also contributing to long-term dependency. Overdose is a significant risk, especially when substances are misused, and individuals engaged in substance abuse may also be at a higher risk of infectious diseases due to unsafe practices.

Drug and Alcohol Abuse Programs Available to Students and Employees. LSUHS provides various drug and alcohol programs to support students and employees with prevention, intervention, and recovery. Services include confidential counseling through the Office of Student Affairs and Employee Assistance Program (EAP), educational workshops, and referrals to outside treatment centers and support groups like Alcoholics Anonymous (AA) and Narcotics Anonymous (NA). Online resources and self-assessment tools are also available to help individuals evaluate their substance use and seek support. Programs are also briefly mentioned in the linked Student Background Check, Drug

Screening, and Substance Use Policy and Chancellor Memorandum 7: Drug-Free Workplace and Workforce Policy.

Disciplinary Sanctions: The disclosure notes that students and employees could face disciplinary sanctions for violations, also under "Prohibited Conduct and Disciplinary Sanctions" section. Further details on the range of disciplinary actions, including suspension, dismissal, or other penalties, are delineated in the linked Student Background Check, Drug Screening, and Substance Use Policy and Chancellor Memorandum 7: Drug-Free Workplace and Workforce Policy. These policies also describe how disciplinary measures will consider the specific circumstances surrounding the violation, including the student's history and mitigating factors, and the potential for referral for prosecution in cases of illegal activities related to drug use. Full time and Transient employees of LSUHS could face disciplinary sanctions including suspension, dismissal, or other penalties for violating LSUHS Drug Screening Policy ADD 2.6.10 and Substance and Alcohol Abuse Policy - ADD 2.8.5.

RESOURCES:

[Drug and Alcohol Abuse Prevention Program](#)

[Student Background Check, Drug Screening & Substance Use - ADD 2.6.19](#)

[Substance and Alcohol Abuse Policy - ADD 2.8.5](#)

[Chancellor Memorandum 7: Drug-Free Workplace and Workforce Policy](#)

[LSUHS Drug Screening Policy - ADD 2.6.10](#)

Alcohol Policy

LSUHS seeks to encourage and sustain an academic environment that both respects individual freedom and promotes the health, safety, and welfare of all members of its community. In keeping with these objectives, LSUHS has established a policy governing the possession, sale and consumption of alcoholic beverages on LSUHS property which conforms to Louisiana State Law. The university does authorize alcoholic beverages on campus for sanctioned events complying with state law.

LSUHS complies with all federal and state laws which regulate the sale and use of alcohol. The university neither condones nor shields from prosecution any individual found in violation of the Louisiana Alcoholic Beverage Control laws. Possession or consumption of alcoholic beverages on property owned or controlled by LSUHS is prohibited. Underage possession and/or consumption of alcoholic beverages on property owned or controlled by LSUHS is prohibited. Intentionally or knowingly selling or intentionally or knowingly "furnishing" alcoholic beverages to persons under the age of 21 is not permitted on property owned or controlled by LSUHS.

LSUHS UPD is authorized to enforce liquor law violations as police officers deem appropriate. In dealing with violators, police officers are authorized to:

- check individual for any other contraband;
- dispose of any liquor;
- run individual's criminal background check;
- issue verbal warnings;
- issue written citations;
- refer students to Dean for disciplinary action;
- prohibit non-emergency readmission to facilities;
- bar persons from property; and
- arrest/prosecute persons who refuse to comply.

Guidelines For the Responsible Use of Alcohol

CHANCELLOR'S MEMORANDA 12

12/22/2023

I. Scope

This policy applies to all LSUHSC faculty, staff, residents, and students.

II. Purpose

The excessive use of intoxicating beverages may adversely affect the academic and professional performance of faculty, staff, residents, and students. The purpose of this policy is to establish guidelines for responsible use of alcohol at LSUHSC and LSUHSC sponsored functions.

III. Policy

The use of alcohol is prohibited in classroom buildings, laboratories, auditoriums, library buildings, faculty and administrative offices, athletic facilities, and all other public campus areas. Alcohol may be served for special events on campus sponsored by the institution with written authorization from the Dean, Chancellor, or their authorized designee and when the following guidelines for responsible use of alcohol are followed. The guidelines also apply to the use of alcohol at LSUHSC sponsored functions off campus. The sponsor of the event must implement precautionary measures to insure that alcoholic beverages are not accessible or served to persons under the legal drinking age or to persons who appear intoxicated.

IV. Guidelines

1. The sponsor of the event must limit direct access of alcoholic beverages to the person(s) designated as the server(s). A server is defined as an individual who has undergone approved server training and/or works for a caterer.
2. The consumption of alcoholic beverages is to be permitted only within the approved area designated for the event.
3. Nonalcoholic beverages must be available at the same place as the alcoholic beverages and featured as prominently as the alcoholic beverages.
4. A reasonable portion of the budget for the event shall be designated for the purchase of food items.
5. Drinking contests are prohibited at all LSUHSC activities and functions.
6. Advertisements for any LSUHSC event where alcoholic beverages are served shall mention the availability of nonalcoholic beverages as prominently as alcohol.
7. Alcohol must not be used as an inducement to participate in a campus event.
8. Promotional materials including advertising for any LSUHSC event shall not make

reference to the quantity of alcoholic beverages (such as the number of kegs of beer) available.

9. The LSUHSC University Police Department will be notified of all functions on campus at which alcoholic beverages will be served.
10. The rules and regulations of the residence hall(s) shall govern the use of alcohol within the residence hall(s).
11. With respect to the possession and consumption of alcoholic beverages, state law will be strictly enforced at all times on all property controlled by LSUHSC.
12. For functions that include the sale of alcoholic beverages, all the appropriate permits shall be obtained from the Alcohol Beverage Control Board.

Drug Policy

LSUHS complies with all federal and state laws which prohibit the use, possession, and sale of illegal drugs. The university is a drug-free zone under Louisiana law and will not shield any student, employee or visitor from action by civil authorities. Any person known to be possessing, using, or distributing such illegal drugs is subject to disciplinary action and possible arrest, imprisonment or fine according to Louisiana State Law.

LSUHS UPD is authorized to enforce drug violations as police officers deem appropriate. In dealing with violators, police officers are authorized to:

- check individual for any other contraband;
- collect drug/drug paraphernalia in evidence for disposal or submit to crime lab;
- run individual's criminal background check;
- issue verbal warnings;
- issue written citations;
- refer students to Dean for disciplinary action;
- prohibit non-emergency readmission to facilities;
- bar persons from property; and
- arrest/prosecute persons who refuse to comply.

Drug Free Workplace and Workforce

CHANCELLOR'S MEMORANDA 7

June 1, 2001

Purpose

To state the University's commitment to providing a drug free workplace and workforce pursuant to the provisions of the federal Drug Free Workplace Act of 1988 and interim Department of Defense rules for a program to achieve and maintain a drug free workforce.

Definitions

"drug free workplace" means a site for the performance of work at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in accordance with the requirements of the federal Drug Free Workplace Act of 1988.

"drug free workforce" means employees engaged in the performance of Department of Defense contracts who have been granted access to classified information; or employees in other positions that the contractor determines involve National Security, health or safety, or functions other than the foregoing requiring a high degree of trust and confidence.

"Controlled substance" means a controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812).

"Criminal drug statute" means a criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance.

"Conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentences, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

General Policy Louisiana State University Health Sciences Center is committed to providing a drug free workplace and seeks to make its employees aware of the dangers of drug abuse in the workplace as well as the availability of drug counseling, rehabilitation and employee assistance through various communications media. In accordance with the Drug Free Workplace Act of 1988 and pursuant to applicable law, the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace is prohibited. Workplace shall include any location on University property in addition to any location from which an individual conducts University business while such business is being conducted. Without reference to any sanctions which may be assessed through criminal justice processes, violators of this policy will be subject to University disciplinary action up to and including termination of employment.

OPERATING PROCEDURES

Violations of law regarding controlled substances (illegal drugs) that occur in the workplace are to be reported to the LSUHSC Campus Police. Action by LSUHSC upon conviction of any employed for violation of the law as provided herein may include but is

not limited to written disciplinary action, suspension without pay, demotion, and/or mandatory participation in a drug abuse assistance or rehabilitation program at the employee's expense, or termination of employment. Specific provisions regarding a drug free workplace apply to employees directly engaged in the performance of work pursuant to the provisions of a federal grant or contract. These provisions are described in Attachment of work pursuant to the provisions of a federal grant or contract. These provisions are described in Attachment I.

Further specific provisions regarding a drug free workforce apply to employees directly engaged in the performance of work pursuant to Department of Defense contracts who have been granted access to classified information: or employees in other positions that the contractor determines involve National Security, health or safety, or functions other than the foregoing requiring a high degree of trust and confidence. These provisions are described in Attachment II.

ADDENDUM I: DRUG FREE WORKPLACE

The federal Drug Free Workplace Act of 1988 contains specific requirements relating to University employees who are engaged in the performance of a federal grant or contract as follows:

Each such employee must receive a copy of the University policy providing a drug free workplace, which shall be provided through the official promulgation of this Policy Statement and such other means as may be appropriate, and each such employee:

1. Agree as a condition of employment to abide by the terms of the drug free workplace policy.
2. Must notify the LSUHSC Office of Human Resource Management of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.

The University is required to:

1. Notify the granting agency; within 10 days after receiving notice of conviction as above, or otherwise receiving notice of such conviction, the Director of Human Resource Management must notify the Grants Office so that they may comply with the federal requirements for notifying the federal funding agency within 10 days.
2. Within 30 days after receiving such notice, impose a sanction on, up to and including termination of employment, or require satisfactory participation in a drug abuse assistance or drug rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency at the employee's expense by any employee so convicted with such sanction or required participation to be coordinated by the Office of Human Resource Management through normal LSUHSC administrative processes.

ADDENDUM II: DRUG FREE WORKPLACE

In addition to requirements of the Drug Free Workplace Act of 1988 which apply to all employees engaged in the performance of a federal grant or contract, the Department of Defense has issued regulations which specifically apply to employees engaged in the performance of a Department of Defense contract which are provided below.

Covered employees include those employees engaged in the performance of Department of Defense contracts as follows:

1. All Department of Defense contracts, involving access to classified information.
2. Any other Department of Defense contract when the contracting officer determines such application to be necessary for reasons of national security or for the purposes of protecting the health or safety of those using or affected by the product of or the performance of the contract (except for commercial or commercial-type products).
3. Excepted are any contracts or parts of contracts to be performed outside of the United States, its territories, and possessions, except as otherwise determined by the contracting officer.

For those Department of Defense contracts to which these regulations apply, the following specific conditions or appropriate alternatives apply:

“(1) Employee assistance programs emphasizing high level direction, education, counseling,

rehabilitation, and coordination with available community resources (which shall be as provided through any LSUHSC Employee Assistance Program);

“(2) Supervisory training to assist in identifying and addressing illegal drug use by Contractor employees (which shall be as provided through the Office of Human Resource Management);

“(3) Provision for self-referrals as well as supervisory referrals to treatment with maximum respect for individual confidentiality consistent with safety and security issues (which shall be as provided through the provisions of any LSUHSC Employee Assistance Program and this Policy Statement);

“(4) Provision for identifying illegal drug users, including testing on a controlled and carefully monitored basis. Employee drug testing programs shall be established taking account of the following:

“(c) Contractor programs shall include the following, or appropriate alternative.

“(ii) In addition, the Contractor may establish a program for employee drug testing--

“(A) When there is a reasonable suspicion that an employee uses illegal drugs; or

“(B) When a employee has been involved in an accident or unsafe practice;

“(C) As a part of or as a follow-up to counseling or rehabilitation for illegal drug use;

“(D) As a part of a voluntary employee drug testing program.

“(iii) The Contractor may establish a program to test applicants for employment for illegal drug use.

“(iv) For the purpose of administering this clause, testing for illegal drugs may be limited to those substances for which testing is prescribed by section 2.1 of Subpart B of the Mandatory Guidelines for Federal Workplace Drug Testing Program,” (53 FR 11980 (April 11, 1988)) issued by the Department of Health and Human Services.

“(d) Contractors shall adopt appropriate personnel procedures to deal with employees who are found to be using drugs illegally. Contractors shall not allow any employee to remain on duty or perform in a sensitive position who is found to use illegal drugs until such time as the contractor, in accordance with procedures established by the contractor, determines that the employee may perform in such a position.

“(e) The provisions of this clause pertaining to drug testing programs shall not apply to the extent they are inconsistent with state or local law, or with an existing collective bargaining agreement; provided that with respect to the latter, the Contractor agrees that those issues that are in conflict will be a subject of negotiation at the next collective bargaining session.”

Listed below are substance abuse programs offered by professional organizations or

societies for specific groups.

HEALTH PROFESSIONS STUDENTS

GRADUATE	MEDICAL
Graduate Students Office for Student Affairs LSUHSC - Shreveport 1501 Kings Hwy Shreveport, LA 711130-3932 318-675-6802	Office for Student Affairs LSU School of Medicine 1501 Kings Highway Shreveport, La. 71130 318-675-5339
NURSES	PHYSICIANS
Ms. Betty Anderson Nursing Services 1501 Kings Highway LSU Health Sciences Center Shreveport, LA 71130 Phone 674-7397	Impaired Physicians Program LSU School of Medicine, Shreveport 1501 Kings' Highway Shreveport, LA 70130 Phone: 674-7656
EMPLOYEES - LSU HEALTH SCIENCES CENTER	
Employee Assistance Program LSU Health Sciences Center- Shreveport 1501 Kings Highway Shreveport, LA 71130-3932	

EMPLOYEE ASSISTANCE PROGRAM

An Employee Assistance Program is being established at LSU Health Sciences Center to assist employees who may be suffering from substance abuse or addiction to controlled CM-7 Drug Free Workplace and Workforce Page 4 substances. Services to be provided are described below:

INFORMATION AND REFERRAL: A counselor who will provide patient information on professional agencies and individuals in the community who are qualified to assist the patient in the resolution of his/her problem.

ASSESSMENT/PROBLEM CLARIFICATION: The E.A.P. counselor during an initial assessment will clarify problem areas and identify clinical needs by psychosocial histories and individual/family interviews. Identification of problems and/or clinical issues will be made with recommendations that can resolve the problem when possible. If resolution is not possible then referral to an appropriate resource which will assist the patient in the resolution of their problem will be made.

SHORT TERM COUNSELING: The counselor will provide short term counseling of a problem clarifying/solving nature to assist patients with problems which can adequately be resolved and/or addressed in 1 to 5 counseling sessions.

EXCEPTIONS: Exceptions to the foregoing will be made when it is deemed in the

patient's interest to be referred upon initial contact and/or assessment.

MEDICAL INSURANCE: Employees should check their hospitalization insurance to determine their policy's coverage for mental health counseling. This might be of some limited assistance if there is a need for long term counseling.

PATIENT ADVOCACY: The counselor will serve in the capacity as advocate for the patient in obtaining services as appropriate to his/her needs, serve as a liaison for the patient on an as needed basis and additionally provide follow-up on the referral. To facilitate expeditious and appropriate referrals to community services, a current file of all potential service providers will be maintained.

SUPERVISORY AND DRUG SCREEN REFERRALS: The counselor operating under the guidelines governing confidentiality will provide a clinical assessment and referral to the patient and provide to LSUHSC only information regarding the patient's level of cooperation and participation in the E.A.P. services and recommended referral only after a release of information has been obtained from the patient. After obtaining a release of information, monthly follow up reports may be provided to management.

CONFIDENTIALITY: Patient records will be handled in accordance with the confidentiality requirements of PL93-282 and the Federal regulations of 42 CFR Part 21 (section 2.11n) and P193-579 (Privacy Act). Treatment records will never become part of an employee's personnel and medical files, but will remain available only to the E.A.P. staff. Records will be stored securely, and professional standards of content, legibility and timeliness will be maintained.

Substance and Alcohol Abuse Policy

ADMINISTRATIVE DIRECTIVE 2.8.5

August 1, 2003

A. PURPOSE

Louisiana State Health Sciences Center Health Sciences Center - Shreveport is committed to maintaining an environment, which supports the research, teaching, and service mission of the Health Sciences Center. Although the Health Sciences Center respects an employee's right to privacy, the illegal use of drugs or alcohol within the Health Sciences Center community interferes with the accomplishment of the Health Sciences Center's mission.

Louisiana State Law prohibits the consumption, possession, distribution, and possession with intent to distribute, or manufacture of drugs described as controlled dangerous substances in the Louisiana Revised Statutes 40:964; and other statutes define the illegal possession and/or use of alcohol. Further, various federal and state laws and regulations apply to the employees of Louisiana State Health Sciences Center, including the Federal Drug Free Workplace Act of 1988, The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), Revised Statutes of the State of Louisiana and Executive Order MJF 93-38. This policy is specifically directed at illegal actions involving alcohol and controlled drugs. Other Health Sciences Center policies govern the legal use of alcoholic beverages in its facilities and on its premises.

B. DEFINITIONS

"drug free workplace" means a site for the performance of work at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in accordance with the requirements of the Federal Drug Free Workplace Act of 1988.

"controlled substance" means a controlled substance in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812).

"criminal drug statute" means a criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance.

"misuse use of alcohol" means any possession, consumption or other use of an alcoholic beverage in violation of this policy.

"conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentences, or both, by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.

"employee" includes faculty, other academic, unclassified, classified, graduate assistants, and student employees and any other person having an employment relationship with the Health Sciences Center.

C. GENERAL POLICY

Louisiana State Health Sciences Center is committed to providing a workplace free from the illegal use of drugs and alcohol and seeks to make its employees aware of the dangers of drug and alcohol abuse as well as the availability of drug counseling, rehabilitation and employee assistance through various communications media available to it. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance in the workplace is prohibited as is the illegal possession and/or consumption of alcohol. Workplace shall include any location on Health Sciences Center property in addition to any location from which an individual conducts Health Sciences Center business while such business is being conducted. Without reference to any sanctions, which may be assessed through criminal justice processes, violators of this policy will be subject to Health Sciences Center disciplinary action up to and including termination of employment.

Employee Education, Prevention, Counseling

Human Resource Management will notify all employees at least once each year of its policies and procedures governing the illegal use of alcoholic beverages and drugs and through appropriate media, make employees aware of the dangers of abusive or illegal use of alcohol or drugs. Specific attention is directed to the harmful effects of certain illegal controlled substances described in Exhibit II. Through the Health Sciences Center Employee Assistance Program, employees with drug and alcohol related problems may seek help.

D. PROHIBITIONS

To establish and maintain a safe work environment, LSUHSC-SHREVEPORT prohibits an employee being on the job while having alcohol in his/her body that is above the prohibited alcohol concentration levels, prohibit the use of or presence of illegal drugs or other dangerous substances in the bodies of its employees while on duty, on call and/or engaged in LSUHSC-SHREVEPORT business on or off LSUHSC-SHREVEPORT premises. LSUHSC-SHREVEPORT further prohibits the sale, purchase, transfer, concealment, transportation, storage, possession, distribution, cultivation, manufacture, and dispensing of illegal or unauthorized drugs or related paraphernalia while on duty, on call and/or engaged in LSUHSC-SHREVEPORT business on or off LSUHSC-SHREVEPORT premises.

The prohibitions of this policy extend to the following:

A. Illegal drugs, unauthorized controlled substances, abuse of inhalants, look-alike drugs, designer and synthetic drugs, and any other unauthorized drugs, abnormal or dangerous substances which may affect an employee's mood, senses, responses, motor functions, or alter or affect a person's perception, performance, judgment or reactions while working, including those drugs identified in Schedules I through V of Louisiana R.S. 40:964 or Section 202 of the Controlled Substances Act, 21 U.S.C. 812. NOTE: Illegal drugs include:

1. Any drug which is not legally obtainable.
2. Any drug which is legally obtainable but has not been legally obtained; or
3. Legally obtained (prescription) drugs not being used for prescribed

purposes or in excess of prescribed dosages.

4. Misuse of alcoholic or intoxicating beverages; and
5. Drug related paraphernalia as defined in R.S. 40:1031, including any unauthorized material or equipment or items used or designated for use in testing, packaging, storing, injecting, ingesting, inhaling, or otherwise introducing into the human body those substances covered by this policy.

E. ALCOHOL MISUSE POLICY

Alcohol misuse is prohibited. This prohibition extends to 1) use of alcohol on the job; 2) having a prohibited alcohol concentration level in the individual's blood system while on the job. Any employee exhibiting behavior and/or appearance characteristic of alcohol misuse or whose job performance appears to be impaired by alcohol or who is involved in an accident in which the misuse of alcohol is suspected may be required to submit to a test for the presence of alcohol.

F. PRESCRIPTION/LEGAL DRUGS

The use of drugs/medications prescribed by a licensed physician is permitted provided that it will not affect the employee's work performance. The employee shall notify his/her direct supervisor of any drugs/medications prescribed by a licensed physician in those instances when the physician or pharmacy advises that the employee's performance could be impaired or when the employee believes use of the prescribed drugs/ medications will impair his/her ability to perform his/her usual duties and responsibilities. Employees are encouraged to utilize accrued leave, with approval, in those instances where impaired functioning is a distinct possibility.

Employees are encouraged to maintain prescribed drugs/medications in the original prescription containers, which properly identify the employee's name, medication name, issuing physician, and dosage.

LSUHSC-SHREVEPORT reserves the right to have the Medical Director for Occupational Health determine if use of a prescription drug/medication produces effects which may impair the employee's performance or increase the risk of injury to the employee or others.

If such is the case, LSUHSC-SHREVEPORT reserves the right to suspend the work activity of the employee during the period in which the employee's ability to safely perform his/her job may be adversely affected by the consumption of such medication.

G. DRUG TESTS/SCREENS

LSUHSC-SHREVEPORT reserves the right to require drug screening for pre-employment, re-employment or reinstatement. All employees are subject to being tested for drugs under the following circumstances:

1. Post-Accident/Incident - following an accident that occurs during the course and scope of an employee's employment that a) involves circumstances

leading to a reasonable suspicion of the employee's drug use, b) results in a fatality, c) results in or causes the release of hazardous waste or materials, or d) involves an on-the-job injury or potentially serious accident, injury, or incident in which safety precautions were violated, equipment or property was damaged, or unusually careless acts were performed. Such testing is required of any employee who is directly involved in such an incident and whose action or inaction may have been a causative factor.

2. Reasonable Suspicion - a supervisor 's belief, based upon reliable, objective, and articulable facts that a person is violating this policy. A decision to test must be based on direct observation of specific physical, behavioral, or performance indicators based on, but not limited to, any of the following:
 - Observable behavior or physical symptoms
 - A pattern of abnormal or erratic behavior
 - Arrest of a drug-related offense
 - Being identified as the subject of a criminal investigation regarding drugs
 - Evidence of drug tampering or misappropriation
 - Patterns of absenteeism or tardiness
 - Drowsiness or sleepiness
 - Alcohol or drug odors on the breath
 - Confusion, slurred or incoherent speech
 - Unusually aggressive behavior
 - Unexplained mood changes
 - Lack of manual dexterity or excessive sloppiness
 - Unexplained work/school related accidents or injuries
 - Illegible or errant charting
 - Leaving work areas for extended periods or unexplained reasons
3. Rehabilitative - required for those employees participating in substance abuse after-care treatment, pursuant to the terms of the rehabilitation agreement.
4. Random Testing-randomly performed for employees whose responsibilities of employment include operating a public vehicle, performing maintenance on a public vehicle or supervising any public employee who operates or maintains a public vehicle (the Office of Human Resource Management maintains a complete list of designated positions).

Individuals will have an equal chance of being chosen, regardless of whether they have been previously tested.

Once an individual is notified they have been chosen for random testing, they must report to the Occupational Health Clinic within two (2) hours of notification. Failure to report and submit to the drug screen may result in immediate termination of employment.

H. TARGET DRUGS

Drug testing of LSUHSC-SHREVEPORT employees pursuant to this policy shall target the presence of the following drugs or their metabolites in the body:

1. Cannabinoids (marijuana);
2. Opiates;
3. Methamphetamine;
4. Cocaine metabolite; and
5. Phencyclidine (PCP)

Additional tests for additional drugs or their metabolites may be performed if circumstances warrant. Further, LSUHSC-SHREVEPORT will test for the presence of alcohol through breath or blood testing methodologies if circumstances warrant.

I. TESTING PROCEDURE

LSUHSC-Shreveport requires any individual who observes an LSUHSC-Shreveport affiliated individual whose behavior appears impaired or unsafe due to the possible use/abuse of alcohol or drugs to report the observations to their supervisor immediately. An individual whose behavior is impaired or unsafe while at work is required to immediately submit to alcohol and drug testing. Refusal to submit for testing when requested may result in immediate termination of employment.

Supervisors who observe or receive any information about an individual's impairment or unsafe conditions from alcohol or drugs or who have an individual involved in an accident for which testing is appropriate should proceed as follows: (1) If possible, have a witness observe the individual's behavior or physical condition. (2) Inform the individual that refusal to submit to the alcohol/drug test is a terminable offense. (3) Escort the individual to the Occupational Health Clinic or if after hours contact the House Supervisor on duty for the administration of the alcohol/drug screen. (4) The individual will be sent home by taxi and suspended without pay pending the test results. (5) Should an individual refuse to be tested, the supervisor in charge will suspend the individual without pay; notify Human Resource Management, Employee Relations, so that the process for termination can be initiated.

Procedures to account for the integrity of each urine specimen by tracking its handling and storage from point of specimen collection to final disposition of the specimen:

These procedures shall require that an appropriate chain of custody form be used from the time of collection to receipt by the laboratory and that, upon receipt in the laboratory, an appropriate laboratory chain of custody forms shall, at a minimum, include the entry documenting date and purpose each time a specimen or aliquot is handled or transferred and shall identify each individual in the chain of custody.

Test results shall be documented and maintained with strict confidentiality. Positive test results and samples will be maintained in accordance with law and applicable medical standards.

J. SEARCHES/INSPECTIONS

In furtherance of this policy, employees are hereby notified that Health Sciences Center offices and work sites are the property of the Health Sciences Center and there is no expectation of privacy with regard to Health Sciences Center offices and work sites.

Under appropriate circumstances and in accordance with the law, the Health Sciences Center, in conjunction with law enforcement authorities, reserves the right to conduct unannounced searches and inspection of LSUHSC-SHREVEPORT facilities and properties, including vehicles.

K. ENFORCEMENT

Each alleged violation of this policy will be handled on a case-by-case basis. Certain employees may be rehabilitated, while others may have manifested total disregard for the health, welfare, and safety of themselves or others. Participation in the LSUHSC-SHREVEPORT Employee Assistance Program may be treated by the Health Sciences Center as a positive attempt by the employee to combat his/her substance abuse problem and indicative of a future desire to adhere to this policy. However, participation in the EAP will not shield the employee from enforcement of this policy and disciplinary action, where appropriate. After a review of all data, including any offenses or additional test results produced by the employee, appropriate action will be taken, up to and including termination.

L. DRUG AND ALCOHOL ARRESTS/CONVICTIONS

Any LSUHSC-SHREVEPORT employee convicted of a criminal drug or drug-related offense, which occurs on or off duty, must notify his/her immediate supervisor within the next workday or immediately upon the employee's return to the workplace. Upon final disposition of the criminal proceedings, LSUHSC-SHREVEPORT will review all evidence to determine whether disciplinary action, including termination, is warranted. In all cases involving an employee's arrest on a drug or drug-related offense, which occurs on the job or on LSUHSC-SHREVEPORT premises, prompt investigation will be conducted, and, disciplinary action taken, if warranted.

The Federal Drug-Free Workplace Act of 1988 requires that each employee notify his/her supervisor within five (5) days of conviction of any criminal drug statutes when such offense occurred in the workplace, while on official business, during work hours, or when in on-call duty status. Federal law requires that LSUHSC-SHREVEPORT report within ten (10) days any such criminal drug statute conviction to each Federal Agency from which grants or contracts are received.

Employees whose jobs require driving, are required to notify their immediate supervisor if their driving privileges are suspended or revoked. Supervisors are required to report all suspensions and/or revocations to the Employee Relations Section of Human Resource Management. DUI convictions create a distinct

problem in the workplace as a result of the driver's license forfeiture provisions of Louisiana R.S. 32:414 and Louisiana R.S. 32:661, ET SEQ.

Employees who operate department vehicles on a regular and recurring basis may be forced to utilize accrued annual leave or be placed in leave without pay status during the pendency of any period of suspension. Affected employees are encouraged to seek restricted/hardship licenses, which authorize driving for employment purposes.

Employees returning to work after any such suspension shall be required to provide proof of restoration of driving privileges.

M. CRIMINAL PENALTIES

Employees are responsible under both Health Sciences Center policy and state law for their conduct. It is the policy of the LSUHSC- Shreveport to arrest and refer for prosecution any person who violates state or federal law concerning alcohol or drugs while within the jurisdiction of the LSUHSC-Shreveport Police Department.

It is unlawful in Louisiana to produce, manufacture, distribute or dispense or possess with intent to produce, manufacture, distribute, or dispense controlled dangerous substance classified in Schedule I, Schedule II, Schedule III, Schedule IV or Schedule V unless such substance was obtained directly or pursuant to a valid prescription or order from a practitioner or as a provider in R.S. 40:978, while acting in the course of his or her professional practice, or except otherwise authorized by law.

Penalties under Louisiana law for violation of laws regulating controlled dangerous substances are as follows:

Schedule I (R.S. 40:966 includes various opiates, hallucinogens, depressants, and stimulants). The maximum penalty provided by law for possession of Schedule I drugs, upon conviction, is imprisonment at hard labor for not less than four years nor more than ten years without benefit of probation or suspension of sentence and, in addition, may require a fine to be paid up to \$5,000.

Schedule II (R.S. 40:967 includes other opiates and depressants). The maximum penalty for violating Louisiana law concerning controlled dangerous substances under Schedule II, upon conviction, is imprisonment at hard labor for not less than 5 years nor more than 30 years and, in addition, may require a fine of not more than \$15,000.

Schedule III and IV (R. S. 40:968 and 40:969 includes stimulants, depressants, and other narcotics). The maximum penalty for violating Louisiana law concerning controlled dangerous substances under Schedules III and IV, upon conviction, shall be a maximum term of imprisonment at hard labor for not more than 10 years, and in addition, may be sentenced to pay a fine of not more than \$15,000.

Schedule V (R.S. 40:970). The maximum penalty for violating Louisiana law concerning controlled dangerous substances under Schedule V, upon conviction, is a term of imprisonment at hard labor for not more than 5 years and, in addition, may be sentenced to pay a fine of not more than \$5,000.

The Revised Louisiana Criminal Code carries specific penalties for possession of marijuana. For a first conviction, the offender shall be fined not more than \$500, imprisoned in the parish jail for not more than 6 months, or both. For a second conviction of possession of marijuana, the offender shall be fined not more than \$2,000 and imprisoned with or without hard labor for not more than 5 years, or both.

For a third conviction of possession of marijuana, the offender shall be sentenced to imprisonment with or without hard labor for not more than 20 years. More severe penalties exist for possession of marijuana with the intent to distribute and for the actual distribution of marijuana.

The Louisiana Criminal Code (R.S. 14:91.5) defines the unlawful purchase, consumption and public possession of alcoholic beverages by any person under the age of twenty- one years (except under narrowly specified exceptions). A fifty dollar fine is assessed for violation of this statute. For the unlawful purchase of alcoholic beverages by adults on behalf of minors (R.S. 14:91.3), the penalty is a fine of not more than \$300 or imprisonment for not more than 30 days. For operating a vehicle while intoxicated (R.S. 14:98), the penalty for a first conviction is a fine of not less than \$125 nor more than \$500 and imprisonment for not less than ten days nor more than six months which may be modified by imposing a court-approved substance abuse program and driver improvement program. For second and third convictions, more serious penalties are imposed.

N. REHABILITATION

Management may, as a condition of continued employment, require the employee to enter a treatment/rehabilitation program. If time off is required for the treatment program, the Medical Center's leave policies will apply. The employee must provide permission for the treatment center to provide continuing communication and regular reports to the Medical Center's Medical Review Officer.

After successful completion of the treatment/rehabilitation program, the employee must continue with an appropriate follow-up program that usually runs one to three years. The Medical Center's Medical Review Officer will determine the follow-up treatment program.

Withdrawal or failure to successfully complete the treatment program may result in termination.

Submission to periodic random drug screen upon request is required and is a condition for continued employment.

Personnel returning to work will not be allowed to have possession of narcotic keys or to work with controlled substances until the employee demonstrate to the satisfaction of management that he/she can administer narcotics.

Any continuing evidence of chemical abuse will result in notification to state or federal law enforcement agencies and/or National Licensing Boards, if appropriate.

O. REPORTING

In accordance with Executive Order MJF 98-38, the LSU System Office will report to the Office of Governor the number of employees affected by the drug testing program, the categories of testing being conducted, the costs of testing, and the effectiveness of the program annually. Source: Drug-Free Workplace Act of 1988. Drug- Free Schools and Communities Act Amendments of 1989, Executive Order MJF 98-38.

P. CONFIDENTIALITY

LSUHSC-SHREVEPORT respects the individual rights of its employees. Any employee involvement in the LSUHSC-SHREVEPORT Employee Assistance Program (EAP) or other rehabilitative program for substance abuse problems will be handled with confidentiality. Employees seeking such assistance shall be protected from abuse, ridicule, retribution, and retaliatory action. All medical information obtained will be protected as confidential unless otherwise required by law or overriding public health and safety concerns.

The results of all drug screens obtained in compliance with this policy will be confidential, except on a need to know basis. LSUHSC-SHREVEPORT may deliver any illegal drug, controlled dangerous substance, or other substance prohibited by this policy, discovered on LSUHSC-SHREVEPORT property or on the person of a LSUHSC- SHREVEPORT employee to appropriate law enforcement agencies. Likewise, any employee engaged in the sale, attempted sale, distribution, or transfer of illegal drugs or controlled substances while on duty or on LSUHSC-SHREVEPORT property will be referred to appropriate law enforcement authorities.

Q. CONCLUSION

The use of illegal drugs and abuse of alcohol or other controlled substances, on or off duty, is inconsistent with law-abiding behavior expected of the citizens of the State of Louisiana. LSUHSC-SHREVEPORT will not tolerate substance abuse or use, which imperils the health and well being of its employees and the public, or threatens its service to the public. LSUHSC-Shreveport's intention, through this policy, is to adhere to the Federal Drug-Free Workplace Act of 1988, The Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101-226), Revised Statutes of the State of Louisiana and Executive Order No. MJF 98-38 all in an effort to maintain a safe, healthful, and productive work environment for its employees and to promote public safety.

EXHIBIT I

Drug Free Workplace

The Federal Drug Free Workplace Act of 1988 contains specific requirements relating to Health Sciences Center employees who are engaged in the performance of a federal grant or contract as follows:

Each such employee must receive a copy of the Health Sciences Center policy providing a drug free workplace, which shall be provided through the official promulgation of this Policy Statement and such other means as may be appropriate, and each such employee:

1. Agrees as a condition of employment to abide by the terms of the drug free workplace policy.
2. Must notify the LSUHSC-SHREVEPORT Office of Human Resource Management of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.

The Health Sciences Center is required to:

1. Notify the granting agency; within 10 days after receiving notice of conviction as above, or otherwise receiving notice of such conviction which notification shall be by the LSUHSC- SHREVEPORT Office of Human Resource Management.
2. Within 30 days after receiving such notice, impose a sanction on, up to and including termination, or require satisfactory participation in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency by any employee so convicted with such sanction or required participation to be coordinated by the Office of Human Resource Management through the normal LSUHSC-SHREVEPORT administrative processes.
3. Make a good faith effort to continue to maintain a drug free workplace through implementation of the requirements of the Act.

EXHIBIT II

Alcohol - Uses and Effects

Alcohol consumption causes a number of marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including peer, spouse, and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain, liver, and digestive system.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at greater risk than other children of becoming alcoholics.

Student Rights and Responsibilities and Role and Participation in Institutional Decision-Making

CHANCELLOR'S MEMORANDA 21

January 15, 2025

A. Purpose

This policy outlines the rights afforded to students and the corresponding responsibilities they must uphold to foster a safe, respectful, and equitable educational environment.

B. Scope

This policy applies to all students at Louisiana State University Health Sciences Center at Shreveport (LSUHS). It encompasses all academic and extracurricular activities conducted on university premises and during university-affiliated events, regardless of location. The policy also extends to any conduct that occurs off-campus when it has a direct impact on the university community or the educational environment.

C. Policy

LSUHS strives to maintain an environment where students can thrive. To achieve this goal, this policy outlines certain rights and responsibilities, including established standards of conduct that ensure academic and professional integrity.

1. Student Rights

Student rights are fundamental to creating an academic environment where learning thrives, personal growth is fostered, and intellectual freedom is respected. In addition to inherent protections guaranteed under the Constitutions of the United States and the State of Louisiana, students possess specific rights within the academic and professional setting, which include, but are not limited to:

- a. Association: Students have the right to associate freely with individuals, groups, and organizations for purposes that do not infringe on the rights of others.
- b. Due Process: Students have the right to fair and impartial procedures in disciplinary actions, which includes being informed of the charges, presenting their case, and having the right to appeal. For disciplinary actions that could lead to dismissal, students are entitled to a hearing before an unbiased panel to ensure that decisions are made based on clear evidence and established guidelines.
- c. Expression: Students have the right to examine and exchange diverse ideas in an orderly manner inside and outside the classroom.
- d. Freedom from Discrimination: Students have the right to participate fully in the University community without discrimination, as defined by federal and

state law and University policy.

- e. Governance: Students have the right to participate in campus governance through student bodies which provide channels of communication to administration. They are entitled to a participatory role, both individually and collectively, in matters of policy formulation, allowing them to express their views on institutional policies and issues of general interest to the student body through various avenues, including:
 - Formal recommendations from Student Government Associations and other recognized units of student self-governance.
 - Student membership on standing and ad hoc committees, where such membership is stipulated
 - Special student committees appointed by the members of the administration for advice and assistance on specific issues or policies.
 - Student petitions.
 - Student discussion of proposed policies in committees, in student organizations, in student-sponsored forums, or in the student publications.
 - Informal advice and counsel to administrators by officers of recognized units of student self-government and officers of recognized student organizations, and advice and counsel to administrators by individual students.
- f. Grievance: Students have the right to file grievances regarding actions or decisions affecting their academic or personal well-being, allowing them to seek resolution for issues such as discrimination, harassment, or unfair treatment, while ensuring their concerns are addressed in a timely and respectful manner through established institutional procedures.
- g. Privacy: Students have the right to the privacy of their personal information and academic records, which will be kept confidential and disclosed only with consent, except as required by law.

2. Student Responsibilities

With these rights come responsibilities that ensure the institution's well-being and the preservation of an atmosphere conducive to education. Students are expected to conduct themselves with civility, respect the rights of others, and refrain from actions that disrupt the educational process or damage property. General responsibilities include, but are not limited to:

- a. Complying with all local, state, and federal laws.
- b. Exhibiting the highest standard of personal, academic, professional, and ethical behavior.
- c. Seeking out, reviewing, and becoming familiar with all LSUHS and school-specific policies and publications that apply to their educational pursuits.
- d. Being active participants in their education and engaging in professional activities that complement their educational goals.

- e. Reviewing notices distributed by LSUHS and their respective schools and responding to all summons and other action requests.
- f. Abiding by the standards of conduct that apply to their specific professional discipline.
- g. Disclosing any arrest, charge, conviction, plea of no contest, acceptance of responsibility, or acceptance of sanctions for a crime or civil infraction (excluding minor traffic offenses) in state or federal court
- h. Respecting the rights of all other members of the community and treating faculty, staff, peers, patients, and others with dignity and respect.
- i. Cooperating with LSUHS officials in disciplinary proceedings.
- j. Complying with all policies and procedures, rules and regulations, and other information published by LSUHS.

3. Violations

Students who fail to uphold their responsibilities during any institution-related activity, whether on or off campus, may face disciplinary action. Such actions taken by the institution may occur independently of any penalties imposed by off-campus authorities. Prohibited conduct that may lead to disciplinary actions includes, but is not limited to, the following:

- a. Academic Dishonesty: Engaging in acts of academic dishonesty, including but not limited to:
 - Cheating on examinations or other academic work;
 - Unauthorized collaboration on an academic assignment;
 - Retaining, possessing, memorizing, using, or distributing previously given examination materials where those materials are clearly designated to be restricted;
 - Obstructing or interfering with another student's academic work.
- b. Providing False or Misleading Information: Furnishing false or misleading information to any LSUHS office, official, faculty member, staff member, or student acting in an official capacity, or providing false or misleading testimony or evidence during any campus disciplinary proceeding.
- c. Forgery, Falsification, or Misuse of University Documents: Forging, altering, falsifying, or misusing any LSUHS document, record, or instrument of identification. This includes misrepresenting or falsifying research data, patient information, or violating the confidentiality of individuals in treatment or rehabilitation.
- d. Disruption or Obstruction of University Activities: Obstructing or disrupting teaching, research, patient care, administrative functions, disciplinary proceedings, the free flow of pedestrian or vehicular traffic, or other authorized University activities, whether conducted on or off LSUHS premises.

- e. Violating Computer Policies: Misusing LSUHS computer facilities or resources, including but not limited to:
 - Unauthorized access to or use of LSUHS networks, systems, files, or data, including using another individual's username and password or sharing login credentials.
 - Interfering with the work of others, including sending obscene or abusive messages or engaging in activities that disrupt network performance or integrity (e.g., introducing malware, hacking).
 - Negligence in safeguarding access credentials or tampering with security features on computers or networks.
 - Installing unapproved software or applications on LSUHS computers or devices.
 - Using LSUHS resources for personal, commercial, or political purposes.
 - Accessing, viewing, or distributing prohibited, illegal, or inappropriate content via LSUHS systems.
 - Failing to comply with data privacy regulations or mishandling confidential information.

- f. Harmful or Threatening Conduct: Engaging in physical or verbal abuse, intimidation, harassment, coercion, or any behavior that threatens the health or safety of others. This includes, but is not limited to, the following:
 - Bullying: Repeated, intentional actions that harm another individual, whether through direct behavior—such as spreading rumors, excluding individuals from activities, or undermining their work—or through electronic communication, including harassment, threats, or demeaning messages on social media platforms, email, and messaging apps.
 - Discriminatory Practices: Actions or comments that unfairly target individuals based on their identity, characteristics, or beliefs.
 - Physical Intimidation or Harm: Threatening gestures, unwanted physical contact, or aggressive posturing intended to intimidate or cause fear in another individual.
 - Public Humiliation: Actions that intentionally embarrass or belittle an individual in front of others, compromising their dignity and self-respect.
 - Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, or any other verbal or physical conduct of a sexual nature that creates a hostile or offensive environment. Note: Sexual harassment and misconduct are subject to Title IX policies and procedures.
 - Stalking: Repeated, unwanted attention or contact that causes distress or fear for personal safety.
 - Verbal Abuse: Any form of derogatory comments, slurs, or offensive jokes that harm or belittle another individual.

NOTE: Statements reasonably perceived as threats to an individual's safety are not protected by the First Amendment, even though other types of offensive speech may be.

- g. Failure to Report Violations: Failing to report known violations of the institutional policies, including academic dishonesty or misconduct affecting

the LSUHS community.

- h. Invasion of Privacy: Engaging in actions that invade another person's privacy when they have a reasonable expectation of privacy, including but not limited to:
 - Using electronic or other means to make video or photographic recordings of individuals in locations where privacy is expected (such as restrooms, locker rooms, or showers) without their knowledge or consent;
 - Storing, sharing, or distributing unauthorized recordings.
- i. Theft or Misuse of Property: Engaging in theft, misappropriation, unauthorized possession, or unauthorized sale of private or public property, including but not limited to LSUHS-controlled property.
- j. Vandalism or Property Damage: Vandalizing, destroying, damaging, or misusing private or public property, including LSUHS-controlled property, or engaging in conduct that could reasonably result in such damage.
- k. Weapons: Possessing, using, storing, or manufacturing any weapon or any facsimile of a weapon on LSUHS-controlled property or during an LSUHS-affiliated activity.
- l. Alcohol and Drug Violations:
 - Consuming, manufacturing, possessing, distributing, selling, or being under the influence of alcoholic beverages or drugs (including drug paraphernalia) if prohibited by federal, state, or local law, or LSUHS policy;
 - Providing alcohol to a person under the legal drinking age;
 - Using prescription drugs not prescribed to the student, or distributing/selling prescription drugs to individuals without a valid prescription.
- m. Unauthorized Access: Possessing, using, or duplicating LSUHS keys, access cards, or identification cards without authorization, or entering LSUHS-controlled property or accessing resources without proper authorization.
- n. Failure to Respond to University Requests: Failing to report to an LSUHS administrative office when requested, failing to comply with lawful directives of LSUHS employees or officials, or failing to identify oneself when requested by an LSUHS official acting within their duties.
- o. Failure to Appear for University Hearings: Failing to appear at an LSUHS hearing, whether as a party or witness, after being requested to do so.
- p. Retaliation: Engaging in retaliation against a person for reporting misconduct, participating in an investigation, or exercising their rights under LSUHS policies.

D. Procedure/Process

The procedures for addressing and upholding student rights and responsibilities are detailed in various institutional policies that address specific areas of concern, such as non-academic professionalism, grade appeals, student complaints, Title IX, FERPA, and others. LSUHS ensures that these procedures adhere to established legal and institutional frameworks to protect student rights and uphold student responsibilities.

1. Procedures for Addressing Violations of Student Rights:
2. Students who believe their rights have been violated may seek resolution through the appropriate grievance or appeal processes as defined in the institutional policies governing academic and non-academic matters. This includes procedures for filing grievances related to discrimination, harassment, and violations of due process, as well as the rights to appeal decisions made in academic or disciplinary matters.
3. Procedures for Violations of Student Responsibilities:
4. When students are alleged to have violated their responsibilities, the institution will follow the disciplinary procedures outlined in relevant institutional policies. These may include academic integrity policies, codes of conduct specific to professional programs, and Title IX procedures for addressing harassment and discrimination. LSUHS ensures that all disciplinary actions follow due process, provide opportunities for students to present their cases, and maintain impartiality.
5. Appeals Process:
6. Students have the right to appeal decisions related to disciplinary actions, grievances, or academic matters. The appeals process is governed by the institutional policies relevant to the specific type of decision under dispute. Appeals must be filed within the timeframes and guidelines set forth in these policies.
7. Confidentiality and Record-Keeping:
8. Procedures for the protection of student privacy and the confidentiality of academic and disciplinary records are detailed in institutional policies. These policies comply with federal and state laws, including the Family Educational Rights and Privacy Act (FERPA).
9. Students are encouraged to familiarize themselves with the institutional policies that outline the procedures for addressing and upholding student rights and responsibilities to ensure they are fully aware of the processes that support a safe, fair, and equitable academic environment. These policies are accessible through PolicyTech, the Catalog, student handbooks, and/or institutional webpages.

E. Revision History

1. 11/25/24
 - Streamlined and elaborated on Student Rights, including governance, grievance processes, and due process.

- Established a clear outline of Student Responsibilities, emphasizing professionalism, compliance with laws, and institutional policies.
- Consolidated and updated Violations, specifying prohibited conduct and emphasizing accountability.
- Merged the Statement of the Student Role and Participation in Institutional Decision Making (CM-11) with CM-21 to unify it with fundamental student rights and responsibilities.

Employee Code of Conduct

Administrative Directive 2.8.18

September 10, 2025

1. General

This document establishes standards for ethical, legal, and professional conduct which all employees of the Louisiana State University Health Sciences Center – Shreveport (LSUHSC- S) are responsible for upholding.

LSUHSC-S has a primary mission to teach, heal, and discover in order to advance the well- being of the state, region, and beyond. LSUHSC-S values integrity, honesty, and fairness and strives to integrate these values into its teaching, patient care, research, and business activities. Each employee is individually accountable for their own actions, and all employees are collectively responsible for upholding the standards of behavior set forth in this Code of Conduct and for compliance with all applicable policies, rules, standards, laws, and regulations. Individuals should discuss compliance concerns with their supervisor or the Chief Compliance and Risk Management Officer. In addition, a confidential helpline has been established to report suspected compliance violations.

This Code of Conduct is not intended to infringe upon constitutionally guaranteed rights nor upon academic freedom.

2. Applicability

This policy applies to all LSUHSC-S faculty, staff, fellows, residents, and graduate assistants.

3. Policy & Procedures

LSUHSC-S is committed to conducting business lawfully and ethically. LSUHSC-S's reputation is the sum of the reputations and actions of its employees. To protect its reputation and the reputation of those who work here, LSUHSC-S has established this Code of Conduct to assist employees in achieving compliance goals.

3.1. Legal and Regulatory Compliance

3.1.1.1. LSUHSC-S employees are responsible for carrying out their duties and obligations consistent with applicable policies, rules, standards, laws, and regulations. Examples include but are not limited to, adherence to health and safety laws, regulation of controlled substances, protection of intellectual property and trade secrets, screening for excluded individuals and entities, and the prohibition of discrimination and harassment, bullying, or violence. Failure to comply can have serious adverse consequences for individuals and LSUHSC-S regarding reputation, finances, and health and safety.

3.2 Ethics and Integrity

- 3.2.1 LSUHSC-S employees are expected to act honestly, responsibly, and to report behaviors that may be harmful or counterproductive to the campus community. Employees are expected to be truthful and not engage in behavior that endangers their own effectiveness, or that has negative ramifications for the safety, health, well-being, or professional obligations of themselves or others.

Employees shall ask questions and request assistance when information is needed to properly perform one's duties and hold themselves personally accountable for their actions by admitting mistakes when they occur.

- 3.2.2 Examples of acting with ethics and integrity include, but are not limited to billing in compliance with policies, rules, laws, and regulations; recognizing and reporting fraud, waste, and abuse; preventing and detecting false claims; maintaining accurate books and accounts; complying with anti-kickback statutes; declining business gifts, gratuities, or payments (such as entertainment, meals, transportation, or lodging); following antitrust and trade regulations (such as price-fixing, bribery, or misappropriation of trade secrets); distributing factual and truthful advertising and marketing materials (as approved by Medical and Strategic Communications); and utilizing funds for travel and entertainment that are consistent with job responsibilities.
- 3.2.3 LSUHSC-S will not knowingly employ or contract with individuals or entities who have been convicted of a criminal offense related to the provision of health care items or services, or who are listed as debarred, excluded, suspended, or otherwise ineligible for participation in Federal or State health care programs, or in Federal procurement or non-procurement programs ("Federal Programs"). As a condition of employment, employees are required to sign an Employee Statement of Understanding, confirming that they are not currently, nor to the best of their knowledge will be in the future, listed by the Federal Department of Health and Human Services Office of Inspector General, or the General Services Administration, as a person who is excluded from participation in Federal Programs. Any current employee who, for whatever reason, has not signed a confirmation statement is nevertheless bound by and obligated to comply with its terms and will be required to sign the Employee Statement of Understanding upon request. All employees of LSUHSC-S have an obligation to notify the Office of compliance and risk management promptly of any change in their ability to continue to make such confirmation.

3.3 Conflicts of Interest

- 3.3.1. LSUHSC-S employees have an obligation to promote the best interests of LSUHSC-S by addressing both the perception of and actual conflicts of interest. Individual conflicts of interest refer to situations in which an individual's or family member's financial, professional, or other personal considerations may directly or indirectly affect, or have the appearance of influencing, an individual's professional judgment in exercising any LSUHSC-S duty or responsibility, including the conduct or reporting of research. Examples of conflicts of interest issues are outside activities or

employment that may interfere with job performance or that may not be in LSUHSC-S's best interest; supervisory or decision-making authority over immediate relatives (including an individual's children, spouses of children, siblings, spouses of siblings, parents, spouse, and the parents of the individual's spouse); contributing LSUHSC-S funds, services, or resources to a political cause, party, or candidate; and buying or selling any property or assets on the basis of non-public information acquired through employment at LSUHSC-S (insider trading).

- 3.3.2. All members of LSUHSC-S are required to disclose (in accordance with Administrative Directive 2.8.15 Conflicts of Interest) all outside activities and financial interests that might be, or have the appearance of being, conflicts of interest or commitment upon initial employment and annually thereafter. An updated disclosure must also be submitted if changes in circumstances arise that may give rise to a potential conflict of interest.

3.4. Appropriate Use of Resources and Property

- 3.4.1. LSUHSC-S employees have an obligation to protect and conserve the general and information technology resources and property of LSUHSC-S. Resources and property consist of physical, personal, and intellectual property, which includes, but is not limited to: LSUHSC-S equipment and tools, communications systems, assets and solutions; technology; software and service licensing; procurement cards; databases containing personal information; patents, trademarks, and copyright; and vehicles.
- 3.4.2. The use of LSUHSC-S resources and property for personal gain or advantage, or for the benefit or gain of any other individual or outside entity (including organizations in which employees have a vested interest) is strictly prohibited.
- 3.4.3. LSUHSC-S systems may not be used for viewing or transmitting pornographic or other offensive material, or for threatening, harassing, or spreading unverified information.

3.5. Confidentiality and Privacy of Information

- 3.5.1. LSUHSC-S employees have a responsibility to maintain and safeguard confidential, private, and proprietary information of personnel, students, and patients. Access to this information is limited to those who require it to fulfill their duties.
- 3.5.2. Non-public LSUHSC-S information may only be divulged for legitimate business, research, or academic purposes. All record or information requests must be referred to Medical and Strategic Communications.
- 3.5.3. LSUHSC-S employees are expected to maintain information security using appropriate electronic and physical safeguards, including refraining from sharing system passwords.
- 3.5.4. The obligation regarding confidential, private, and proprietary information continues after employment with LSUHSC-S concludes.

3.6. Professional Standards

3.6.1. Individual LSUHSC-S employees belonging to occupations and disciplines governed by standards and codes specific to their profession (such as attorneys, certified public accountants, and medical doctors) are expected to adhere to their professional standards, as well as this Code of Conduct and LSUHSC-S policies. Professional standards advance the quality of the profession and/or discipline by developing codes of ethics, conduct, and professional responsibility to guide their members.

3.6.2. Romantic or sexual relationships between faculty, or any other individual responsible for academic supervision, evaluation, or instruction, and their students are prohibited.

3.7. Healthy and Safe Environment

3.7.1. Each LSUHSC-S employee has a shared responsibility to ensure a safe academic and workplace environment by adhering to health and safety policies, rules, procedures, laws, and regulations; attending required training; and reporting unsafe conditions, equipment, or practices through appropriate mechanisms.

3.7.2. LSUHSC-S employees, as applicable, must also adhere to all pertinent environmental laws and maintain the necessary permits and approvals. Environmental compliance includes the proper handling, storage, use, shipment, and disposal of all materials that are regulated under applicable law.

3.8. Respect

3.8.1. LSUHSC-S employees must treat one another, students, patients, and the general public with respect, dignity, and professionalism at all times.

3.8.2. Respectful conduct includes:

3.8.2.1. Treating others with dignity regardless of their position, role, or background;

3.8.2.2. Adhering to the established chain of command and deferring to supervisors' authority;

3.8.2.3. Maintaining a courteous and professional tone in verbal and written communication, including but not limited to email, text message, chat rooms, and any other means of electronic communication an employee utilizes in an official capacity;

3.8.2.4. Providing positive or critical workplace feedback courteously;

3.8.2.5. Valuing another person's point of view, even when disagreement exists;

3.8.2.6. Managing conflict in a proactive and mutually respectful way;

3.8.2.7. Avoiding speculative communication and the sharing of unverified information.

3.9. Reporting Alleged Violations

3.9.1. LSUHSC-S employees are expected to report alleged violations of policies, rules, standards, laws, regulations, and of this Code of Conduct. In some situations (e.g., power-based violence/sexual misconduct), mandatory reporting is required. For purposes of this policy, a duty to report arises when a reasonable person in possession of facts concerning a possible incident would conclude that a violation of this policy has occurred. The reporting individual should not attempt to personally conduct investigations or interviews to determine whether or not a suspected activity is improper.

3.9.2. Reports of alleged violations may be made in any of the following ways:

3.9.2.1. Notification to an immediate supervisor or superior within the affected activity or unit;

3.9.2.2. Notification to the Office of Compliance and Risk management;

3.9.2.3. Notification to the Chancellor or their designee.

3.9.3. The report may be anonymous (unless power-based violence/sexual misconduct is being reported). When the report is not anonymous, the reporter may request that their identity be held confidential and this will be done to the extent possible and allowed by law.

3.9.4. A supervisor, designated officer, or other employee receiving a report of alleged violations of LSUHSC-S policies, standards, rules, standards, laws, regulations, and of this Code of Conduct shall immediately notify the Office of Compliance and Risk Management of the report.

3.9.5. A knowing failure to report an incident that is covered by this policy is a violation and may subject the violator to disciplinary action, including and up to dismissal from employment.

3.9.6. This Code of Conduct also prohibits individuals from knowingly and intentionally making a report of non-compliance that is false. Individuals who knowingly and intentionally make a false report of non-compliance shall receive disciplinary action including and up to dismissal from employment.

3.10. Protection From Reprisal/Confidentiality

3.10.1. Nothing in this policy affects the protections provided by state or federal law that may be afforded to any LSUHSC-S employee or student who reports an act of known or suspected violation of any LSUHSC-S policies, rules, standards, laws, regulations, and of this Code of Conduct.

3.10.2. Reprisal or retaliation of any kind against an individual who reports a violation of LSUHSC-S policies, rules, standards, laws, regulations, and of

this Code of Conduct will not be tolerated. R.S. 42:1169-Freedom from Reprisal for Disclosure of Improper Acts provides whistleblower protection for Louisiana public employees.

3.11. Duty To Cooperate

All employees shall fully cooperate during the performance of an LSUHSC -S audit, inquiry, or investigation. Such cooperation may include, but not be limited to, participation in interviews, providing relevant documents, compiling of necessary documentation and/or data, and otherwise responding to inquiries pursuant to any investigation conducted in accordance with this Code of Conduct.

4. Responsibilities

The Office of Compliance and Risk Management is responsible for ensuring compliance with this Code of Conduct. LSUHSC-S employees will be asked to read and attest to their commitment to adhere to the Code of Conduct annually. Adherence to the LSUHSC-S Code of Conduct makes employees responsible for bringing suspected violations of applicable policies, rules, standards, laws, and regulations to the appropriate office.

5. Exceptions None

6. Disciplinary Actions

Any employee who violates this policy may be subject to disciplinary action up to and including dismissal from employment.

7. References

The following references complement and supplement the Code of Conduct. The list is not an all-inclusive list of policies, rules, laws, and regulations.

Administrative Directive 2.1.1 Sexual Harassment

Administrative Directive 2.1.3 Harassment

Administrative Directive 2.1.4 Violence in the Workplace

Administrative Directive 2.4.5 Grievance Procedures for Unclassified, Classified and Other Academic Employees

Administrative Directive 2.8.13 Non-Academic Professionalism

Administrative Directive 2.8.15 Conflicts of Interest (previously CM-23)

Administrative Directive 6.2 Equal Opportunity

Administrative Directive 6.12 Reporting Misappropriation of Public Funds or Assets of the Agency

Administrative Directive 6.15 Power-Based Violence and Sexual Misconduct

Louisiana State University Health Sciences Center – Faculty Handbook

LSU Permanent Memorandum 73 Prohibiting Power-based Violence, including Sex- and Gender-based Harassment and Discrimination, and Sexual Misconduct

LSU Permanent Memorandum 76 Detection, Reporting, and Investigation of Incidents of Financial Irregularity

Student Code of Conduct

September 18, 2020

A. Policy -

Louisiana State University Health Sciences Center Shreveport (LSUHSC-S) students should explicitly uphold the basic principles of behavior that constitute the highest standards of academic, professional and ethical conduct, as described in the Student Code of Conduct. Agreement to the Code of Conduct by signature is required of each student before completing registration to enter the medical school. The Code of Conduct is not intended to be a mere listing of matters that constitute infractions but is intended to be a declaration made by each student to uphold the high standards of integrity and honesty of the medical science professions.

Students are responsible for complying with all policies/procedures, rules, regulations and other information outlined in LSU Health Sciences Center Shreveport Chancellor's Memoranda (CM-21).

B. Purpose – The Student Code of Conduct exists to assist in providing the best possible learning and living environment for all students.

C. Scope – This policy applies to all School of Medicine students.

D. Procedure/Process –

Student Responsibilities

The LSUHSC-S is dedicated to providing its students, residents, faculty, staff, and patients with an environment of respect, dignity, and support. The diverse backgrounds, personalities, and learning needs of individual students must be considered at all times in order to foster appropriate and effective teacher-learner relationships. Honesty, fairness, evenhanded treatment, and respect for students' physical and emotional well-being are the foundation of establishing an effective learning environment.

Students are responsible for complying with all policies/procedures, rules and regulations and other information published by LSUHSC-S.

Students are expected to:

- Exhibit the highest standard of personal, academic professional and ethical behavior.
- Treat faculty, staff, peers, clients, patients, and others with dignity and respect.
- Abide by the Code of Conduct that applies to their specific professional discipline.
- Abide by all federal, state and local laws.

Students who violate any of the above when involved in any school or school-related activity/function, whether on or off campus, will be subject to disciplinary action. Any disciplinary action imposed by the School of Medicine may precede or follow a course independent of any penalty imposed by any off-campus authority. The judgment and action of the School of Medicine relates to the violation as an indication of professional behavior and fitness for the role of a physician rather than as a criminal or civil offense.

- A) Students must notify the Office of Student Affairs of any citations, arrests or convictions (other than minor traffic violations) within five (5) business days after the charge of an offense. Failure to do so and subsequent notification during a required background check may result in disciplinary action including dismissal.
- B) If at the time of graduation unresolved criminal charges or proceedings are pending against a student which, in the sole opinion of the Dean if sustained would prevent the university from conferring a degree of medicine, the Dean shall withhold the degree until such time the matter is resolved. An appeal of this decision may be made to the Chancellor for cause. In the event the student is exonerated, or the charges are dropped, the degree will be conferred.

Misconduct for which students are subject to discipline is outlined, but not limited to the categories below:

Academic Dishonesty

To obtain an unfair advantage by (a) cheating on examinations or other academic work (b) unauthorized collaboration on an academic assignment; (c) retaining, possessing, memorizing, using, or circulating previously given examination materials, where those materials clearly indicate that they are to be sequestered; (d) intentionally obstructing or interfering with another student's academic work.

Furnishing false or misleading information to any University office, official, faculty member, staff member, or student acting in an official capacity, or giving false or misleading testimony or other falsified evidence at any campus disciplinary proceeding.

Forgery, alteration, falsification or misuse of any University document, record, or instrument of identification. To misrepresent or falsify research data. To misrepresent or falsify data or results concerning a patient's clinical status or to break the confidentiality of any person in treatment or rehabilitation.

Disruption or obstruction of teaching, research, administrative, or disciplinary proceedings of the University. This includes public service or other authorized University activities on or off the University premises.

Physical abuse, verbal abuse, threats, intimidation, harassment, coercion and/or other conduct, which threatens or endangers the health or safety of any person. Speech protected by the first amendment is not a violation of this provision, although statements which reasonably threaten or endanger the health or safety of any person are not protected speech.

Breach of computer security or unauthorized use of computer facilities, including but not limited to: Unauthorized entry into a file; Unauthorized transfer or copy of a file; Unauthorized use of another individual's username and password; Use of computing facilities to interfere with the work of another student, faculty, or staff; Use of computing facilities to send obscene or abusive message; Negligence in protecting passwords.

Malicious treatment, harassment, threat or intimidation of others, including sexual harassment.

Mistreatment and abuse of students by faculty, residents, staff or fellow students is contrary to the educational objectives of the LSUHSC in Shreveport and will not be tolerated. Mistreatment and abuse include, but are not limited to, berating, belittling, or humiliation; physical punishment or threats; intimidation; harassment or discrimination based on race, gender, sexual preference, age, religion, physical or learning disabilities; assigning a grade for reasons other than the student's performance; assigning tasks for punishment or non- educational purposes; requiring the performance of personal services; or failing to give students credit for work they have done. Sexual harassment in any form is not condoned and policies and procedures governing this type of mistreatment is covered under LSUHSC-S Title IX policies and procedures.

Failure to report violations of the Student Code of Conduct. Behavior, which is determined to be unprofessional.

Serious violations of the Student Code of Conduct may warrant dismissal from the School of Medicine. The procedures for investigating and adjudicating allegations of unprofessional behavior, academic dishonesty, or violations of the Student Code of Conduct are discussed in the section entitled "Addressing Unprofessional Behavior".

Hazing Policy

PERMANENT MEMORANDUM 80

Prohibition of Hazing

Initially Issued: October 30, 2018

I. GENERAL:

Louisiana State University (“LSU” or the “University”) is fully committed to maintaining a supportive educational environment free from hazing and which promotes the mental and physical well-being, safety and respect of and among its students. As such, hazing is expressly prohibited. This policy applies to all campus locations of LSU.

II. DEFINITIONS:

Hazing: Any intentional, knowing, or reckless act, occurring on or off University property, by one person alone or acting with others, directed against an individual when both of the following apply:

- a. the person knew or should have known that such an act endangers the physical health or safety of the other person or causes severe emotional distress; and
- b. the act was associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization.

Hazing includes but is not limited to any of the following acts associated with pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization:

- a. physical brutality (such as whipping, beating, paddling, striking, branding, electric shocking, or placing of a harmful substance on the body) or similar activity;
- b. physical activity (such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics) that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual or causes severe emotional distress; (Physical activity that is normal, customary, and necessary for a person's training and participation in an athletic, physical education, military training, or similar program sanctioned by the University is not considered hazing.)
- c. activity involving consumption of food, liquid, or any other substance, including but not limited to an alcoholic beverage or drug, that subjects the individual to an unreasonable risk of harm that adversely affects the physical health or safety of the individual or causes severe emotional distress;
- d. kidnapping or dropping a person off campus without return transportation;
- e. disrupting the academic performance or class attendance of a person; or

- f. activity that induces, causes, or requires an individual to perform an action, duty, or task that involves the commission of a crime, violation of University policy, or an act of hazing.

Organization: a fraternity, sorority, association, corporation, order, society, corps, cooperative, club, service group, social group, band, spirit group, athletic team, or similar group whose members are primarily students at, or former students of, a postsecondary education institution, including the national or parent organization of which any of the underlying entities provided for in this definition is a sanctioned or recognized member at the time of the hazing.

Pledging: any action or activity related to becoming a member of an organization, including recruitment and rushing.

Reckless Behavior: an activity or behavior in which a reasonable person knew or reasonably should have known that the activity or behavior may result in injury to another, including but not limited to excessive consumption of alcohol, binge drinking, drag racing, consumption of any controlled dangerous substance, acts of hazing, or other similar activity.

Serious Bodily Injury: bodily injury that involves unconsciousness, extreme physical pain; protracted and obvious disfigurement or protracted loss or impairment of the function of a bodily member, organ, or mental faculty; death; or a substantial risk of death.

III. ENFORCEMENT/SANCTIONS:

Any individual or organization found to have engaged in hazing shall be in violation of this policy and the campus Code of Student Conduct, and may be subject to disciplinary action.

Under La. R.S. 14:40.8, an individual who commits an act of hazing may be fined up to \$10,000 and/or imprisoned for up to five years. If an organization has knowledge of hazing and fails to report it to law enforcement, the organization may be fined up to \$10,000. In addition to criminal penalties, any individual or organization who violates La. R.S. 14:40.8 shall be expelled, suspended, or dismissed from the University and not permitted to return for at least one semester.

Under La. R.S. 14:502(C), failure to comply with the duty to give assistance may be punishable by a fine of up to \$2,000 and/or imprisonment for up to five years.

IV. REPORTING REQUIREMENTS:

It shall be the duty of all students and organizations to immediately report, in writing, any violation of this policy to the appropriate University official. Any violation of this policy shall be investigated and appropriate disciplinary action taken. Reports may be submitted online or at the following offices: LSU Police Department, Dean of Students, Campus Life, or Greek Life.

If an organization has taken disciplinary action against any of its members or potential members for hazing or has reason to believe that any member or potential member of the organization has participated in an incident of hazing, the organization shall report the incident to the University. If an organization or any of its members or potential

members has been disciplined by a parent organization for hazing, the organization shall report the incident for which the organization was disciplined to the University.

V. DUTY TO ASSIST:

In accordance with La. R.S. 14:502(A)(1), any person at the scene of an emergency who knows that another person has suffered serious bodily injury shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person by seeking or reporting the need for medical assistance.

In accordance with La. R.S. 14:502(A)(2), any person who engages in reckless behavior, including hazing, that results in serious bodily injury shall, to the extent that the person can do so without danger or peril to self or others, give reasonable assistance to the injured person by seeking or reporting the need for medical assistance.

VI. PREVENTION AND EDUCATION PROGRAMS:

Each new student shall be provided educational information on the dangers of and prohibition on hazing during the new student orientation process in materials provided by the University. In addition, beginning in Fall 2019, each new student shall be provided educational information on the dangers of and prohibition on hazing during the new student orientation process either in person or electronically.

Each organization shall provide annually at least one hour of hazing prevention education to all members and prospective members. The education may be provided in person, electronically, or both. Each organization shall submit a report annually to the University relative to the students receiving such education evidenced by an attestation of the student receiving the education.

VII. SOURCES:

[LA R.S. 14:40.8](#)

[LA R.S. 14:502](#)

[LA R.S. 17:801.1](#)

[Board of Regents Uniform Policy on Hazing](#)

[Code of Student Conduct](#)

Sexual Harassment

ADMINISTRATIVE DIRECTIVE 2.1.1

11/13/2023

1. General

Louisiana State University Health Sciences Center - Shreveport (LSUHSC-S) is committed to providing an environment that maintains equality, dignity, and respect for all members of its community. In keeping with this commitment, discriminatory practices, including sexual harassment, are prohibited. Any sexual harassment, whether verbal, physical, or environmental, is unacceptable and will not be tolerated. This document provides procedural guidance for addressing and resolving allegations of sexual harassment. Such procedures are required and governed by federal law, state law and policy, and LSU Permanent Memorandum 73.

2. Applicability

This policy applies to all members of the Louisiana State University Health Sciences Center - Shreveport (LSUHSC-S) community, including faculty, staff, students, volunteers, organizations, and any other affiliate that participates in activities with LSUHSC -S.

3. Definitions

3.1. Sexual harassment is illegal under federal (section 703 of Title VII of the Civil Rights Act of 1964), state, and local law.

3.2. Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, physical, or inappropriate conduct of a sexual nature when the conduct explicitly or implicitly affects an individual's employment or education, unreasonably interferes with an individual's work or educational performance, or creates an intimidating, hostile, or offensive work or educational environment and has no legitimate relationship to the subject matter of a course or academic research.

3.3. Sexual harassment may occur in several different types of situations, including but not limited to the following:

3.3.1. Quid Pro Quo Sexual Harassment: Requests for sexual favors, either implied or explicit, when submission to such requests is made a condition of continued employment, advancement, improved grades, or participation in a university activity.

3.3.2. Hostile Environment Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, sexual flirtation, graphic or degrading comments or gestures of a sexual nature, and the display of sexually offensive objects or pictures. Hostile environment sexual harassment does not refer to occasional compliments of a socially acceptable nature; it refers to repeated behavior that is unwelcome and personally offensive.

3.3.3. Retaliation: Any acts against an individual for the purpose of interfering with or discouraging an individual from exercising a right or privilege under this policy. Activities protected from retaliation include reporting or opposing sex- or gender-based harassment and discrimination; filing a Formal Complaint; and participating in an investigation, process or Hearing, whether as a party, witness, Hearing Panel member, appeals officer, or Advisor. Prohibited retaliatory acts include, but are not limited to, intimidation, threats, coercion, or discrimination.

3.4. Sexual harassment can occur between any members of the LSUHSC-S campus community, including, but not limited to people who are in a superior/subordinate relationship and peers.

3.5. Types of behavior that constitute sexual harassment may include, but are not limited to:

3.5.1. unwelcome sexual flirtations, advances, or propositions;

3.5.2. derogatory, vulgar, or graphic written or oral statements regarding one's sexuality, gender, or sexual experience;

3.5.3. unnecessary touching, patting, pinching, or attention to an individual's body;

3.5.4. physical assault;

3.5.5. unwanted sexual compliments, innuendo, suggestions, or jokes; or the display of sexually suggestive pictures or objects.

3.6. Sex- or gender-based harassment and discrimination have broad jurisdiction that include all Title IX allegations, but also many more allegations that involve possible sex- or gender-based harassment or discrimination that do not rise to the level of a Title IX violation. If the sex - or gender-based harassment or discrimination does not meet Title IX jurisdictional requirements, then the allegation is "dismissed" as a Title IX case. The case may still be considered for possible investigation and resolution under this policy or the applicable student code of conduct, employee policies, or other relevant policy or procedure. (i.e. non-sex or gender- based misconduct). Such cases include, but are not limited to:

3.6.1. Sex- or gender-based harassment or discrimination that does not meet the required definitions under Title IX;

3.6.2. Off-campus or online conduct, social media, or other electronic media/communication where:

3.6.2.1. The University deems that the off-campus sexual misconduct effectively deprives someone of access to LSU's educational programs or employment;

3.6.2.2. The Title IX Coordinator, in their discretion, exercises jurisdiction, such as when the Sexual Misconduct may affect the safety or well- being of the LSU community

3.6.3. Instances of power-based violence that are independent of sexual misconduct.

4. Procedures

4.1. Any member of the LSUHSC-S community who has been subjected to sexual harassment is encouraged to file a complaint with the Office for Compliance and Investigation. LSUHSC -S abides by the procedures outlined in LSU Permanent Memorandum 73 (PM-73) Prohibiting Power-based Violence, including Sex- and Gender-based Harassment and Discrimination, and Sexual Misconduct.

4.2. LSU Permanent Memorandum 73 (PM-73) details the process for addressing and resolving allegations of sexual harassment, including reporting, supportive measures, investigating, options for resolution, and appeal.

4.3. Actions taken to investigate and resolve sexual harassment complaints shall be conducted confidentially to the extent practicable and appropriate in order to protect the privacy of the persons involved. An investigation may include interviews with the parties involved and, if necessary, with individuals who may have observed the incident or conduct or others who have relevant knowledge.

4.4. LSUHSC-S expressly prohibits retaliation against an individual who reports sexual harassment, the parties involved, and their witnesses, even if the investigation produces insufficient evidence to support the complaint. Retaliation against anyone who, in good faith, reports what they believe to be sexual harassment, cooperates with an investigation covered in this policy or opposes conduct they believe to violate this policy may be subject to disciplinary action. Anyone who believes they have been retaliated against should immediately report it to the Office for Compliance and Investigation.

5. Responsibilities

5.1. The Chief Compliance and Investigation Officer or their designee is responsible for administering this policy. The Chief Compliance and Investigation Officer can be contacted at:

Sammy Wyatt, Ph.D., MBA, CFE, CHC, CCEP, EnCE
Chief Compliance and Investigation Officer
Title IX Campus Coordinator
LSU Health Shreveport 1501 Kings Highway
School of Medicine, Building C, Room 1-421 Shreveport, LA 71103
318-675-8502
swyatt@lsuhs.edu

5.2. All LSUHSC-S employees, with the exception of confidential resources, are mandatory reporters and are required to report instances of sexual harassment for which they are not the complainant but of which they are aware. An employee who fails to promptly make the report without good

cause or, with the intent to harm or deceive, knowingly makes a false report shall be terminated in accordance with the institution's disciplinary procedures. Faculty, staff, and students must cooperate with the Office for Compliance and Investigation in any investigation.

5.3. Employees deemed by law or professional ethics or individuals expressly selected, trained, and designated by LSUHSC-S to provide confidential support to students and employees are exempt from the mandatory reporting requirement when acting in that capacity. Confidential resources may facilitate supportive measures and assist with reporting for campus and/or law enforcement investigations.

5.4. The following persons are confidential resources exempt from the mandatory reporting requirements:

5.4.1. Student Counseling Center staff

5.4.2. Confidential Advisors identified on the Title IX webpage:
<https://www.lsuhs.edu/about/title-ix/resources>

5.4.3. University Ombuds Office staff

5.4.4. Medical Professionals (acting in the scope of their duties when the report is received).

6. Exceptions None

7. Disciplinary Actions

7.1. Any employee found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, suspension, demotion, psychological assessment, counseling, restricted presence on campus, and/or termination of employment.

7.2. Any students found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, warning, disciplinary probation, deferred suspension, suspension, expulsion, psychological assessment, counseling, restricted presence on campus, and/or revocation of admission or degree. Additional sanctions may also be imposed when appropriate.

7.3. Any volunteer, organization, or other affiliate of LSUHSC-S that violates this policy may expect the range of sanctions to include, but not be limited to, termination of their affiliation with LSUHSC-S. dismissal from employment.

8. References

8.1. Federal Regulations

Title IX of the Education Amendments of 1972 Title VII of the Civil Rights Act of 1964

8.2. State Law and Policy

Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature Title 14 of the Louisiana Revised Statutes

Louisiana Board of Regents Uniform Policy on Power-Based Violence/Sexual Misconduct

Louisiana Board of Regents Title IX Grievance Procedures

8.3. LSU Permanent Memorandum

Permanent Memorandum (PM) 73 Prohibiting Power-based Violence, including Sex- and Gender-based Harassment and Discrimination, and Sexual Misconduct

8.4. Louisiana State University Health Shreveport Policy

AD 2.1.3 Harassment

AD 6.15 Power-Based Violence and Sexual Misconduct

AD 6.2 Nondiscrimination

Harassment

ADMINISTRATIVE DIRECTIVE 2.1.3

2/7/2023

1) General

This document provides procedural guidance for the prevention of harassment prohibited by federal law and the resolution of any such harassment at LSUHSC -S.

Louisiana State University Health Sciences Center-Shreveport (LSUHSC-S) is committed to providing and promoting an environment for employees, faculty, staff, students, and campus visitors that is free from all forms of harassment. Harassment will not be tolerated, and LSUHSC-S will take appropriate action to prevent, correct, and, where warranted, discipline behavior that violates this policy.

This policy applies only to harassment that is not sexual in nature. Sexual harassment is separately addressed in AD 2.1.1 Sexual Harassment. LSUHSC-S employees and students are encouraged to participate in preventive education and trainings on prohibited harassment, which are offered by a variety of departments and divisions, including the Department of Human Resources.

2) Applicability

This policy applies to all employees, faculty, staff, and students Definitions

3) Definitions

- a) Prohibited Harassment (not of a sexual nature) – Abusive or hostile conduct that is directed toward or inflicted upon another person based on genetic information, race, color, religion, ethnicity, national origin, sex (which includes sexual orientation, gender identity, and gender expression), age, disability, or veteran's status and which, because of its severity and/or pervasiveness, unreasonably interferes with an individual's work or academic performance.

Harassment is typically based on stereotyped prejudices and includes, but is not limited to, the following examples, where they are generally part of a pattern of conduct meeting the standard set forth above: slurs, jokes, objectionable epithets, or other verbal, graphic, or physical conduct that demeans, insults, or intimidates an individual because of their race, color, religion, ethnicity, national origin, age, sex, disability, or veteran status. Conduct must be deemed severe and/or pervasive from both a subjective and an objective perspective.

In determining whether conduct constitutes prohibited harassment, the following understandings shall apply:

- i) Harassment must be distinguished from behavior which, even though unpleasant or uncomfortable, is appropriate to the carrying out of instructional or supervisory responsibilities (e.g., criticism of work, corrective discipline, performance evaluation; discussion of controversial topics germane to an academic subject);

- ii) The totality of the circumstances must be evaluated to determine whether a particular act or course of conduct constitutes harassment, including the frequency, severity, and context of the questioned conduct and whether the conduct was physically threatening and humiliating or a mere utterance;
 - iii) The conduct alleged to be harassment will be evaluated from the perspective of a reasonable person in a similar situation and not simply the sensitivity or reaction of an individual;
 - iv) An isolated incident of hostile behavior, although offensive, usually will not be sufficient to establish a claim of illegal harassment. For example, generally, a single sexual joke, offensive epithet, or request for a date does not constitute sexual harassment; however, being subjected to such jokes, epithets or requests repeatedly may constitute sexual harassment. However, administrators and supervisors should take corrective action when such isolated incidents occur, to ensure that repetition of that or similar conduct does not rise to the level of illegal harassment; and
 - v) Although repeated incidents of hostile conduct generally create a stronger claim of harassment, a serious incident, even if isolated, may be sufficient.
- b) Retaliation – Any action that has the effect of punishing a person for engaging in a legally protected activity, such as alleging harassment, making a harassment complaint, or assisting in a harassment investigation. Examples of retaliatory adverse employment actions include suspension, demotion, or termination. In addition, this policy prohibits retaliation in the form of harassment, intimidation, threats, or coercion, or in the form of any materially adverse harm that would dissuade a reasonable student or employee from filing a harassment complaint or participating in a harassment investigation.

4. Procedures

- a) Reporting of Harassment or Related Retaliation Allegations
- i) LSUHSC-S encourages students, faculty, and staff to express freely, responsibly, and in an orderly way opinions and feelings about any problem or complaint of harassment. Retaliation against persons who oppose or complain about harassment is strictly prohibited.

An employee/student is protected against retaliation for their opposition to harassment if the employee/student has a reasonable and “good faith” belief that the complained of conduct is prohibited, even if it turns out that the complainant was mistaken as to the legality of the conduct. It is a violation of LSUHSC -S's policy to retaliate against the complainant(s), respondent(s), witnesses or others involved in the review of such complaints. Any employee who retaliates against an employee or a student in violation of the law and/or LSUHSC-S’s Harassment policy is subject to disciplinary action, including and up to termination.

This policy shall not be used to bring frivolous or malicious complaints against students, faculty, staff, or other employees. If a complaint has been made in bad faith, as demonstrated by clear and convincing evidence, disciplinary action may be taken against the person bringing the complaint.

- b) Persons who believe they have been targets of harassment or related retaliation

are encouraged to report the incident(s) immediately to appropriate administrative officials as set forth below. The complaint should be made as soon as possible. Delay in reporting makes it more difficult to investigate fairly and adequately the incident and may contribute to the repetition of offensive behavior.

- c) Complaints may be made by a victim or a witness of harassment by an employee.
- d) A complaint may be made verbally. A written statement should follow as soon as possible. A complaint should contain the following information:
 - i) Date and time of the incident
 - ii) Location of act
 - iii) Name of alleged who began the harassment
 - iv) A factual, unbiased description of the conduct
 - v) Names of witnesses to the incident
 - vi) What results are being sought
- d) Complaints should be submitted by the victim or witness to the complainant's immediate supervisor or to the Office for Compliance and Investigation.
- e) Employees, faculty, staff, students, and visitors may also file a report via the LSU Ethics, Integrity, and Misconduct Helpline at www.lsu.ethicspoint.com or toll-free at 855-561-4099.
- f) The Office for Compliance and Investigation shall conduct a confidential investigation. It will protect the privacy of the individuals involved and ensure that the complainant and the accused are treated fairly. Information about individual complaints and their disposition is considered confidential and will be shared only on a "need to know" basis. At the conclusion of the investigation, a report of the incident with a conclusion and recommendations, if substantiated, will be completed and provided to the chancellor for appropriate action.
- g) If the individual is on faculty, medical staff, or a house officer, the information and recommendations shall be given to a review committee. The Committee shall be the Chair of the Department, the Chancellor/Dean of the Medical School, and a Hospital Administrator or their designee.
- h) If it is found that harassment did occur, action ranging from a letter of reprimand to termination of employment will be applied.

5. Responsibilities

The Office for Compliance and Investigation is responsible for ensuring compliance with this policy. All employees, faculty, staff, and students are required to fully cooperate with an investigation.

6. Exceptions None

7. Disciplinary Actions

Any employee who violates this policy may be subject to disciplinary action up to and including dismissal from employment.

8. References

a) Federal Regulations

Title VII of the Civil Rights Act of 1964
The Age Discrimination in Employment Act of 1967 (ADEA)
The Americans with Disabilities Act of 1990 (ADA)
The Civil Rights Act of 1991

b) Louisiana State University System

Permanent Memoranda (PM) 73 Policy Prohibiting Sex- and Gender-Based Harassment and Discrimination, including Sexual Misconduct

c) Louisiana State University Health Sciences Center-Shreveport

- i) AD 6.2 Nondiscrimination
- ii) AD 2.1.1. Sexual Harassment

Power-Based Violence and Sexual Misconduct

ADMINISTRATIVE DIRECTIVE 6.15

October 16, 2023

1. General

This document provides procedural guidance for addressing and resolving allegations of power-based violence, including sex- and gender-based harassment and discrimination, and sexual misconduct (e.g., sexual assault, stalking, dating violence, domestic violence, sexual exploitation, retaliation, etc.). Such procedures are required and governed by (1) Title IX of the Education Amendments of 1972 which prohibit sex discrimination in any education program or activity receiving federal financial assistance, (2) Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, and (3) the Louisiana Board of Regents Uniform Policy on Power-Based Violence/Sexual Misconduct.

2. Applicability

This policy applies to all members of the Louisiana State University Health Shreveport (LSUHS) community, including faculty, staff, students, volunteers, organizations, and any other affiliate that participates in activities with LSUHS.

3. Procedures

3.1. LSUHSC-S abides by the procedures outlined in LSU Permanent Memorandum 73 (PM-73) Prohibiting Power-based Violence, including Sex- and Gender-based Harassment and Discrimination, and Sexual Misconduct.

3.2. PM-73 details the process for addressing and resolving allegations of power-based violence, including reporting, supportive measures, investigating, options for resolution, and appeal.

4. Responsibilities

4.1. The LSU Title IX Coordinator will aid in administering the process and serve as a consultant on cases involving power-based violence and sexual misconduct on all LSU campuses.

4.2. The Campus Title IX Coordinator is responsible for administering PM-73 on the LSUHSC-S campus. The Campus Coordinator can be contacted at:

Sammy Wyatt, PhD, MBA, CFE, CHC, CCEP, EnCE
Chief Compliance and Risk Management Officer, Title IX Campus Coordinator
LSU Health Sciences Center - Shreveport
1501 Kings Highway
Administration Building Room 605
Shreveport, LA 71103
318-675-8502
swyatt@lsuhs.edu

4.3. All LSUHSC-S employees, with the exception of confidential resources identified in Section E, are mandatory reporters and required to report instances of sex or gender -based harassment and discrimination, including sexual misconduct and power-based violence (e.g., sexual assault, stalking, dating violence, domestic violence, sexual exploitation, retaliation, etc.) for which they are not the complainant, but of which they are aware. An employee who fails to promptly make the report without good cause or, with the intent to harm or deceive, knowingly makes a report that is false shall be terminated in accordance with the institution's disciplinary procedures.

4.4. LSUHSC-S Confidential Resources

4.4.1. The following persons are confidential resources exempt from the reporting requirements in Section D:

4.4.1.1. Student Counseling Center staff

4.4.1.2. Confidential Advisors identified on the Title IX webpage

4.4.1.3. University Ombuds Office staff

4.4.1.4. Medical Professionals (acting in the scope of their duties when the report is received)

4.4.2. Confidential resources may assist victims and survivors at their request with reporting for campus and/or criminal investigations

5. Exceptions

None

6. Disciplinary Actions

6.1 Any employee who violates this policy may expect the range of sanctions to include, but not be limited to, suspension, demotion, psychological assessment, counseling, restricted presence on campus, and/or termination of employment.

6.2 Any students who violate this policy may expect the range of sanctions to include, but not be limited to warning, disciplinary probation, deferred suspension, suspension, expulsion, psychological assessment, counseling, restricted presence on campus, and/or revocation of admission or degree. Additional sanctions may also be imposed when appropriate.

6.3. Any volunteer, organization, or other affiliate of LSUHSC-S that violates this policy may expect the range of sanctions to include, but not be limited to, termination of their affiliation with LSUHS.

7. References

- LSU Permanent Memorandum 73 Prohibiting Power-based Violence, including Sex- and Gender- based Harassment and Discrimination, and Sexual Misconduct
- Title IX of the Education Amendments of 1972
- La. R.S. 14:43.1

- Title 14 of the Louisiana Revised Statutes
- La. R.S. 14:403
- La. R.S. 44:51
- Louisiana Board of Regents Uniform Policy on Power-Based Violence/Sexual Misconduct

Title IX Policy

PERMANENT MEMORANDUM 73

Policy Prohibiting Power-based Violence, including Sex- and Gender-based Harassment and Discrimination and Sexual Misconduct

Monitoring Unit: Office of Civil Rights & Title IX

Initially Issued: December 15, 2015

Last Revised: January 19, 2022

I. PURPOSE AND COMMITMENT

This Permanent Memorandum outlines the procedures for addressing and resolving allegations of power-based violence including sex- and gender-based harassment and discrimination, and Sexual Misconduct (e.g. sexual assault, stalking, dating violence, domestic violence, sexual exploitation, retaliation, etc.). Such procedures are required and governed by (1) Title IX of the Education Amendments of 1972 which prohibits sex discrimination in any education program or activity receiving federal financial assistance, (2) Act 472 of the 2021 Regular Legislative Session of the Louisiana Legislature, and (3) the Board of Regents Uniform Policy on Power-Based Violence. LSU's Title IX Coordinator¹ is responsible for administering this policy at all University locations.

Power-based violence, and sex- and gender-based harassment and discrimination, including Sexual Misconduct, violate an individual's fundamental rights and personal dignity and will not be tolerated. LSU prohibits and is committed to an environment free of discrimination on the basis of sex, gender, and Sexual Misconduct. This policy affirms these principles and provides recourse for individuals whose rights have been violated.

LSU will affirmatively promote prevention, awareness and training programs to encourage individuals to report concerns or complaints. Everyone has a responsibility to prevent and report acts of prohibited conduct. Any LSU employee who has knowledge of sex- and gender-based harassment and discrimination, including Sexual Misconduct, must file a report with the Title IX Coordinator².

LSU will take prompt, thorough, and impartial action to discipline those who violate this policy, prevent recurrence of prohibited behavior, and effect equitable remedies.

II. NONDISCRIMINATION NOTICE

LSU is committed to creating an environment of inclusion and respect among students, faculty, staff and the community at large. LSU does not discriminate on the basis of race, creed, color, marital status, sexual orientation, gender identity, gender expression, religion, sex, national or ethnic origin, age, disability, genetic information, veteran's status, or any other status or organization protected by state or federal law, in its programs and activities. This includes all aspects of LSU's education programs and activities, including admission and employment. The entire LSU community is responsible for fostering a welcome environment conducive to learning and working.

¹ The term "LSU Title IX Coordinator" refers to the LSU A&M Coordinator, who also serves as the System Coordinator.

² The term "Title IX Coordinator" refers to either the LSU Title IX Coordinator, the respective Title IX Campus Coordinator, or their designee.

Inquiries regarding the non-discrimination policy should be directed to the individual or individuals designated in each campus's applicable policy. Inquiries about the application of Title IX or this policy may be directed to the Title IX Coordinator. Inquiries or concerns regarding Title IX may also be made to the U.S. Department of Education Office for Civil Rights; Dallas office, OCR.Dallas@ed.gov, (214) 661-9600.

This Permanent Memorandum applies to incidents of power-based violence including harassment and discrimination on the basis of sex, gender, gender identity, gender expression, and sexual orientation.

III. DEFINITIONS

A. GENERAL DEFINITIONS

Actual Knowledge: Any reasonable information of sex- and gender-based harassment and discrimination, including Sexual Misconduct or allegations of such provided to a Title IX Coordinator, Deputy Coordinator, or any other Mandatory Reporter. Actual Knowledge would also include personal observation by any employee of such conduct.

Administrative Resolution: A process by which allegations and evidence are presented to a Decision-Maker for determination as to whether a Respondent is responsible for a violation of this policy. Administrative Resolution is not used in cases where the allegation could violate Title IX, or where probable cause indicates that the Respondent found in violation faces suspension or expulsion from LSU, or termination of employment.

Advisor: May be any person not otherwise a party or witness to the case, selected by a party or appointed by LSU to accompany the party to meetings related to the Resolution Process, to advise the party on that process, and to conduct questioning for the party at the Hearing, if any. The Advisor may, but is not required to, be an attorney. Participation shall be limited as stated herein.

Confidential Resource: Those deemed confidential by law or professional ethics, or individuals explicitly selected, trained, and designated by LSU to provide confidential support to students and employees for concerns arising under this policy. Confidential Resources may also help facilitate supportive measures and assist with reporting to Title IX and/or law enforcement, if desired by the Complainant.

Complainant: An individual who is alleged to be the victim of conduct that could constitute power-based violence, or sex- or gender-based harassment or discrimination under this policy.

Decision-Maker: A trained individual who reviews all relevant and directly related evidence including the investigation report and makes a decision regarding responsibility based on preponderance of the evidence as well as any applicable sanctions. A Decision-Maker is used during the Administrative Resolution Process.

Determination Letter: A letter provided by the Hearing Panel to the parties and their Advisors at the conclusion of the Formal Resolution Process. This letter summarizes the allegations and applicable policies, the investigation, and the

findings and sanctions of the panel.

Formal Complaint: A document filed by a Complainant or signed by the Title IX Coordinator alleging sex- or gender-based harassment or discrimination (including Sexual Misconduct) against one or more Respondents, and requesting LSU to investigate the allegation.

Formal Resolution: A process by which allegations and evidence are presented in a live hearing to a Hearing Panel for determination as to whether a Respondent is responsible for a violation of this policy.

Hearing Panel: A body of three trained individuals assembled to hear testimony and weigh evidence resulting in a decision regarding responsibility based on the preponderance of the evidence.

Incident Report: Initial report alleging sex- or gender-based harassment or discrimination. An Incident Report does not, by itself, trigger an investigation.

Informal Resolution: A process whereby the parties voluntarily work with a professional to reach a mutually agreeable resolution of the complaint.

Interim Measures: Remedial measures taken to help deescalate and offer a short-term temporary resolution during the pendency of a resolution under this policy.

Mandatory Reporter: Any employee given the duty of reporting actual notice of incidents of sexual violence or any other misconduct prohibited by this policy. All LSU employees including Graduate Assistants are considered Mandatory Reporters (also referred to as “responsible employees”) with a few notable exceptions which are identified in this policy.

Notice: A report of sex- or gender-based discrimination or harassment, including Sexual Misconduct, made to the Title IX Coordinator, Deputy Coordinator or any Mandatory Reporter.

Resolution Process Pool: A pool of trained LSU officials who can serve in any of the following roles at the direction of a Title IX Coordinator: Hearing Panelist, Hearing Panel Chair, Appeals Reviewer, or as Advisor for the Complainant or the Respondent. Pool members cannot serve in more than one role for a given case.

Respondent: A person alleged to have engaged in actions that could constitute power-based violence, or sex- or gender-based harassment or discrimination, including Sexual Misconduct, under this policy.

Title IX Coordinator: Individual designated by the University to be responsible for responding to all complaints of possible sex- or gender-based harassment or discrimination and to coordinate appropriate responses to such complaints. All references to Title IX Coordinator in this document include Title IX Coordinator or designee.

B. POLICY DEFINITIONS

Coercion: The use of unreasonable express or implied threats, intimidation, or

physical force placing an individual in fear of immediate harm or physical injury or causes a person to engage in unwelcome sexual activity. Coercion may include administering a drug, intoxicant or other substance with the intent to incapacitate prior to engaging in sexual activity.

Consent: Clear, knowing, and voluntary permission demonstrated through mutually understandable words or actions clearly indicating willingness to engage in a specific sexual activity and any conditions on the activity. It is active, not passive; and silence, absent actions evidencing permission, is not consent. Responsibility for obtaining consent lies with the individual initiating the sexual activity.

Consent to engage in sexual activity may be withdrawn by any person at any time, as long as the withdrawal is reasonably and clearly communicated. Once withdrawal of consent is expressed, the sexual activity must immediately cease. Consent is automatically withdrawn by a person who, during the activity, becomes incapacitated. A current or previous consensual intimate relationship between the parties does not itself imply consent or preclude a finding of responsibility.

To give consent, a person must be of legal age. Consent cannot be obtained through coercion, fraud, or from a person whom the alleged offender knows or should reasonably know is incapacitated. Use of alcohol or drugs does not diminish the responsibility to obtain consent.

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

Domestic Violence: A felony or misdemeanor crime of violence, when on the basis of sex or gender, committed by a current or former spouse or intimate partner of the Complainant; a person with whom the Complainant shares a child in common; a person who is cohabitating with, or has cohabitated with, the Complainant as a spouse or intimate partner; a person similarly situated to a spouse of the Complainant under the domestic or family violence laws of Louisiana; or by any other person against an adult or youth who is protected from that person's acts under the domestic abuse or family violence laws of Louisiana.

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

Hazing: Acts likely to cause physical or psychological harm or social ostracism to any person within the LSU community when related to the admission, initiation, pledging, joining, or any other group-affiliation activity. Hazing falls under this policy when based either in whole or in-part on sex- or gender-based harassment and discrimination.

Hostile Environment Harassment: Unwelcome conduct, determined by a reasonable person, to be so severe, pervasive, and objectively offensive, that it effectively denies a person equal access to an education program or activity.

Incapacitation: An individual is considered to be incapacitated if, by reason of mental or physical condition, the individual is manifestly unable to make a knowing and deliberate choice to engage in sexual activity. Being drunk or intoxicated can lead to incapacitation; however, drunkenness or intoxication is not necessarily the same as incapacitation. Incapacitation is a state beyond drunkenness or intoxication. Individuals who are asleep, unresponsive, or unconscious are incapacitated. Other indicators that an individual may be incapacitated include, but are not limited to, inability to communicate coherently, inability to dress/undress without assistance, inability to walk or stand without assistance, slurred speech, loss of coordination, vomiting, or inability to perform other physical or cognitive tasks without assistance.

Intimidation: Implied threats or acts that cause an unreasonable fear of harm in another.

Power-based Violence: Any form of interpersonal violence intended to control or intimidate another person through the assertion of power of the person, including but not limited to dating violence, domestic violence, sexual assault, sexual harassment, and stalking. Violations categorized as power-based violence are further described in the Louisiana Board of Regents Policy on Power-Based Violence/Sexual Misconduct.

Quid Pro Quo Sexual Harassment: An employee conditioning the provision of aid, benefit, or service on the Complainant's participation in unwelcome sexual conduct.

Retaliation: Any acts against an individual for the purpose of interfering with or discouraging an individual from exercising a right or privilege under this policy. Activities protected from retaliation include reporting or opposing sex- or gender-based harassment and discrimination; filing a Formal Complaint; and participation in an investigation, process or Hearing, whether as a party, witness, Hearing Panel member, appeals officer, or Advisor. Prohibited retaliatory acts include, but are not limited to, intimidation, threats, coercion or discrimination.

Sex and Gender Discrimination: Behaviors and actions that deny or limit a person's ability to benefit from, and/or fully participate in the educational programs, activities and services because of a person's actual or perceived sex or gender.

Sexual Assault: Sexual contact or penetration without consent

1. **Sex Offenses, Forcible:** Any sexual act directed against another person, without the consent of the Complainant including instances where the Complainant is incapable of giving consent.
 - a. **Forcible Rape:** Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the Complainant.
 - b. **Forcible Sodomy:** Oral or anal sexual intercourse with another

person, forcibly and/or against that person's will, or not forcibly or against the person's will (non-consensually) in instances where the Complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

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

2. **Sex Offenses, Non-forcible:** Non-forcible sexual intercourse.

- a. **Incest** – Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by Louisiana law.
- b. **Statutory Rape** – Non-forcible sexual intercourse with a person who is under the statutory age of consent of Louisiana.

3. Sexual Assault also includes sexual battery as defined in La. R.S. 14:43.1.

Sexual Exploitation: An individual taking non-consensual or abusive sexual advantage of another for their own benefit or for the benefit of anyone other than the person being exploited, and that conduct does not otherwise constitute sexual harassment under this policy. Examples of sexual exploitation include, but are not limited to, non-consensual observation of individuals who are undressed or engaging in sexual acts, non-consensual audio- or videotaping of sexual activity, prostituting another person, human trafficking, allowing others to observe a personal consensual sexual act without the knowledge or consent of all involved parties, and knowingly exposing an individual to a sexually transmitted infection without that individual's knowledge.

Sexual Harassment: Conduct on the basis of sex or gender that satisfies one or more of the following:

- 1. Quid pro Quo Harassment;
- 2. Hostile Environment Harassment; or
- 3. Retaliation.

Sexual Misconduct: A sexual act or contact of a sexual nature that occurs, regardless of personal relationship, without the consent of the other person(s), or that occurs when the person(s) is unable to give consent or whose consent is coerced or obtained in a fraudulent manner. Examples include but are not limited to threatening or causing physical harm; extreme verbal, emotional, or psychological abuse; or other conduct which threatens or endangers the health or safety of any

person. For the purpose of this Policy, Sexual Misconduct includes, but is not limited to, sexual abuse, violence of a sexual nature, Sexual Harassment, Sexual Assault, Sexual Exploitation, as well as Dating Violence, Domestic Violence and Stalking when on the basis of sex or gender, as well as crimes of a sexual nature as defined in Title 14 of the Louisiana Revised Statutes or at La. R.S. 44:51.

Sexually-Oriented Criminal Offense: Any sexual assault offense as defined in La. R.S. 44:51, and any sexual abuse offense as defined in La. R.S. 14:403.

Sexual Orientation Discrimination: Behaviors and actions that deny or limit a person's ability to benefit from, and/or fully participate in the educational programs, activities, and services because of a person's actual or perceived sexual orientation.

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.

For the purposes of this definition:

1. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
2. Reasonable person means a reasonable person under similar circumstances and with similar identities to the Complainant. Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.
3. Nothing in these definitions will be interpreted in a way that violates the First Amendment rights of any individual.

IV. SCOPE OF POLICY

This policy applies to all members of the University community, including faculty, staff, students, volunteers, organizations, and any other affiliate that participates in activities associated with LSU.

Title IX law applies to educational institutions and specifically covers sexual misconduct under a limited set of circumstances. Title IX has jurisdiction over conduct that occurs:

- A. Where the Complainant is an LSU student, or an LSU employee acting within their job responsibilities;
- B. Where LSU exercised substantial control over the Respondent in the context of where or how the alleged incident occurred;
- C. In the course of LSU's operations;
- D. On an LSU campus or any other University owned, leased, controlled or operated location;
- E. Within the bounds of the United States; and
- F. At any LSU sponsored event or organizational activity in the United States whether on or off campus.

Sex- or gender-based harassment and discrimination have broad jurisdiction that includes all Title IX allegations, but also many more allegations that involve possible sex- or gender-

based harassment or discrimination that do not rise to the level of a Title IX violation. If the sex- or gender-based harassment or discrimination does not meet Title IX jurisdictional requirements, then the allegation is “dismissed” as a Title IX case. The case still may be considered for possible investigation and resolution under this policy or the applicable student code of conduct, employee policies, or other relevant policy or procedure. (i.e. non-sex or gender-based misconduct). Such cases include, but are not limited to:

- A. Sex- or gender-based harassment or discrimination that does not meet the
- B. required definitions under Title IX;
 - 1. Off-campus or online conduct, social media or other electronic media/communication where:
 - 2. The University deems that the off-campus sexual misconduct effectively deprives someone access to LSU’s educational programs or employment;
- C. The Title IX Coordinator, in their discretion, exercises jurisdiction, such as when the Sexual Misconduct may affect the safety or well-being of the LSU community
- D. Instances of power-based violence that are independent of sexual misconduct.

Further, even when the Respondent is not a member of the LSU community, supportive measures, remedies, and resources may be available to the Complainant by contacting the Title IX Coordinator.

Students are responsible for their conduct from notice of admission through the awarding of a degree or departure from the University. Employees are covered by this policy when representing LSU (or deemed to be a representative of LSU) whether before, during, or after work. This policy also applies to any person who is both a student and an employee at LSU.

This policy may also address any alleged misconduct (e.g.: student code of conduct, employee code of conduct, etc.) that is ancillary to or concurrent with alleged violations of this policy. Officials in the Resolution Process may consult with relevant departments (e.g.: HR, Student Affairs, Academic Affairs, etc.) regarding the ancillary or concurrent misconduct to help ensure greater uniformity in addressing such conduct.

This policy is not intended to infringe on or restrict rights guaranteed by the United States Constitution including free speech under the First Amendment, due processes clauses of the Fifth and Fourteenth Amendments and the Fourth Amendment. Additionally, this policy is not meant to inhibit or prohibit educational content or discussions inside or outside of the classroom that include germane, but controversial or sensitive, subject matter protected by academic freedom.

V. PROCEDURES

Addressing allegations of sex- or gender-based harassment and discrimination is a necessarily detailed process committed to a fair and impartial resolution. In the sections below, the process is largely outlined in chronological order of reporting, supportive measures, investigating, options for resolution, and appeal. The LSU Title IX Coordinator will aid in administering the process and serve as a consultant on cases involving Power-Based Violence and Sexual Misconduct on all LSU campuses. Individual campuses are

encouraged to adopt a Policy Statement to support this Permanent Memorandum by providing more explicit information at the local level.

Amnesty Policy

LSU encourages reporting and seeks to remove barriers in reporting of power-based violence and sex- or gender- based harassment or discrimination, including sexual misconduct. A Complainant and/or witness who, in good faith, reports an alleged violation of this policy and/or serves as a witness may not be disciplined by the institution in which they are enrolled or employed for code of conduct violations reasonably related to the incident, such as underage drinking or unauthorized use of facilities, provided such violation did not place the health and safety of any other person at significant risk of harm. Immunity does not apply to a person who perpetrates or assists in the perpetration of the reported incident.

Retaliation

LSU expressly prohibits retaliation against an individual who reports incidents of power-based violence, the parties involved, and their witnesses. Specifically, retaliation against anyone who in good faith reports what they believe to be power-based violence, cooperates with an investigation covered in this policy, or opposes conduct they believe to violate this policy may be subject to disciplinary action. However, an individual who reports retaliation but is identified as the perpetrator of, or having assisted in the perpetration of, the power-based violence reported, will still be subjected to an investigation and potential disciplinary action under this policy. Anyone who believes they have been retaliated against should immediately report it to the Title IX Coordinator who will treat it as an Incident Report.

LSU Title IX Coordinator and Title IX Campus Coordinators

The LSU Title IX Coordinator serves as the Title IX Campus Coordinator for the LSU A&M campus and is responsible for administering this policy at all University locations. The LSU Title IX Coordinator can be contacted at:

LSU Title IX Coordinator
118 Himes Hall
Baton Rouge, LA 70803
titleix@lsu.edu
Phone: 225-578-9000
Fax: 225-578-4442

Each campus has a designated Title IX Campus Coordinator who serves as the local responder to complaints of power-based violence and Sexual Misconduct on individual campuses and is responsible for managing intake, providing supportive measures, convening Hearing Panels, and implementing sanctions. The Campus Coordinator works closely with the LSU Title IX Coordinator throughout the investigation and resolution processes. A listing of Title IX Campus Coordinators can be found here:

<https://www.lsu.edu/civil-rights/about/contact-us.php>

A. REPORTING MISCONDUCT

1. Mandatory Reporting

All employees, with few exceptions, are required to report instances of sex- or gender-based harassment and discrimination, including Sexual Misconduct and Power-Based Violence (e.g. sexual assault, stalking, dating violence, domestic violence, sexual exploitation, retaliation, etc.) for which they are not the Complainant, but of which they are aware. The term “employee” includes students working in a position such as a teaching assistant or a residential advisor. An employee who fails to promptly make the report without good cause or, with the intent to harm or deceive, knowingly makes a report that is false, **shall be terminated** in accordance with the institution’s disciplinary procedures.

- a. Reports must be made to Title IX Coordinator. Incident Reports must include the following information if known:
 - i. Identity of the alleged Complainant;
 - ii. Identity of the alleged perpetrator;
 - iii. Type of power-based violence or retaliation alleged to have been committed;
 - iv. Any other information about witnesses, location, date, and time that the incident occurred; and
 - v. Any other relevant information
- b. Reports to the Title IX Coordinator can be made in person, via phone, online, or email. A link to each campus’ Title IX page may be found on the LSU Title IX page at <https://www.lsu.edu/titleix/>
- c. In the event that the incident is a safety threat to the individual or the community, the report should be shared with a campus CARE team and/or law enforcement as appropriate.

Anyone subjected to any type of power-based violence is encouraged to file a complaint with the Title IX office. Any individual who has experienced any form of power-based violence is also urged to utilize supportive measures available through the University whether or not the person who caused the harm is a University community member. Supportive measures are available whether or not a Formal Complaint is filed.

2. Limited Exceptions

There are limited exceptions to the reporting requirement. These exceptions represent LSU’s commitment to providing victims and survivors of power-based trauma with confidential support and resources needed to address their needs. Employees who do not have to report power-based trauma to the Title IX Coordinator:

- a. The following are confidential by reason of law:
 - i. Mental health counselors acting within the scope of their licensure at the time of the report;
 - ii. Staff operating in a Student Health Center capacity at the time of the report;
 - iii. Staff providing services through a psychological services or other HIPAA protected center acting within the scope of their

- iv. licensure at the time of the report;
Clergy acting within the scope of their credentials at the time of the report.
- b. Campuses may designate others as Confidential Resources so long as they receive annual training and are specifically listed on the campus's webpage.

Note, these confidential resources must still report non-identifiable data consistent with the Clergy Act's requirements.

- c. The following are exceptions to the Mandatory Reporter reporting requirement:
 - i. Information disclosed at public awareness events (e.g.: Take Back the Night, candlelight vigils, protests, speak outs), or other public forums in which individuals may disclose incidents of prohibited conduct as part of educating others, or
 - ii. Disclosures made in the course of academic work product consistent with the assignment (ex. Public speaking class, creative writing assignment, group work)
 - iii. Disclosure is made indirectly, as in overhearing a conversation

In such cases, faculty are encouraged to contact the student to determine whether or not the student intended to report the matter to LSU to obtain supportive measures and/or to file a complaint. If so, the faculty member should report the matter to the Title IX Coordinator, in a manner consistent with this policy. In either case, the faculty member is encouraged to provide the student with the Title IX Coordinator's contact information.

3. Confidentiality

Unless waived in writing by the Complainant, the identity of the Complainant is confidential and not subject to disclosure. The following exceptions apply:

- A. Identified to someone employed by the institution to investigate allegations if the disclosure is necessary to investigate the report
- B. Identified to a law enforcement officer if necessary to conduct a criminal investigation into the allegations of the report
- C. Identified to the alleged perpetrator of the incident to the extent required by law
- D. Identified to a potential witness to the incident in order to conduct an investigation of the report

4. Initial Contact with Complainant

Upon notice of a possible complaint through an Incident Report, the Title IX Coordinator will provide the Complainant information on, and assistance with, reporting options including filing a Formal Complaint with LSU, and filing a criminal complaint with law enforcement (if applicable). The Title IX Coordinator will also provide the Complainant with options for other available supportive measures, including health care, counseling, academic adjustments, work adjustments, etc.

Individuals are strongly encouraged to report the offense to campus police or local law enforcement if they believe criminal conduct occurred (i.e. sexual assault, sexual battery, stalking, etc.). The Title IX Coordinator will offer to assist the individual in contacting campus or local law enforcement.

To the extent possible, the Complainant, and those who receive the complaint, should preserve evidence and not disturb a potential crime scene. (This includes preserving all text or email communications that may be related to the incident).

5. Supportive Measures

Supportive measures are offered to both parties upon receipt of notice of an alleged violation of this policy. It is not required that the matter be investigated for the parties to receive supportive measures. Such measures often apply while the resolution process under this policy is pending, and such measures can continue even following the conclusion of the process. LSU will implement measures in a way that does not unreasonably burden the other party.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and as reasonably available. They are offered without fee or charge to the parties to restore or preserve access to LSU's education program or activity, including measures designed to protect the safety of all parties and/or LSU's educational environment, and/or to deter harassment, discrimination, or retaliation.

The Title IX Coordinator shall bear responsibility for coordinating the effective implementation of supportive measures. Supportive measures are maintained as confidential to the extent possible, provided confidentiality does not impair LSU's ability to provide those supportive measures. Such supportive measures may include, but are not limited to:

- A. Referral for counseling, medical, or other healthcare services;
- B. Referral to campus or local advocacy programs; Referral to campus or local law enforcement;
- C. Referral to community-based service providers
- D. Safety Planning;
- E. Implementing a no contact order, or other contact limitations;
- F. Student financial aid counseling;
- G. Relocating an on-campus student's housing to a different on-campus location;
- H. Changing an employee's work environment (e.g. reporting structure, office/workspace relocation);
- I. Transportation accommodations;
- J. Academic support, extensions of deadlines, or other course/program-related adjustments;
- K. Alternative course completion options (e.g. Remote, Online, Incompletes, Withdrawals, etc.);
- L. Referred for visa/immigration assistance;
- M. Any other actions deemed appropriate by the Title IX Coordinator.

A Title IX Coordinator may suspend a Respondent from participating in the education program or activity on an emergency basis, and a Complainant has the right to request the Respondent be barred from a class in which the Complainant is enrolled. Should such action be warranted based on threat assessment, the dean, provost, and any other appropriate individuals such as the Athletic Director shall be notified in writing and informed of the limitations as well as the predicted timeline. In all cases where the Respondent has been removed from classes or participation in activities for which a scholarship has been awarded, every effort will be made to resolve the case expeditiously. The interim action shall be in effect while request for review and review are pending.

In order to determine whether an emergency removal or limitation is warranted, a Title IX Coordinator must undertake an individualized safety and risk analysis, resulting in a determination that the Respondent presents an immediate threat to the physical health or safety of any other individual arising from the allegations. Written notice of the emergency removal will be provided to the Respondent through, at a minimum, the institutional email address. The following timeline will be adhered to:

- i. The Respondent shall have a right to notify the Title IX Coordinator in writing within three business days of any request to challenge the suspension or limitation;
- ii. The Title IX Coordinator shall provide an opportunity to meet (virtually or in person, at the discretion of the Title IX Coordinator) within three business days of receipt of notice;
- iii. Title IX Coordinator shall provide notice in writing of the decision within three business days after the meeting via institutional email.

6. Rights of Complainant and Respondent Following a Report

The Complainant shall have the discretion and right to decide whether or when to file a Formal Complaint, report to law enforcement, and determine whether to proceed with a Formal Complaint. The Complainant also has the right to receive assistance from LSU in doing so.

The Respondent shall have the right to be presumed not responsible of all allegations until found responsible for the alleged conduct by a Hearing Panel under this policy.

The Complainant and Respondent have equal rights, including but not limited to:

- a. To be treated with dignity and respect by LSU officials;
- b. To receive a prompt, fair, and impartial process consistent with these procedures;
- c. To be offered and to receive reasonable supportive measures;
- d. To receive timely, written notice of the allegations, proceedings, processes and outcomes under this policy;
- e. To have an Advisor of their choice present at any meeting or hearing under this policy and to have that Advisor conduct cross-examination

- of the parties and witnesses in a hearing;
- f. To refuse to engage in informal resolution of a Formal Complaint;
- g. To present witnesses, including fact and expert witnesses, and any relevant evidence;
- h. To receive amnesty for certain student misconduct, such as drug or alcohol violations, that occurred ancillary to the complaint at hand and consistent with this policy;
- i. To not have inadmissible prior sexual history/predisposition used by the Decision-Maker;
- j. To be free from retaliation for reporting violations of this policy or cooperating with an investigation;
- k. A right to review and comment on all evidence prior to a decision being made (for Administrative Resolution and Formal Resolution);
- l. To be simultaneously informed in writing of the outcome or resolution of the complaint, any sanctions, and the rationale for the outcome, any appeal, or any other decision considered final;
- m. To exercise a right of appeal as afforded in this policy.

Additionally, parties participating in a Formal Resolution also have the following rights:

- a. The right to review and comment on all relevant and directly related evidence at least 10 days prior to completion of the final investigation report;
- b. The right to review and comment on the final investigation report (if applicable) at least 10 days prior to a decision;
- c. The right to be present for the entire hearing, whether in person or via video technology.

Campuses are encouraged to elaborate in a separate Victim's Rights policy.

B. COMPLAINT AND INVESTIGATION

In order for an investigation into a complaint of sex- or gender-based harassment and discrimination to occur, the Complainant, or under certain circumstances the Title IX Coordinator, must file a Formal Complaint. This is a step beyond an Incident Report, which is the first notification to the Title IX office that a possible violation occurred. The Incident Report does not trigger an investigation. The Formal Complaint will be reviewed and a determination made as to whether the offense meets the criteria to be considered as a Title IX complaint. If it does, a Title IX investigation will proceed. If it does not, the allegation may be investigated under the student Code of Conduct or other employee policies. Below is a detailed explanation of the process.

1. Initial Response to Reports

Upon Actual Knowledge of a report of sex- or gender-based harassment and discrimination, including Sexual Misconduct through an Incident Report, the Title IX Coordinator will promptly contact the Complainant to discuss and provide the following:

- a. The availability of supportive measures regardless of whether a Formal Complaint is filed;
- b. The process for filing a Formal Complaint as well as process for an investigation including an appeal;
- c. Complainants preference for manner of resolving the complaint and any barriers to proceeding;
- d. Information on the rights and responsibilities as a party in this matter including the right to have an Advisor of their choice;
- e. Jurisdiction of Title IX policy versus power-based violence conduct and differences between procedures;
- f. Instruct the Complainant not to destroy any potentially relevant documentation in any format;
- g. Explain the prohibition against retaliation;
- h. Provide a copy of PM 73 and any other relevant policies;
- i. The right to file a complaint with law enforcement, if the conduct alleged is criminal in nature, and to be assisted in doing so; and
- j. The legal requirement to communicate necessary non- identifiable details of the report to the campus police department for entry into the institution's daily crime log.

If the Title IX Coordinator has cause to believe that, as a result of the incident, there is reason to believe the safety of any person is in imminent danger, the Title IX Coordinator must immediately inform the Chancellor of the campus.

2. Formal Complaint Process

The Formal Complaint Process commences with the filing of a Formal Complaint by a Complainant or signed by a Title IX Coordinator alleging sex- or gender-based harassment or discrimination, including Sexual Misconduct, against one or more Respondents and requesting LSU to investigate the allegation. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, electronic mail, or submission through designated online portals.

A Complainant may file a Formal Complaint with a Title IX Coordinator at any time; there is no time limitation on doing so. A Formal Complaint must be submitted by the Complainant and include the following components:

- a. Facts alleging prohibited conduct under this policy including time, date, location, name of individuals involved;
- b. A signature (electronic or handwritten) or other designation that the Complainant is the individual choosing to file a Formal Complaint;
- c. Some allegation or evidence the conduct occurred at a location or event covered by this policy; and
- d. A statement that the Complainant is a student, employee, or other person seeking to participate in a program or activity of the university.

The Title IX Coordinator will assess whether all necessary components are present in the complaint; whether the allegation, if true, would be a violation of Title IX and/or other applicable code of conduct or policies related to sex or gender discrimination; and whether the complaint falls within the Title IX

jurisdiction. The Title IX Coordinator will make the decision to either begin a Title IX investigation, dismiss the Title IX complaint but begin an investigation outside of Title IX, or dismiss the complaint as a whole.

If the Formal Complaint warrants dismissal under Title IX because it does not meet the Title IX threshold under this policy, the Complainant will be notified in writing by the Title IX Coordinator, typically within five business days of filing.

Other discretionary reasons for dismissal may include withdrawal of complaint; at the time of complaint, the Complainant is no longer participating or attempting to participate as part of the LSU community; or Respondent is no longer affiliated with LSU.

A Formal Complaint under this policy may be consolidated with other complaints when there are multiple allegations of conduct that arise out of the same facts or circumstances, such as when there are multiple Complainants or Respondents. This policy may also address any alleged misconduct (e.g. student code of conduct, employee code of conduct, etc.) that is ancillary to or concurrent with alleged violations of this policy.

In very limited circumstances, a Title IX Coordinator may file a Formal Complaint when the Complainant decides not to do so if it is determined that the allegations present a risk of substantial harm to community member(s). This may include, but is not limited to, use of threats; use of weapons; use of violence; a continued pattern of behavior; and/or predatory behavior. If the Respondent is an employee, LSU may also be required to act on alleged misconduct irrespective of a Complainant's wishes.

3. Advisors

Each party is permitted to have an Advisor of their choice present with them in all meetings and proceedings under this policy. The Advisor may be, but is not required to be, an attorney. The Advisor must participate in a training session on protocol in order to serve in this role during a Hearing Panel. The Advisor may not answer questions on behalf of their advisee. They also cannot act as a spokesperson except during a Prehearing Conference or the Hearing when conducting cross-examination of a party or a witness.

Once a party shares the identity and contact email address for their Advisor, that Advisor shall be copied on correspondence from LSU on the case in accordance with the Procedures section of this policy. A party may change Advisors at any time but must provide prompt notice to the Title IX Coordinator and/or the Title IX Investigator.

4. Notice and Investigation

Upon determining that an investigation is warranted under this policy, the LSU Title IX Coordinator will appoint the trained Investigator(s). Assigned investigators should not be the Title IX Coordinator or the Decision Maker. When an investigation commences the Respondent, the Complainant, and their Advisors shall be sent a detailed, written Notice of the Investigation and

Allegation (NOIA) including, at a minimum, the following:

- a. As summary of the allegation with reasonable specificity;
- b. The identity of the parties (if known);
- c. The specific policies implicated;
- d. The date and location of the incident (if known);
- e. The right for the parties to have an Advisor of their choice, who may be – but is not required to be – an attorney, present for all resolution-related proceedings, and that LSU can help appoint an Advisor, if desired by the party.
- f. A statement that LSU presumes the Respondent is not responsible of all allegations until found responsible for the alleged conduct by a hearing panel under this policy;
- g. A statement that the parties may inspect and review evidence, including the investigation report, consistent with these procedures, prior to a decision being made;
- h. A statement about LSU's policy on retaliation;
- i. A statement indicating that LSU policy prohibits knowingly false statements or knowingly submitting false information during the resolution process;
- j. A request to meet with the Title IX Investigator;
- k. An indication that the resolution process complies with Title IX's Regulations contained in Section 106.45 of 20 U.S.C. 1681;
- l. The notice of investigation and allegations may be amended during the course of the investigation, and that any amendments will be promptly communicated to the parties.

The Investigator will make a good faith effort to conduct a thorough, prompt, and impartial investigation based on the facts and circumstances of each complaint within 45 days of the receipt of the Formal Complaint. This timeframe may expand or contract based on factors such as the complexity or severity of the allegation, as well as the involvement of external parties (e.g. law enforcement). Complex or consolidated investigations may take longer. The burden of proof and burden of gathering evidence is on the University, and the University will provide the Complainant and Respondent equal opportunity to present facts, expert witnesses, and other inculpatory and exculpatory evidence. The parties will not be restricted from discussing the allegations or gathering evidence.

LSU will comply with law enforcement requests for cooperation and such cooperation may require LSU to temporarily suspend the fact-finding aspect of an investigation under this policy while the law enforcement agency is in the process of gathering evidence. LSU will promptly resume its investigation as soon as notified by law enforcement that it has completed the initial evidence gathering process. LSU may provide up to 10 business days to allow for the law enforcement agency criminal process/investigation to unfold prior to resuming the fact-finding aspect of the investigation under this policy. Police investigations and reports are not determinative of whether harassment occurred under Title IX or university policy, and therefore the University has the responsibility to respond promptly and effectively.

To maintain safety, to limit the impact of alleged misconduct, and to avoid any instance of retaliation, LSU will implement appropriate interim actions and supportive measures to the parties in the case, as well as the campus community during the law enforcement agency's investigation.

The investigation shall include meetings with the parties involved, including witnesses and any other parties the Investigator may deem appropriate. All investigation interviews will be recorded by the Investigator and no unauthorized recordings are permitted. The Respondent and Complainant will be given the opportunity to identify witnesses and request that they be interviewed. An attempt will be made to interview all available, relevant witnesses with follow-up interviews conducted as necessary.

The Investigator may seek and collect, and parties may submit, any documents or other relevant information, including, but not limited to:

- a. Photographs
- b. Emails or text messages
- c. Video or audio recordings
- d. Information from social media
- e. Screenshots or other communications

The University will not access, consider, disclose, or otherwise use records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting or assisting in their professional capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the university obtains the party's voluntary, written consent to do so as part of the investigation process

At the conclusion of the investigation, the Investigator shall prepare a comprehensive draft investigative report that summarizes the investigation, and all relevant evidence obtained. The draft report shall be sent electronically to each party and the party's Advisor, if identified. All evidence shall be included, even that on which the university does not intend to rely in reaching a determination regarding responsibility and shall include inculpatory and exculpatory evidence whether obtained from a party or other source.

The parties shall have 10 business days, from the date the draft report and the evidence are submitted to the parties, to review and submit a written response. All reasonably available evidence to be presented by the parties at the hearing must be submitted to the Investigator prior to completion of the final investigative report. The Investigator will review the comments and prepare a final report, incorporating as deemed necessary any relevant feedback.

The final investigative report shall include a description of procedural steps taken from receipt of the formal complaint up to the decision, a timeline of the alleged incident(s) and facts and circumstances surrounding the complaint. The report will fairly summarize relevant evidence, but all evidence shall be included, even that on which LSU does not intend to rely in reaching a

determination regarding responsibility. This includes inculpatory and exculpatory evidence whether obtained from a party or other source. The investigative report will not make any recommendation or decision about whether a violation occurred, nor make any formal assessment of credibility. The final report will be sent electronically, along with all evidence, to each party and Advisor, if identified, and to the Decision-Maker or Hearing Panel Chair.

5. Resignation While a Case is Pending

If a student permanently resigns from LSU or an employee resigns or retires from LSU while a case is pending, the Title IX Coordinator will have the discretion to continue the investigation to the extent possible. The employee also will not be eligible for rehire. In either case, LSU will, continue to address and remedy any systemic issues or concerns that contributed to the alleged violation, and provide supportive measures to the Complainant and others, as deemed necessary or appropriate by the Title IX Coordinator.

C. RESOLUTIONS

This policy has three options for resolution following the filing of a Formal Complaint: Informal Resolution, Administrative Resolution, and Formal Resolution.

Informal Resolution is a voluntary process intended to provide parties the opportunity to mutually control the outcome, and is most often used in lower-level cases of sex-or gender-based harassment or discrimination. Informal Resolution can be used at any time during the resolution process.

Administrative Resolution involves a thorough and impartial investigation, a review of all evidence and the investigation report by the parties, and an impartial Decision-Maker who reviews all evidence, the investigation report, and poses written questions to the parties in writing prior to making a decision.

Formal Resolution is used for Title IX cases, as well as any case where suspension, expulsion, or termination is possible. Formal Resolution involves a thorough and impartial investigation, a review of all evidence and the investigation report by the parties, a live hearing before an impartial panel of three individuals, and a decision by those decision-makers.

The parties may also appeal any decision from the Administrative or Formal Resolution processes.

Resolution Process Pool

The University will ensure there is an adequate pool of willing and trained members who are available year-round to serve in the pool. Members can be faculty, administrators, staff, or students who are recruited or selected because of their ability to remain neutral and open-minded. Members of the pool will serve three-year rotating terms and must participate in bi-annual training provided by the Office of Civil Rights & Title IX. Training will ensure all pool members are equipped to serve as Hearing Panelist, Hearing Panel Chair, Appeals Reviewer, or as Advisor for the Complainant or the Respondent, but cannot serve in more than one role for a given

case. The Title IX Coordinator or designee will assign roles for cases that present themselves.

1. Informal Resolution

Informal Resolution is a process whereby the parties work with a professional to reach a resolution of the complaint without a decision by a Decision-Maker or a Hearing Panel regarding whether a policy is violated. This process is completely voluntary and requires the consent of both parties. A party may terminate the informal resolution process at any time before conclusion. Informal Resolution can include approaches such as mediation, Restorative Justice, Alternative Dispute Resolution, or other agreements between the parties. Informal Resolution does not use an investigation, calling of witnesses, or a report of findings with sanctions. The parties themselves create an outcome that resolves the complaint.

The LSU Title IX Coordinator, in consultation with the applicable Title IX Campus Coordinator, must determine that the circumstances and parties are appropriate for informal resolution and shall appoint a trained individual to facilitate the process. Complaints involving violence that resulted in significant harm to others (e.g.: domestic violence, dating violence, etc.) are not appropriate for informal resolution.

Informal Resolution will never be required as a condition of enrollment or continuing enrollment, employment or continuing employment or enjoyment of any other right; require a waiver of right to investigation and adjudication under the Formal Resolution process; nor be utilized to resolve an allegation against a Respondent employee by a student Complainant.

If a Formal Complaint is resolved through Informal Resolution, a written agreement shall be issued including any terms, obligations or outcomes. Agreements will be drafted by the informal process facilitator, and must have the approval of the Complainant and Respondent. Upon approval of both parties, the Formal Complaint shall be dismissed. The Agreement shall be promptly shared electronically with the parties by the Title IX Coordinator.

Discussion and information generated during the Informal Resolution process are considered confidential and shall not be used or admissible in the Formal Resolution process. Institutionally-imposed sanctions are not possible as the result of the Informal Resolution process. At the discretion of the Title IX Coordinator, however, a failure of the parties to uphold certain elements of the agreement may warrant referral for discipline. No facilitator of an informal process may be called as a witness in any procedure under this policy. The results of Informal Resolution are not subject to appeal.

2. Administrative Resolution

The Administrative Resolution process is the procedure by which allegations in a Formal Complaint are sex- or gender-based but do not rise to the level of requiring a Formal Hearing under Title IX, are otherwise identified as power-based violence, or for which Informal Resolution is either

inappropriate or where one or both parties chose not to use Informal Resolution. The Administrative Resolution includes an investigation into the allegations and a single Decision-Maker who will determine the findings and sanctions.

The determination as to whether or not an Administrative Resolution is appropriate is made by the Title IX Coordinator, and must account not just for the nature and severity of the alleged violation, but also for the disciplinary history of the Respondent. Cases appropriate for Formal Resolution are not able to use the Administrative Resolution process unless the Respondent has accepted responsibility for all allegations.

Administrative Resolution will never be used unless a Formal Complaint is filed. The investigation for Administrative Resolution follows the procedures set forth in Section B of this policy.

a. Questioning During Administrative Resolution

At the conclusion of the investigation, but prior to dissemination of the final investigation report, the Title IX Coordinator will appoint a trained, impartial person – typically from the Resolution Process Pool or from the Administrative Law Judges from the Louisiana Department of Administrative Law – to serve as Decision-Maker in the case. The final report will then be sent to the Decision-Maker, the parties, and their Advisors. Upon receipt of the final report, the Decision-Maker will contact the parties and their Advisors and offer them the opportunity to provide a list of questions, if desired, that the party would like asked of the other party and the witnesses. These questions must be submitted within five business days following the Decision-Maker's outreach. Upon receipt of such questions, the Decision-Maker will determine the relevance of each question and ask the relevant questions of the other party and the witnesses. The Decision-Maker can also ask their own questions of the parties and the witnesses.

This questioning – both from the parties and by the Decision-Maker – is done in writing. This is not a formal, in-person hearing, rather a decision by a trained Decision-Maker.

b. Decision-Making

Once the Decision-Maker, the parties and their Advisors have received a copy of the final investigation report, the Decision-Maker will review the investigation report, as well as all relevant evidence, the parties' additional statements, and responses to the draft investigation report. The Decision-Maker will then apply the preponderance of the evidence standard when determining responsibility. In order to find a Respondent responsible under the preponderance of the evidence standard, the evidence must show that the charge is more likely supported than not. If the Respondent is found responsible, the Decision-Maker may request input from the parties to evaluate possible sanctions. The Decision-Maker may also request input from relevant LSU officials

in determining the appropriate sanctions (e.g.: HR, Student Affairs, etc.). Prior conduct history of the Respondent will also be considered when determining an appropriate sanction.

The Decision-Maker will prepare and provide to the Title IX Coordinator, typically within 10 business days of receiving the final investigation report, a written determination which will include:

- i. Identification of the allegations constituting a violation of this policy;
- ii. A description of the procedural steps taken from receipt of the Formal Complaint through determination, including any notifications to the parties, interviews with parties and witnesses, evidence gathered and hearings held;
- iii. Findings of fact supporting the determination;
- iv. Conclusions regarding the application of the policy to the facts;
- v. A statement explaining the sanction for each policy violation found “responsible;”
- vi. Whether additional remedies designed to restore or preserve equal access will be provided by LSU to the Complainant.

The Title IX Coordinator is responsible for effective implementation of any sanctions and sharing of outcomes. Students found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, warning, disciplinary probation, deferred suspension, suspension, expulsion, psychological assessment, counseling, social restrictions, limited presence on campus, and/or revocation of admission or degree. Additional sanctions may also be imposed when appropriate. Students for whom sanctions are assigned will have a notation placed on their transcript indicating they have been found responsible for violations of code of conduct. (See Appendix D)

An employee found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, suspension, demotion, psychological assessment, counseling, restricted presence on campus and/or termination of employment.

Both the Complainant and Respondent will be informed in writing of the outcome of any corrective action or disciplinary process. The written determination prepared by the Decision-Maker shall be simultaneously shared electronically by the Title IX Coordinator with all parties and Advisors. With limited exceptions such as imminent risk to the safety of others, sanctions from a Formal Hearing are not implemented until the conclusion of the appeals process.

Either party can file an appeal as is described in Section D below. The determination regarding responsibility and sanctions becomes final either:

- i. If appealed, the date written notice is provided to the parties of the appeal result, or
- ii. If not appealed, the date on which an appeal would no longer be

considered timely.

With limited exceptions, sanctions from the Administrative Resolution process are not implemented until the conclusion of the appeals process.

3. Formal Resolution

The Formal Resolution process is the procedure by which allegations in a Formal Complaint are presented in a formal PM 73 Hearing for a determination as to whether any of the policies were violated.

The determination as to whether or not a matter rises to the level of a Formal Resolution is made by a Title IX Coordinator and must account not just for the nature and severity of the alleged violation but also for the disciplinary history of the Respondent. Formal Resolution is used where the allegation either constitutes a possible violation of Title IX (as defined in this policy), or where probable cause indicates that an allegation, if true, could reasonably result in suspension, expulsion, or termination of the Respondent.

The Investigation for Formal Resolution follows the procedures set forth in Section B of this policy.

A minimum of 10 business days must pass once the final investigative report has been disseminated before the Hearing takes place. During this time, the Title IX Coordinator will secure members and name the chair of the Hearing Panel and ensure both parties have an Advisor who will be present during the Hearing Panel. At their discretion, the Hearing Panel Chair may, for good cause, issue one delay in the hearing of no more than 10 business days.

a. Pre-Hearing Conference

A Pre-Hearing conference shall be coordinated by the Title IX Coordinator, or designee, and chaired by the Hearing Panel Chair. Parties and Advisors are encouraged, but not required, to be present. Pre-Conference hearings may be conducted in person, via video technology, or a hybrid approach depending on the wishes of the parties and the Hearing Panel Chair.

This conference shall be conducted at least two business days prior to a scheduled Hearing Panel. Pre-Hearing Conferences are not recorded.

The purpose of the pre-hearing conference shall be to:

- i. Identify the panelists and address any objections to members of the Hearing Panel;
- ii. Address evidentiary issues or questions to be posed at the hearing (i.e. numbers of witnesses, use of documents, relevance of evidence, expected length of hearing, etc.);
- iii. Ensure parties have Advisors available to conduct cross examination and that the Advisor is familiar with the hearing process under this policy;
- iv. Provide a forum to address any questions related to the Hearing

Panel process and procedures.

b. Hearing Panel

The PM 73 Hearing Panel is appointed by the Title IX Coordinator and shall consist of one chair and two other individuals trained in adjudication. Hearing Panel chairs and members are typically selected from the trained Resolution Process Pool, or from the trained group of Administrative Law Judges, but the Title IX Coordinator may go outside of that group as long as the individuals have received appropriate training. The Hearing Panel shall afford each party an opportunity to present evidence and for their Advisor to question opposing parties and witnesses.

Hearings may be conducted in person, via video technology, or a hybrid approach depending on the wishes of the parties and the Hearing Panel Chair.

c. Advisors in Hearings

Each party is permitted to have an Advisor present with them throughout the Hearing. The Advisor may not answer questions on behalf of their advisee, and their role in the hearing is limited to cross-examination and questioning of the other party and the witnesses, and to consult with their advisee throughout the Hearing as needed. If a party does not have an Advisor at the Hearing, one shall be provided by LSU at no cost, typically selected from the Resolution Process Pool. The Advisor is the only person who may conduct cross-examination on behalf of a Complainant or Respondent. An Advisor will be appointed even in situations where a party elects not to participate in the Hearing.

d. Presentation of Evidence

The following describes the Hearing process.

- i. The Hearing Panel Chair will oversee and manage the procedure and order for presentation of evidence. The Hearing will be recorded and the recording or transcript will be made available for the parties for review. No unauthorized recordings are permitted.
- ii. At the beginning of the Hearing, the Investigator will present a summary of the final Investigation Report and the relevant evidence and will be subject to questioning by the Decision-Makers and the parties' Advisors. The Investigator will be present for the entire Hearing, but not for deliberations, and the Panel and the parties may ask clarifying questions of the Investigator throughout the hearing, as deemed appropriate by the Chair. Neither the parties (or their Advisors), nor the Decision-Makers should ask the Investigator their opinions on credibility, recommended findings or determinations.
- iii. Once the Investigator has presented their report, relevant evidence, and been questioned by the Panel and the parties' Advisors, witnesses will provide relevant information in turn. Typically, the

Complainant will present first, followed by an order determined by the Hearing Panel Chair. Absent exigent circumstances, all evidence presented by the parties must have been submitted to the Investigator prior to the hearing.

- iv. At the conclusion of each party's or witness's presentation of evidence, the members of the Hearing Panel will be allowed to ask questions, followed by cross-examination by the parties' Advisors. Cross-examination must be conducted directly, orally, and in real-time by the party's Advisor, and never by a party personally. The parties must be able to see and hear each other, as well as the witnesses while each is giving testimony and answering questions.

Only questions relevant to determining whether the applicable policies have been violated or the credibility of a witness will be allowed. The Hearing Panel Chair will have sole authority to determine whether evidence presented or a question in cross-examination is relevant and whether it will be permitted. The Hearing Panel Chair must explain any decision to exclude evidence or a question as not relevant. Questions or evidence about a Complainant's sexual predisposition or prior sexual behavior are not relevant, unless: (1) offered to prove that someone other than the Respondent committed the conduct alleged in the complaint, or (2) concern specific incidents of the Complainant's prior sexual behavior with Respondent and are offered to prove consent. Only evidence submitted to cross-examination may be considered by the Hearing Panel to determine responsibility. The parties and witnesses must be willing to submit to cross-examination, and answer all relevant questions posed by the parties' Advisors.

- v. At the conclusion of the hearing, the parties may provide the Chair with a written, sealed impact statement for the panel to consider only during the sanctioning phase of deliberations, if the Respondent is found in violation.

e. Absence or Failure to Appear/Answer

The Hearing Panel cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the hearing or refusal to answer questions.

f. Deliberations

The Hearing Panel shall deliberate in closed session with only panelists present. Deliberations are not recorded. The Hearing Panel is to apply the preponderance of the evidence standard when determining responsibility. A simple majority vote is required to determine the finding. In order to find a Respondent responsible under the preponderance of the evidence standard, the evidence must show that the charge is more likely supported than not. If the Respondent is found in violation for one or more of the allegations, the Panel will then shift to determining the

appropriate sanctions.

g. Determining Sanctions

During sanctioning deliberations, the Panel may consider the previously submitted impact statements in determining the appropriate sanction. LSU's sanctioning guidelines, as well as the prior conduct history of the Respondent and any power differential between the Respondent and the Complainant will also be considered when determining an appropriate sanction along with the nature, severity, pervasiveness, and predation of the violation(s).

In cases where the Respondent is an employee, the Panel may also consult with HRM to ensure the sanction is consistent with employment-related laws, regulations, and policies.

The Hearing Panel will prepare and provide to the Title IX Coordinator, typically within five business days of the Hearing, a written Determination Letter which must include:

- i. Identification of the allegations constituting violation of the sex- or gender-based harassment and discrimination policy, as well as any other concurrent or ancillary policies;
- ii. A description of the procedural steps taken from receipt of the Formal Complaint through determination, including any notifications to the parties, interviews with parties and witnesses, evidence gathered and hearings held;
- iii. Findings of fact supporting the determination;
- iv. Conclusions regarding the application of the policy to the facts;
- v. A rationale for each finding;
- vi. A statement explaining the sanction for each policy violation found "responsible;"
- vii. Whether additional remedies designed to restore or preserve equal access will be provided by LSU to the Complainant.

The Title IX Coordinator is responsible for effective implementation of any sanctions and sharing of outcomes. The written determination prepared by the Hearing Panel chair shall be shared electronically by the Title IX Coordinator with the parties and Advisors, typically within three business days of receipt from the Hearing Panel.

The determination regarding responsibility and sanctions becomes final either:

- i. If appealed, the date written notice is provided to the parties of the appeal result, or
- ii. If not appealed, the date on which an appeal would no longer be considered timely.

h. Possible Corrective Actions

Students found responsible for violating this policy may expect the range

of sanctions to include, but not be limited to, warning, disciplinary probation, deferred suspension, suspension, expulsion, psychological assessment, counseling, social restrictions, limited presence on campus, and/or revocation of admission or degree. Additional sanctions may also be imposed when appropriate. Students for whom sanctions are assigned will have a notation placed on their transcript indicating they have been found responsible for violations of code of conduct. (See Appendix D)

An employee found responsible for violating this policy may expect the range of sanctions to include, but not be limited to, suspension, administrative leave, demotion, psychological assessment, counseling, restricted presence on campus and/or termination of employment.

Both the Complainant and Respondent will be informed in writing of the outcome of any corrective action or disciplinary process. With limited exceptions such as imminent risk to the safety of others, sanctions from a Formal Hearing are not implemented until the conclusion of the appeals process.

D. APPEAL

1. Right of Appeal

Any party may appeal a determination made by the Decision-Maker or the Hearing Panel. The following is an exhaustive list of the bases for appeal:

- a. The Title IX Coordinator, Investigator, Decision-Maker, or Hearing Panel members had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent specifically that affected the outcome of the matter;
- b. New evidence is discovered that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
- c. Procedural irregularity that affected the outcome of the matter;
- d. The outcome was clearly erroneous based the facts and evidence presented to the Decision-Maker or the Hearing Panel;
- e. The sanctions imposed were inappropriate for both the violation and the disciplinary history of the Respondent.

2. Appeal Procedures

The Appeals process is to be deferential to the Hearing Panel's decisions. The process is not a rehearing. In most cases, the appeals are confined to a review of the relevant evidence, the Investigation Report, the Hearing Panel's determination letter and the recording of the hearing. The Appeals Review is also limited to specific grounds intended to ensure the decision of the Decision-Maker or the Hearing Panel was materially fair and consistent with LSU policies.

A Notice of Appeal must be in writing and submitted to the Title IX Coordinator within 5 business days of email notification of the Decision-Maker's or the Hearing Panel's decision. The Notice of Appeal shall contain

the name of the Complainant and Respondent; identify the ground(s) for appeal; and if the appeal is based upon discovery of new information, a description/documentation of the new information and reason it was not discoverable prior to the Hearing Panel hearing.

Upon receipt of the Notice of Appeal, the Title IX Coordinator, typically within two business days of receipt of the Notice of Appeal, shall confirm receipt of the Notice of Appeal to the appealing party, notify any other party of the appeal, and contact the LSU Title IX Coordinator (if appeal went to a campus coordinator). The other party of the appeal shall be provided five business days to submit a response to the appeal to the Title IX Coordinator.

The LSU Title IX Coordinator, shall promptly appoint an impartial Appeals Reviewer and provide the Appeals Reviewer(s) with the Notice of Appeal. The Appeals Reviewer will then determine if the Notice of Appeal is timely and contains required elements for appeal. If so, the Appeals Reviewer will notify the parties of their identities. The Appeals Reviewer(s) are individuals trained in their responsibilities and are typically drawn from the Resolution Process Pool. If either of the parties challenges the impartiality of a Reviewer, the LSU Title IX Coordinator, in conjunction with the respective Title IX Campus Coordinator, will determine if cause exists to excuse the reviewer. If the Notice of Appeal is not timely or does not contain the required elements, then the Notice of Appeal is dismissed and the decision of the Hearing Panel becomes final.

The Title IX Coordinator shall promptly forward the evidence and information relied upon by the Decision-Maker or Hearing Panel, to the Appeals Reviewer. The evidence and information shall include, but is not limited to:

- a. The Notice of Appeal;
- b. All evidence introduced at the hearing, including the investigation report;
- c. Any pre-hearing determinations from the Hearing Panel Chair (if applicable);
- d. The written findings of the Decision-Maker or Hearing Panel; and
- e. The recording or transcript of the formal hearing (if applicable).

The Appeals Reviewer(s) shall render a written decision including finding and rationale and forward to the LSU Title IX Coordinator typically within 5 business days after receipt of the evidence and information. The reviewer may:

- a. Uphold the Hearing Panel outcome; or
- b. Overturn the Hearing Panel finding and sanction and remand for a new hearing; or
- c. Overturn the Hearing Panel sanction and remand for a sanctions-only hearing; or
- d. Overturn the Hearing Panel outcome and remand for a new or adjusted investigation (if the error was in the investigation), which is then subject to a new hearing; or
- e. Modify the Hearing Panel outcome for responsibility and/or sanctions.

The LSU Title IX Coordinator shall notify the respective Title IX Campus Coordinator who shall then notify the parties and Advisors, typically within two business days of receipt of the decision.

Decisions of the Appeal Reviewer are final. In the event of remand for rehearing, the subsequent Hearing Panel outcome may be appealed in accordance with the provisions herein. Otherwise, any appeal right exercised under this policy shall complete the process.

VI. ADDITIONAL PROVISIONS

A. PREEMPTION

To the extent a conflict exists between State or local law and Title IX, the obligation to comply with Title IX is not obviated or alleviated by any State or local law. To the extent other LSU or campus-based policies may conflict with this policy, the provisions of this policy shall supersede and govern.

B. RECORD KEEPING

Records created or received under this policy will be maintained for at least seven years from the date each case is closed. The following shall be kept as part of the record:

- Each investigation including any determination regarding responsibility, whether through the Formal or Administrative processes;
- Any audio or audiovisual recording or transcript of a hearing;
- Any disciplinary sanctions imposed on the Respondent;
- Any remedies provided to the Complainant designed to restore or preserve equal access to LSU's education program or activity;
- Any appeal and result therefrom;
- Any informal resolution and result therefrom;
- All materials used to train Title IX Coordinators, Investigators, decision-makers, and any person who facilitates an informal resolution process; and
- Records of any actions, including supportive measures, taken in response to a report or Formal Complaint. These records will also include:
 - The basis for all conclusions that the response was not deliberately indifferent;
 - Any measures designed to restore or preserve access to LSU's education program or activity; and
 - If no supportive measures were provided to the Complainant, document the reasons why such a response was not clearly unreasonable in light of the known circumstances.

LSU may be required to disclose information on a need-to-know basis in order to properly address a complaint, when there is a threat to others, pursuant to subpoena, or other court or administrative order, or as may be required by applicable law. Violations of confidentiality or privacy by any other persons involved in the resolution, investigation or administration of the complaint, including any employee, faculty, staff, or student may result in

disciplinary or corrective action.

LSU will also maintain any and all records in accordance with state and federal laws.

C. ADMINISTRATIVE REPORTING REQUIREMENTS

Act 472 of the 2021 Regular Session requires biannual reporting to institutional management boards and annual reporting to the Board of Regents with ultimate submission to the Louisiana Legislature. The Board of Regents Uniform Policy on Power-Based Violence requests an interim report from the System Board. Reporting form templates are available in the Board of Regents Uniform Policy. The following timeline is prescribed:

1. Title IX Coordinator submits campus reports to the institution's Chancellor by October 10th and April 10th
2. Chancellor submits biannual reports to the President by October 24th and April 24th
3. President submits biannual report to the Board of Supervisors by November 7th and May 8th
4. Board of Supervisors submits annual report to the Board of Regents by December 1st and an interim report to the Board of Regents by June 1st
5. Board of Regents submits report to the Louisiana Legislature by January 15th

D. TRANSCRIPT WITHHOLDING, NOTATION, AND COMMUNICATION

Consistent with state law and Board of Regents policy, any student who has received a Notice of Investigation and Allegation as the Respondent in a Title IX Formal Complaint, who is being investigated for a complaint of power-based violence, or who has been found responsible for an incident of power-based violence shall have a notation placed on their transcript or have the transcript withheld during the investigative and adjudication process. This applies specifically to a student who is the subject of a power-based violence complaint and is attempting to transfer to another postsecondary institution in the state of Louisiana. There is nothing in this policy that prohibits a notated transcript from being the only transcript provided when one is requested by the student regardless of the intent of use.

The Sending Institution must notify the student that their transcript is being withheld or notated, and of the appeals process to have the hold or notation removed. The transcript will be withheld or notated until the student is either found not responsible for the allegations in the report of power-based violence or until a request to appeal the withholding or notation is successful, whichever occurs first.

During a pending investigation and adjudication, the notation placed on the transcript shall read "Administrative Matter Pending" or similar such that it triggers an inquiry regarding the notation by the Receiving Institution directed to the Sending Institution. If a final decision has been made on the case and

the transferring student has been found responsible for power-based violence, the notation on the transcript shall read “Student Found Responsible in Violation of Code of Conduct” or similar such that it triggers an inquiry regarding the notation by the Receiving Institution directed to the Sending Institution.

When a student transcript is notated as described above, the Receiving Institution must make a timely inquiry directed to the Sending Institution regarding the purpose of the transcript notation. Upon such an inquiry, the Sending Institution must timely disclose appropriate and factual information, consistent with the Family Education Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g.

If the student is not found responsible or if the student was initially found responsible and later evidence showed that the student was in fact not responsible, the Sending Institution must remove the notation and send an updated version of the transcript to the Receiving Institution (if known). Otherwise, the institution will determine the length of time the notation will remain on the student’s transcript if the student was found responsible for an act of power-based violence. A student whose transcript has been held or notated as described above may appeal the hold or notation for good cause shown. The request shall be submitted to the Title IX Coordinator or designee of the Sending Institution. The institution shall notify the student of the decision no later than seven business days from the date the request was made.

VII. RESOURCES

Title IX of the Education Amendments of 1972

La. R.S. 14:43.1.

Title 14 of the Louisiana Revised Statutes

La. R.S. 14:403

La. R.S. 44:51

Louisiana Board of Regents Uniform Policy on Power-Based Violence



Department of Public Safety
University Police Department

318-675-6165

lsuhs.edu/university-police

**If you SEE something,
SAY something.**

**In an Emergency,
Dial 318-675-6165 or 911**