

GOSHEN COLLEGE

2025 Annual Security and Fire Safety Report

Campus Crime and Fire Statistics 2022-2024





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Includes Crime and Fire Statistics for 2022-2024

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About Goshen College

Culture for Service

Goshen College is located in Goshen, Indiana on a campus of 135 acres. We are a four-year liberal arts college focused on developing these core values: Christ-centered, Passionate Learners, Servant Leaders, Compassionate Peacemakers, and Global Citizens. The physical, emotional, and spiritual safety and security of members and guests of the campus community are of primary concern to Goshen College.

Mission

Goshen College transforms local and global communities through courageous, creative, and compassionate leaders. Shaped by Anabaptist-Mennonite tradition, we integrate academic excellence and real-world experience with active love for God and neighbor.

Vision

Goshen College will cultivate joy, growth, and purpose, preparing students to thrive in life, leadership, and service. Rooted in the way of Jesus, we will seek inclusive community and transformative justice in all that we do.

Campus Safety

The Mission of Campus Safety is to monitor, secure, report, and enhance the living, learning, and working experience at Goshen College. Forming an alliance with the community that we serve, we are committed to the philosophy of “Community Care-taking” while working with local police, fire department, students, staff, and faculty to build lasting partnerships.

Campus Safety is part of Student Life at Goshen College. The Campus Safety Office is located on the north end of the first floor of Wyse Hall in room 104.

Campus Safety officers are on campus and available 24 hours a day, 7 days a week, 365 days a year by calling 574-535-7599. Campus Safety officers can also be reached by email at safety@goshen.edu or by visiting the directors' office at Wyse 120 during business hours.

We secure 135 acres on campus, including 13 parking lots, and 19 major buildings each and every day with physical lockdowns, patrols, and walkthroughs. Campus Safety officers are also responsible for maintaining fire extinguishers, conducting evacuation drills, enforcing parking regulations, and assisting residence hall staff with emergencies, disturbances, and enforcement of college policies.

Campus Safety Officers are unarmed and unsworn and do not have law enforcement authority or the power to arrest. However, an excellent relationship exists between the Campus Safety Office and the Goshen Police Department. We regularly meet with a representative of the Goshen Police Department who serves as a liaison for our office. While on duty, Campus Safety officers check in regularly with Goshen Police and the Director of Campus Safety as responsibilities and incidents that occur in and around the campus area dictate. There is no written memorandum of understanding between the Goshen Police Department and Campus Safety pertaining to crime management. When applicable, Campus Safety will also work with Goshen Hospital, Elkhart County Sheriff's Department, and the Indiana State Police.



Clery Act

In order to create an industry standard and requirement for communicating campus safety and campus crime, Congress enacted The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act in 1990. As part of the **Jeanne Clery Campus Safety Act**, every institution must collect, classify and count crime statistics based on federal regulatory requirements. The categories of crime and statistics included in this report are those required by federal law and are recorded in the calendar year in which the incident was reported. Crime statistics included in this report are compiled by the Director of Campus Safety from data collected by the Campus Safety Office, Student Conduct, Title IX Office, Discrimination Response Coordinators, Director of Merry Lea Environmental Learning Center, Elkhart County Sheriff's Department, and the Goshen Police Department.

Crime statistics reflect all reported allegations of criminal activity, regardless of the outcome of any criminal proceeding or student conduct hearings. As cautioned by the U.S. Department of Education, **these crime statistics represent alleged criminal offenses reported to Campus Safety** authorities and/or local law enforcement agencies. Therefore, the data collected does not necessarily reflect prosecutions, guilt, or convictions for crimes. Because some statistics are provided by non-police authorities, the data points are not directly comparable to data from the FBI's Uniform Crime Reporting System, which only collects statistics from police authorities.

The **Clery Compliance Committee at Goshen College** reviews all campus crime reports on a quarterly basis. The Clery Compliance Committee includes directors from several campus departments including Campus Safety, Residence Life, Human Resources, Health and Wellness, and the Title IX Office.

Local police departments are not required to provide statistics; however, Campus Safety at Goshen College monitors all area crimes via daily crime blotter reports submitted to our office by the Goshen Police Department. All reports and statistics are reviewed by the Director and Assistant Director of Campus Safety and submitted electronically each year to the U.S. Department of Education.

By October 1 each year, the Campus Safety Office sends an email notification and mobile alert to the Goshen College community regarding the availability of the Annual Campus Security and Fire Safety Report (this document). The message includes a brief description of the information contained in the report, as well as a direct web link. It is important to note that this report also incorporates the college's fire safety reporting requirements into a single document. In 2026 the report will also begin to include hazing incidents.

Campus Security Authorities

Campus Security Authorities (CSAs) are a key component of the Clery Act. CSAs are individuals or organizations associated with campus who have significant responsibility for student and campus activities. They are mandated to report allegations of specific crimes that they become aware of to Campus Safety. This group can include, but is not limited to, campus safety officers, coaches, directors of athletics, residence life staff, student activities coordinators, SST leaders, Merry Lea instructors, and student conduct officers. Their role ensures that institutions capture a broad range of crime data to create a clearer picture of campus safety and adhere to federal reporting standards. Campus pastors and counseling professionals (who are not CSAs) will inform students of procedures for reporting crimes voluntarily and confidentially for inclusion in the annual safety report and crime statistics.

Daily Crime Log

Goshen College provides information relating to crime statistics and security measures to current students and employees, and to any prospective student or employee upon request. In addition to a Crime Report released annually, Goshen College maintains a **Daily Crime Log**. The purpose of the Daily Crime Log is to record criminal incidents or alleged criminal incidents that are reported to Campus Safety or Student Life that occur on college owned property. The Crime Log is organized by location: **on-campus, non-campus, on-campus student housing, and public property**. The Daily Crime and Fire Log is available to the public for review by appointment with the Director of Campus Safety (Wyse 120), Monday through Friday, between the hours of 8:00 AM - 4:00 PM.

Clery Geography

All crimes should be reported *regardless* of the location in which (or where) it occurs..

- **On-campus** includes any building or property owned or controlled by Goshen College within the same reasonably contiguous geographic area and used by the institution in direct support of Goshen College's educational purposes. As a subset, **on-campus student housing** includes any student housing facility that is owned or controlled by Goshen College, (e.g. Howell House on 8th Street, or the College Cabin by the reservoir.
- **Public property** includes thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. For example, if a restaurant were located across the street from the college, it would not be included in the on-campus geography even if many students eat there daily, because the college did not own or control it. An example of property that would be classified as Public Property would be sidewalks that extend out to Howell House, Kenwood House, and the College Cabin.
- **Non-campus** properties are those that are not contiguous to the core campus but are used by students for the educational purposes of the institution. Non-campus does not mean "off-campus"; it refers to specific properties owned or controlled by the campus or by a student organization officially recognized by the campus. Merry Lea Environmental Learning Center and J.N. Roth Marine Biology Station at the Florida Keys are classified as Non-Campus for the sake of this report.

Timely Warnings and Emergency Notifications

Under the Clery Act, colleges and universities must issue **timely warnings** and **emergency notifications** to inform the campus community of potential threats against which they can take preventive measures. These ongoing disclosure requirements, when implemented, can help to create and promote a safe campus environment. Crimes committed in proximity to or occur on-campus that are reported to Campus Safety or local law enforcement agency and are considered by the institution to represent a serious or continuing threat to students and employees will trigger a timely warning. Timely warnings will be issued electronically by Campus Safety or Crisis Management Coordinator when crimes that have already occurred continue to represent an ongoing threat.

To help ensure the safety of our students and employees, Goshen College has partnered with Omnilert to provide a multi-tier **emergency notification system** that includes the following options: mobile app notifications, email, siren, SMS (text message), and network notifications on all Macs and PC's on the college network. Campus Safety will utilize Omnilert to notify students, faculty, and staff about campus safety threats, potential severe weather, sheltering, lockdowns, evacuations, emergencies, and potential campus closings. All students, faculty, and staff are automatically enrolled in Omnilert unless they contact Campus Safety to opt out of receiving these notifications.

Reporting Crimes

Any crime, emergency, or suspicious activity should be reported immediately to Campus Safety (574-535-7599). Depending on the urgency and seriousness of the situation (e.g. assault, theft) you should contact the Goshen Police or dial 911 **prior** to contacting Campus Safety. Residential students should notify Campus Safety and their Resident Director of theft and other security-related issues within the residence halls. The Director of Campus Safety (Wyse 120; 574-535-7092) may also be contacted to provide additional assistance in facilitating a police report. Additionally, contact information for Campus Safety can be found in the upper right-hand corner of most building entrances on campus. Employees, students, and the community may also voluntarily file a confidential crime report electronically on the Campus Safety website. (www.goshen.edu/safety)

In the event of a mental health emergency, please contact your Resident Director or the Director of Health and Wellness. At night and during weekends a Resident Director will contact an on-call counselor. In the case of an emotional emergency and campus help is not available, contact Oaklawn at 574-533-1234. If helpful, students will also be directed to on-and off-campus support services in response to experiencing a crime.



Emergency Contact Numbers

Police, Fire, and Ambulance	911 or 9-911
Residence Life On-Call Administrator (24-Hours).....	574-535-7273
Campus Safety (24-Hours).....	574-535-7599
Goshen General Hospital ER (24-Hours).....	574-533-2141
Goshen Police Department Non-Emergency Dispatch.....	574-533-4151
Nick Kauffman – GPD Liaison for Goshen College.....	574-537-3801
Oaklawn Psychiatric Center.....	574-533-1234
Campus Counseling.....	574-535-7541
Campus Pastor.....	574-535-7776
Goshen Family Physicians.....	574-534-8200
Director of Campus Safety	574-535-7092

Access to Campus Facilities

Security Cameras and ID Access Control Entrances

Goshen College currently has 147 security camera views installed across campus to deter crime and monitor inactive buildings. The cameras are visible and strategically placed in public areas most prone to criminal activity. All residence halls and apartments are equipped with 24-hour ID card access control, preventing entry by non-GC-affiliated persons or solicitors into student living spaces. Romero Apartments entrances and Residence hall floor entry doors are controlled by ID access 24/7 and are accessible only to residents of their respective floors and buildings. Exterior doors to the KMY Connector are on ID access control from 7 PM to 7 AM weekdays and all weekend long with access restricted to students and staff only during those hours. For security reasons, hallway doors should never be propped open. Residential students can use their ID cards to enter and exit their floors at any time. More information about campus security cameras is available on the Campus Safety website.

Residence Halls and Campus Housing

There are five residence halls on the main campus. While the outside entrance doors to some residence halls remain unlocked during the day, the hallway doors on all traditional residence halls and junior/senior floors are secure and accessible only to those carrying a valid ID card. Student room keys and GC ID cards provide students access to their rooms and floors. During vacation periods when the residence halls remain open, all exterior entrances are kept locked 24 hours a day. To ensure the safety of those in the halls and personal property, we ask students to ensure all locked hallway doors remain secure and un-propped. Students may host guests in the residence hall for a maximum stay of three total nights per semester. Longer stays must be authorized by a Resident Director in advance. Students are responsible for their guests' behavior while on campus. Students should notify their Resident Assistant when hosting guests on a residence hall floor or apartment.

Persons of the opposite sex are not permitted on residence hall floors after 11 PM during the week and 1 AM on Friday and Saturday nights. Door-to-door solicitation, sales, and food delivery persons are not permitted on the residence hall floors. Facilities staff will occasionally be in the halls to do maintenance work. Students are urged to question and report any person who appears to not have a legitimate reason for being in the residence hall. You may ask the person to leave or request assistance from a Resident Assistant (RA), Resident Director (RD) or Campus Safety.

Students living in an Intentional Living Community house (Howell House, Kenwood House, or East Hall), Coffman Suites, Kulp 1st floor, and Romero Apartments are responsible for locking their own doors and monitoring access to their living quarters. Problems with malfunctioning locks or windows in college-owned housing should be promptly reported to Facilities, a Resident Director or Campus Safety.

Academic and Administration Buildings

Academic buildings are generally locked down on weekdays anywhere between 6 PM and 9 PM with card access active up until 11 PM in most academic buildings. Most buildings are ID card access only during weekends and holidays. Students wishing to be in a building after closing hours will need permission requested in advance by an appropriate faculty or staff member. Faculty or staff can grant students permission for after-hours access via an online form on the Campus Safety Website.

Resources for Crime Prevention

The most common crimes that occur on the Goshen campus are theft of unattended items and vandalism to buildings or cars. Occasionally, students report that money or other valuables have been stolen from their rooms. As much as possible, park in well-lit areas, lock your room, car, and bicycle (U-Lock is strongly recommended), and do not leave personal belongings unattended. The college does not insure the personal items of students. Therefore, we recommend that you insure your belongings through either your parents' homeowners' policy or a separate renter's insurance policy.

Safety Measures in the Residence Halls

- Do not prop open residence hall hallway doors; they serve as fire and security doors.
- Lock your door when you leave and while sleeping.
- Lock windows that are accessible from the outside.
- Keep small items of value such as wallets, purses, money, and jewelry out of sight. Do not keep large quantities of money or unusually valuable items in your room.
- Do not loan your key or ID to others.
- Engrave larger valuable items with a personal identification number (e.g., driver's license number).
- Report doors, locks, and windows in need of repair to your Resident Assistant.
- Report any persons acting suspiciously in and around the residence halls to your Residence Life Coordinator and/or Campus Safety. Note the description and location and report immediately.
- Report thefts to Campus Safety. Depending on the situation (e.g. stolen bike, theft from your car), it should also be reported to the Goshen Police.

Personal Safety Measures

- If you feel uncomfortable walking on campus at night, contact Campus Safety for an escort.
- Walking or jogging alone after dark is not advisable. Particular areas that close after dark off-campus are the areas by the Millrace, Goshen dam, and Witmer Woods.
- Be aware of your surroundings; walk in pairs or groups after dark.
- If you receive annoying or harassing phone calls, hang up immediately — do not respond to the caller or threatening text messages. If calls/texts persist, contact your Resident Director or Campus Safety.
- When going out, let your roommate, a friend, or a staff member know where you are going and when you expect to return.

If you sense a potential threat

- Get away from the danger immediately.
- Run toward well-lit areas.
- Get to a safe place and call Campus Safety (ext. 7599) or the Goshen Police (911).
- Utilize our Omnilert Mobile Phone App to report things anonymously to Campus Safety.

Follow all year long **Campus Safety 101**—education updates posted in the Campus Communicator that includes ongoing tips on fire safety, crime prevention, safe commuting, railroad safety, and more.

Fire Safety and Prevention

Living in close proximity with other students in the residence halls affords a unique opportunity to interact with many people. Increased personal responsibility for each other's health and safety is also critical to maintaining a safe living environment. GC has committed resources to ensure that residence hall rooms and hallways are equipped with sprinkler heads, upgraded smoke detection systems, SMS alert systems to campus safety officers, and doors that meet construction fire codes. If there is evidence of a fire on-campus, students and employees should call 911 immediately and follow up with Campus Safety. All reported fires, drills, and trouble alarms are documented and tracked by Campus Safety in the daily Fire Log.

To ensure personal safety in case of a fire:

- Know the emergency exit routes.
- Know where the extinguishers are and how to use them.
- Avoid the hazards which produce fires.
- Do not overload circuits. Coffeepots, irons, popcorn poppers, hairdryers, and refrigerators should be plugged directly into outlets and not extension cords.
- Halogen lamps and space heaters are not permitted in campus housing.
- Extension cords used in campus housing must meet safety specifications (UL listing label, constructed of type S hard usage material, and of sufficient capacity to carry the load).
- Multiple outlet adapters are not permitted. Power strips with over-current protection are acceptable.
- No smoking or tobacco use in residence halls or on campus.
- Never use an elevator to exit a building in a fire emergency.
- No volatile gases or liquids are permitted in residence halls. Candles, oil lamps, and incense are also not permitted.
- A false alarm is dangerous. Never play with fire extinguishers or tamper with a fire alarm system. A fine of \$50 will be assessed to anyone who tampers with fire safety equipment.
- Do not hang items on sprinkler heads or throw items that may inadvertently set off a sprinkler head and create water damage to college and personal items.

Evacuation Drills

Twice per year, and at least one time per semester, unannounced evacuation drills are conducted in every campus building by Campus Safety, Residence Life, and Physical Plant personnel. Students and staff should evacuate residential buildings quickly—leaving room doors closed and unlocked. Students and staff should use the nearest exit and join housing groups at a designated location. In a crisis, residents of Kratz-Miller-Yoder complex, Romero Student Apartments, and Intentional Living Community houses east of the railroad tracks are to gather in the Music Center. Residents of Kulp Hall, Coffman Hall, and Intentional Living Community houses west of the railroad tracks should meet in the church chapel. In addition to the residence halls, evacuation drills are also conducted in all academic and administration buildings on campus twice per year. Faculty, staff, and students should evacuate buildings at their nearest exit and wait for instructions. Outdoor assembly areas shall be located a minimum distance of 100 feet from the building being evacuated to avoid interference with potential fire department operations.

Emergency Response and Public Safety

Goshen College distinguishes between an emergency and a crisis.

In most situations and institutions, the words “crisis” and “emergency” are used interchangeably. Goshen College chooses to make the following distinction in how we use the two words.

Emergency: An emergency is an immediate event, condition, or situation that has the potential to cause harm or injury to individual(s) and/or damage to property and/or significantly disrupt the operation of the institution. Any person on campus may be called upon to respond to an emergency and should be practiced and prepared to do so when the situation is encountered.

Crisis: A crisis is an event, condition or situation that has the potential to cause harm or injury to individual(s) and/or damage to property and/or significantly disrupt the operation of the institution, threaten the institution’s financial standing or its ability to fulfill the institution’s mission beyond the immediacy of an emergency. An emergency must be addressed instantaneously whereas a crisis can endure for an extended period of time. An off-campus emergency will be considered a crisis.

Crisis Management Team

The Crisis Management Team (CMT) will assemble whenever a potential campus crisis has been identified. The Crisis Management Team (CMT) is composed of the following persons by virtue of their responsibility or office:

- Chad Coleman (*Chair*) — Associate Athletic Director, former Director of Campus Safety
- Jodi Beyeler — Vice President for Institutional Advancement
- Gilberto Perez — Vice President for Student Life, Dean of Students
- Ann Vendrely — Vice President for Academic Affairs, Academic Dean
- Cynthia Good Kaufmann — Director of Planning & Events
- Brian Mast — Associate Vice President for Facilities Management
- Kris RappAfoose — Director of Campus Safety and Security
- Marlene Penner — Associate Vice President for Human Resources

Each of these team members can call upon others within their staff as needed, but decisions are made by team members or their designated alternates only. The Crisis Management Coordinators are appointed by the President to coordinate actions of the Crisis Management Team in the event of a declared crisis. The primary purpose of the CMT is to facilitate the institution’s response to a crisis through coordinated efforts and consistent messages so that routine operations can be restored as quickly as appropriate given the circumstance. The President or her designee will coordinate and disseminate (with the assistance of the VP for Communications and People Strategy) all communication during a crisis. Depending on the specific needs of the emergency, the CMC will implement the following emergency communication procedures.

- Order the activation of the campus siren
- Send an Omnilert Notification or SMS alert text message to all enrolled mobile devices
- Give instructions and content for implementation on the emergency website

Evacuation Procedures

If local emergency authorities determine that an evacuation is necessary, then the Crisis Management Coordinator will alert campus via an Omnilert mobile phone notification and SMS and will activate the siren on campus with a voice announcement broadcast from on top of the Umble Center.

Students in Classes

Evacuation is overseen by the Academic Dean or alternate. Upon being notified that a campus evacuation is to take place, faculty members in class should do the following immediately:

- Take attendance.
- Read or announce the evacuation notice to the class and provide the following instructions.
- **If this is an emergency evacuation and immediate departure is necessary:**
 - ✓ Residential students are to proceed to the Goshen College Church Chapel (unless otherwise noted in the evacuation notice). Students should not return to their residence halls.
 - ✓ Off-Campus Students can either join residential students at the College Church or safely depart campus and wait for further notice.



Students in Residence Halls

Evacuation is overseen by the Dean of Students or alternate. Residence life staff will go through each residence hall and inform students of the hall evacuation and direct them to the Goshen College Church Chapel, Music Center, or an alternate location. Following the evacuation of the hall, a notice of evacuation will be posted at each entrance to the building. Residence life staff will notify Campus Safety and the Crisis Management Coordinator as each hall is evacuated.

Employees

Employees will be notified by their direct supervisor or their vice president of the evacuation ((see Emergency Contacts section). Supervisors should establish a list of employees who have been evacuated and take this list to the Goshen College Church Chapel. Employees may be released for the day at the discretion of the vice president or in his/her absence, the direct supervisor.

Other Persons on Campus

A representative of the Crisis Management Team will call these campus adjacent offices as necessary to inform them of the crisis:

- Director of CCYC (574-535-7298)
- Director of College Kindergarten (574-535-7444)
- College Mennonite Church (574-535-7262)
- AVI Fresh Food Service (574-535-7580)

Off-Campus and Degree Completion Students:

Students engaged in activities off-campus or commuting students not present on the campus will be contacted as necessary. The decision to personally contact off-campus students will be dependent upon the crisis and evacuation time span. Direct contacts will begin at the discretion of the dean of students and academic dean, in conjunction with the Crisis Management Team. The Associate VP for Facilities Management will identify staff members who will evacuate all campus facilities and post signs on the doors of all campus buildings. At the Goshen College Church Chapel or alternate evacuation destination, sign-in sheets should be established so that arrivals can be documented and crosschecked against the earlier lists. On all evacuated buildings, a notice of evacuation should be posted at all entrances and exits. At the evacuation destination, the Registrar and the Associate Dean will coordinate the completion and crosschecking of sign-in sheets.

All Other Types of Evacuations

If the evacuation occurs during the summer months, the following steps should take place:

- Campus Safety officers or workers from the physical plant will be dispatched to announce the evacuation to all individuals in academic and recreational facilities. Employees should proceed to the evacuation destination for further instruction. The Associate VP for Facilities Management will maintain an updated emergency contact list and will assure that all GC Campus Safety officers always have the updated list.
- Personnel from the events office will go through all residence halls and to the sites where events are scheduled to announce the evacuation process. An evacuation notice should be posted on all entrances to the buildings. At the Goshen College Church-Chapel or alternate evacuation destination, sign-in sheets should be established so that arrivals can be documented and crosschecked against lodging lists. On all evacuated buildings, a notice of evacuation should be posted at all entrances and exits. During the summer months, the Director of Events will coordinate the completion and crosschecking of sign-in sheets.

Evacuation Transportation Plans

If the Crisis Management Team decides that a campus evacuation is necessary, the aid of neighboring school systems and Charter Bus companies would be enlisted in order to access transportation vehicles to evacuate residential students to a safe location. The Director of Campus Safety and Associate VP for Facilities Management maintains contact information for school systems and bussing companies to assure ongoing communication and partnerships are maintained year-over-year.

Missing Student Notification Policy

All Goshen College students, including those residing in our institutional residence facilities, have the opportunity to designate someone to be contacted in the event that student is determined missing for more than 24 hours. The contact information for the designate will remain on record and kept confidential. Contact information will be gathered at the outset of the academic year, and at the outset of the spring semester for all new spring semester students. If it is determined that a residential student has been missing for more than 24 hours, the Dean of Students will take appropriate action. Appropriate law enforcement agencies will be contacted along with the student's designated contact within 24 hours. If the student is under 18 years of age and not emancipated, Goshen College will contact their legal guardian or custodial parent within 24 hours.

Tornadoes and Severe Weather

In most situations, there is a designated storm shelter in every building on campus. Emergency flip charts are posted prominently in each building identifying these locations as well as alternative locations in adjacent buildings. Students, faculty, and staff should make it a priority to become familiar with where these storm shelters are located in each building you work, live, or study. Tornadoes usually provide very little warning, so knowing where to go in the case of a tornado warning is one of the best ways to be prepared. A tornado watch indicates that weather conditions are favorable for a tornado to form. A tornado warning indicates a tornado has either been directly observed or identified by Doppler radar.



Students, faculty, and staff will be alerted in several ways when a Tornado Warning is issued. The City of Goshen Tornado Sirens will sound during a warning. Those registered for **Omnalert** mobile notifications will receive a message about the tornado warning. Whenever a tornado warning has been sounded, everyone should immediately report to the nearest designated storm shelter where they should remain until the storm has passed. Wait for the all-clear message before leaving the shelter. Because it is not always possible to hear the siren inside buildings, everyone should make an effort to spread the word as quickly as possible if they become aware of a warning. It is recommended that everyone utilize weather notifications from their favorite smartphone weather app to assist in knowing when severe weather is imminent.

Railroad Safety

Crossing the railroad tracks at any location on campus other than designated crossing paths is strictly prohibited. Anyone caught illicitly crossing the tracks or crossing between cars of a stopped train will be subject to fines by Student Life and/or ticketed for trespassing by the Goshen Police Department or railroad company. Students, faculty, and staff should take extreme caution when approaching railroad tracks; remove headphones, eliminate any unnecessary distractions, and always stop to look both ways before attempting to cross.



Active Shooter Response

In the event of an active shooter on campus, please call 911 immediately when it is safe to do so. Goshen College recommends the **Run, Hide, Fight** survival philosophy adopted by police and law enforcement personnel nationwide. Campus Safety Officers will notify the campus of any immediate or potential threats to public safety via the **Omnalert Mobile App** and text alert system; including text messages, emails, and **Alertus Desktop Notifications**. In the event of a campus emergency, each building on campus has designated staff (and a backup person) to help facilitate a campus-wide lockdown. The Crisis Management Team would meet immediately following a campus emergency—such as an active shooter, and communicate a response to the campus community with further instructions. Active Shooter Online Training Education is mandatory and free to all students at the start of each academic year through the Vector Online Module program.



RUN

- Have an Escape Plan
- Evacuate
- Leave Your Belongings
- Help Others if Possible
- Do Not Move Wounded People

HIDE

- Be Out From Shooters View
- Lock Doors (Block Them)
- Keep Your Options for Movement
- Silence Phone
- Be Quiet

FIGHT

- Act Aggressively
- Incapacitate the Active Shooter
- Throw Objects
- Yell and Call For Help

When law enforcement arrives:

- Avoid pointing, screaming and/or yelling
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises.
- Remain calm, and follow officers' instructions
- Immediately raise hands and spread fingers
- Keep hands visible at all times
- Avoid making quick movements toward officers such as attempting to hold on to them for safety

Information you should provide to law enforcement or 911 Operator:

- Location of the victims and the active shooter
- Number of shooters, if more than one.
- Physical descriptions of shooter/s
- Number and type of weapons held by the shooter/s
- Number of potential victims at the location

Student Conduct

A Spirit of Hospitality

Goshen College is dedicated to fostering a spirit of hospitality on our campus, including all students, faculty and staff and college guests, as part of maintaining a healthy living and learning community. We welcome all students as God's creation regardless of color, gender, religion, ethnicity or nationality, sexual orientation and social or economic class. In order for a diverse community to thrive, we must recognize our differences and seek understanding and integrity in our relationships. Students and faculty at Goshen College are expected to support an environment of mutual respect and accountability, to care for the personal dignity of others and to have integrity in their conduct and communication.

The spirit of respect and hospitality at Goshen College reflects our character as a Mennonite-Anabaptist liberal arts community of scholarship, teaching, learning and service. We believe that the expression of hospitality is best understood in the life and character of Jesus Christ, who welcomed the Gentile and the Jew, women and men, the poor and the wealthy, the slave and the free, the sick and the healthy. The Mennonite Church promotes a community founded on love and justice in which all persons possess inherent dignity as children of God. Our search for truth and our understanding of complex modern challenges is informed and transformed by the life and teachings of Jesus and the tradition of Anabaptist Christians to be accountable to each other in the context of the church.



Individual Commitments Within Community Life

Goshen College is committed to encouraging students in intellectual, social, moral and spiritual growth. Students are invited to engage in a dynamic and life giving community here and to mature as individuals through respectful relationships in the classroom, the local community, in the broader Christian church and in among other cultures. All are expected to demonstrate sensitivity for others' convictions, perspectives and struggles. Within the context of a Christ-centered community, we seek to become: Christ Centered, Passionate Learners, Global Citizens, Servant Leaders, and Compassionate Peacemakers.

Student Conduct Standards

Members of the Goshen College community are expected to demonstrate individual responsibility by showing consideration for the beliefs and feelings of others; abiding by federal, state and local laws; and demonstrating exemplary conduct. When a student's behavior has direct implications for others and/or the well-being of the campus community, there is cause for community involvement, regardless of where the situation occurs (e.g. home or abroad).

Academic Honesty

As an academic community that expects integrity, we seek for truth and knowledge by requiring intellectual and personal honesty in learning, teaching, research and service. As an academic community of integrity, we uphold personal accountability and take action against wrongdoing. Examples of academic dishonesty include, but are not limited to, the following: plagiarism, cheating on assignments or exams, falsification of data, sabotaging the work of another and aiding in academic dishonesty of another. The Academic Dean's Office holds students accountable for their academic work. Please reference "Academic Integrity and Grievance Policies" page of our website for more information: <https://www.goshen.edu/about/community/response-academic-dishonesty/>

Alcohol

In an effort to establish a campus community where all members are encouraged to thrive, Goshen College has established the following alcohol-related policies.

- **Alcohol on Campus:** No consumption, possession, or distribution of alcoholic beverages may occur on campus. All students are also prohibited from attendance at Goshen College sponsored events (including events that are hosted by Athletics, CAC, Residence Life, clubs, affinity groups, etc.) if they are under the influence of alcohol, regardless of where they consumed the alcohol.
- **Underage Consumption of Alcohol:** Goshen College students who are under 21 years of age are prohibited from consuming, possessing, or distributing alcohol, whether they are on- or off-campus.
- **Provision of Alcohol to those who are Underage:** Students who are found responsible for providing alcohol to those who are underage will be subject to probable suspension or dismissal from Goshen College.
- **Hosting Gatherings Involving Alcohol or Drugs:** Students who host gatherings where alcohol is available to participants should be aware that they may be held responsible for the actions of their guests. Students who host or in any way assist in hosting a gathering (on or off campus) that includes alcohol being given to underage persons or the use of illegal drugs or will be subject to probable suspension or dismissal from Goshen College. Those living at the location where the party is held may be held responsible as hosts regardless of who provides the alcohol.

Drugs and Illegal Drugs

Goshen College is a drug free campus. The possession, distribution or use of any illegal drugs, including synthetic substances is prohibited. Drug paraphernalia (bongs, wrappers, etc.) is also prohibited. In accordance with state law, use of prescribed medications outside the supervision of medical professionals is also prohibited. Students found in violation of this policy may be asked to submit to random searches and drug testing.

Amnesty Policy

Goshen College encourages the reporting of misconduct and crimes so that staff and faculty may provide support for student health and safety. Sometimes, students are hesitant to report misconduct because they fear that they themselves may be in violation of certain policies, such as underage alcohol consumption, on campus alcohol consumption, or the use of illicit drugs. Students who seek professional medical assistance for themselves or others related to the consumption of alcohol or use of illicit drugs will not be subject to most sanctions. Recurring offenses will be subject to the discretion of the Student Life office. The following sanctions are exempt from this policy: education related to alcohol or other drugs, evaluation and/or treatment from a mental health provider, and parental notification.

Amnesty does not apply to secondary violations that occur at the time of the drinking or drug use. Such secondary violations may include but are not limited to physical abuse of another, providing alcohol to those who are underage, illicit drug distribution, and property damage.

Bullying

Bullying is the verbal, written, or physical abuse of another person beyond a reasonable expression of opinion which causes or is likely to cause another person physical or psychological harm. Behavior that causes humiliation, stress, or emotional harm, or is harassing in nature is considered bullying. The college takes very seriously any alleged forms of bullying. All forms of bullying are strictly prohibited.

Fire Safety

Students are expected to comply with all fire safety guidelines. Tampering with any fire or safety equipment on campus is unacceptable. It is also both a federal and state offense. Students who set off a building fire alarm due to an act or behavior that is not in compliance with the student conduct standards may be fined \$150. Fireworks are also a safety concern and are not permitted on campus.

Fraud & Misrepresentation

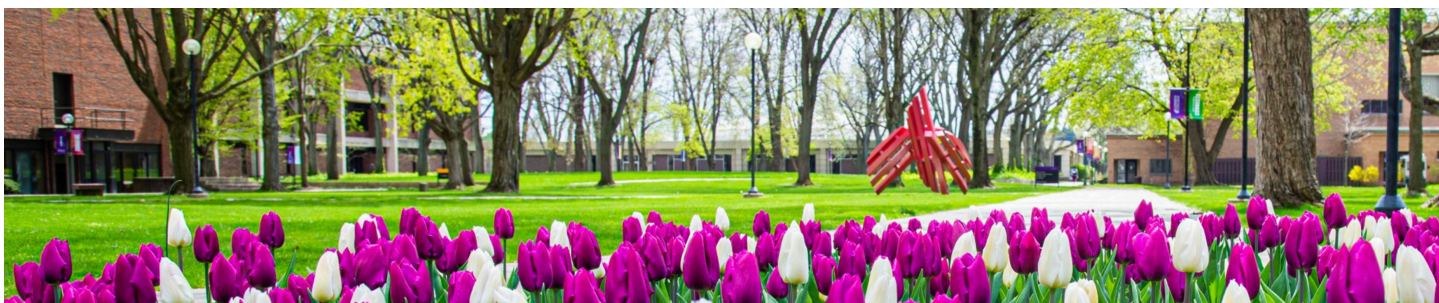
Students are expected to respect the identity and work of others. Students may not misrepresent others' work as their own. Students are prohibited from creating documents, messages, or other media that falsely attribute authorship to another. Students may not knowingly disseminate such documents, messages, or other media. Other examples include: dishonesty on time cards, identity theft, and the use or possession of falsified identification documents.

Hoverboards

Hoverboards are prohibited from campus. This ban prohibits the use, possession or storage of such devices in Residence Halls, Romero, Intentional Living Community houses, academic buildings, and all other campus buildings. This also includes grounds and other off-campus properties owned or controlled by Goshen College.

Roof Access

To safeguard student safety and prevent unnecessary damage, students are not allowed on the roof of any building on campus.



Knives

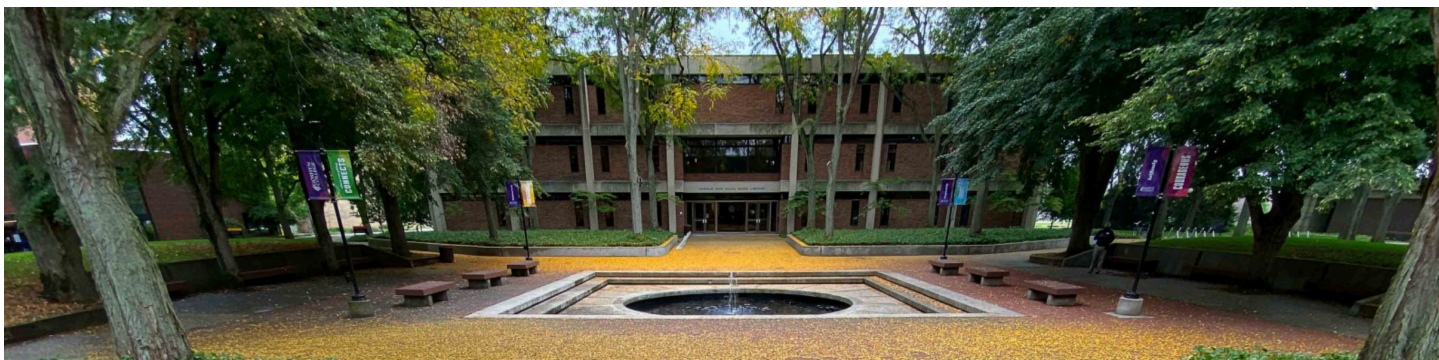
Culinary knives are permitted within the Residence Halls so long as they are used for the purpose of preparing food. Students are permitted to carry pocket knives which have a blade up to 3 inches long. Pocket knives which exceed this blade limit are not permitted on campus.

Demonstrations

In keeping with the Goshen College Freedom of Speech and Expression Statement, Student Life works to foster an environment that fosters respectful, critical discourse. From time to time, members of our community may choose to engage in organized demonstrations to express their opinions. While Goshen College supports students' right to engage in such forms of expression, these demonstrations cannot be allowed to infringe upon the rights of others or other activities of the college. To safeguard the rights of all community members and the normal functions of the college, students are prohibited from the following acts:

- **Gathering in such a fashion as to physically hinder entrances to, exits from, or passageways within any college building or other structure, or hinder the normal flow of pedestrian or vehicular traffic on or to the campus.**
- **Creating a volume of noise that prevents members of the college from carrying on their normal activities.**
- **Employing force or violence, or constituting an immediate threat of force or violence, against persons or property.**
- **Congregating or assembling within any college building or on college property in such a fashion as to disrupt the college's normal functions or violate the following rules:**
 - No group may be admitted into an employee's office unless invited, and then not in excess of the number designated or invited by the employee. Passage through reception areas leading to an employee's office must not be obstructed.
 - Corridors, stairways, doorways, and building entrances may not be blocked or obstructed. Clear and unimpeded passageways must be maintained at all times.
 - Space may be occupied only when assigned through established college procedures for planning events.
 - Any noise which interferes with the work or study of persons in a building will not be permitted.
 - Buildings must be cleared at normal closing time for each building unless other arrangements are approved in advance.

The Dean of Students, or their designee, will be responsible for determining whether a demonstration is disrupting the normal functions of the college or violating any of the above guidelines. Should such a determination be made, students may be asked to cease their demonstration and disperse. Should they fail to do so, they may be subject to the college's noncompliance policy.



Tobacco & Smoking

The use of tobacco imposes a serious and unnecessary burden upon the health of the user and community. It can also constitute a fire hazard. The use and possession of tobacco and paraphernalia (e.g. pipes, hookahs, etc.) in any form is prohibited on campus and at any off-campus official college activity. All vapor based and e-cigarette branded smoking devices (vape pens, dab pens, etc.) are also prohibited. Due to their negative impact on users' health, we also strongly discourage students from using these substances elsewhere.

Sexual Misconduct

Sexual misconduct includes, but is not limited to discrimination, coercion, exploitation and abuse. These destructive behaviors are detrimental to both relationships and to individual self-esteem; these also violate the caring nature of our community. Goshen College is firmly opposed to sexual discrimination, sexual harassment, sexual exploitation and sexual abuse. Reports of sexual misconduct made to the Title IX office will be evaluated by the Title IX Coordinator and will be processed through Title IX if the alleged misconduct violates the Goshen College Sexual Misconduct policy. If the alleged misconduct does not violate Goshen College's Sexual Misconduct policy, the Title IX office may refer the case to another campus resolution process (e.g. student conduct, discrimination and harassment policy). Our counseling and health-service personnel are available to students wishing to discuss issues regarding sexuality or sexual behavior. These conversations will be held in strict confidence. Please reference our procedures for addressing complaints of Sexual Misconduct at <https://www.goshen.edu/sexual-assault/>.

Vandalism

As members of the Goshen College community, we each have a responsibility to care for the spaces around us. Vandalism communicates disrespect for the campus community and results in increased work for our custodial and maintenance teams. Students are prohibited from engaging in acts of vandalism. Should a student's actions (intentional or otherwise) result in damage to Goshen College's property, the student may be required by the institution to pay for the full cost of any needed repairs. Students may also be required to engage in community service hours when found responsible for acts of vandalism.

Actions that result in damages in excess of \$500 will be referred to the Conduct Review Board for a determination of responsibility and appropriate sanctions. Goshen College reserves the right to pursue civil and criminal recourse in cases where serious damage is done to Goshen College's property.

Hazing

Hazing is defined as any conduct that subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization. Any and all forms of hazing are strictly prohibited, whether voluntary or involuntary. The college takes very seriously any alleged forms of hazing. Examples of hazing activities include, but are not limited to:

- Dangerous or harmful physical activity
- The introduction of foreign substances to the body
- Scavenger hunts involving illegal activities, kidnapping, or abandoning
- Depriving others of sleep as an intentional part of activities Depriving students' means of maintaining personal hygiene
- Forcing, coercing, pressuring, or requiring students to consume alcohol or other foreign or unusual amounts of substances.

Violence or Threats of Violence

Acts and threats of physical violence run directly against our campus' commitments to respect and hospitality. In an effort to support a safe environment for all of our students, staff, and faculty such acts will not be tolerated in our community and will result in probable suspension or dismissal.

Weapons

The possession or use of all weapons is prohibited on campus. This includes firearms, pellet guns, BB or air guns, electroshock weapons, and martial arts weapons.

Retaliation

Each member of our campus community ought to be free to fully participate in the student conduct process without fear of retaliation. Retaliation includes any materially adverse action such as threats or other forms of intimidation against a person participating in the student conduct process. That participation includes, but is not limited to, making a report of misconduct, participating as a witness, and participating as a student accused of misconduct. Retaliation is a violation of college policy and may be grounds for serious disciplinary action.

Unauthorized Entry and Use

Entering another student's room without permission or while the student is not present is not permitted. Similarly, students may not engage in unauthorized use or occupancy of any College property.

Dishonesty During an Investigation

Goshen College expects students to engage all conduct and grievance processes with honesty and integrity. Students are prohibited from making a false report of student misconduct or otherwise knowingly providing false information during the course of an investigation or grievance process.

Noncompliance

Students are expected to comply with reasonable instructions or requests that are issued from an employee which align with that employee's area(s) of responsibility within the institution. This applies to verbal and written communication from employees. Students are also expected to uphold any formal commitments which they may make in the course of a resolution or grievance process overseen by the institution. Students' conduct should also uphold all relevant inter- and intra-departmental policies (e.g. SST Handbook, ITS policies, Student Athlete Handbook).

Theft

Students are expected to respect the property of others. Unauthorized use or acquisition of personal or college property is prohibited.

Five Ethical Principles in Student Conduct

As a community of higher education, Goshen College works to center its campus life around its core values: Christ-centered, Passionate Learning, Servant Leadership, Compassionate Peacemaking, and Global Citizenship. Just as those values have shaped the student conduct standards, they also inform how our community responds to violations of those standards.

In an effort to provide a Student Conduct Process that responds fairly to students accused of misconduct and acts in line with the campus' Core Values, Goshen College has identified five principles that shape the response process: Autonomy, Harm Prevention, Active Work Towards the Common Good, Fairness, and Fidelity.

- 1. Autonomy:** We recognize the need for students to become increasingly independent during their time enrolled. This independence includes acting with integrity and taking responsibility for one's mistakes. This includes instances wherein students who choose to self-report acts of misconduct. Student Conduct Professionals will honor such acts on the part of students throughout the conduct process and weigh those actions when making decisions about sanctions.
- 2. Harm Prevention:** The Student Conduct Standards are designed, in part, to prevent harm to individual students and the campus community at large. The degree to which an individual's actions caused or are likely to cause future harm to others within our community will be considered by Student Conduct Professionals when making decisions about sanctions.
- 3. Active Work Towards the Common Good:** The Student Conduct Process is intended to have a positive impact upon the campus community. As a result, students who are found in violation of student conduct standards may be given sanctions that are designed to repair the harm done to the community by their actions (i.e. financial restitution, community service, apology letter).
- 4. Fairness:** Goshen College seeks to foster trust between students and Student Conduct Professionals. To that end, Student Conduct Professionals will work to be objective in their evaluations of all cases of alleged misconduct. These professionals will also act according to all policies which govern the Student Conduct Process. Students are also given the right to appeal decisions made by Student Conduct Professionals in limited circumstances (see the "Appeals Process" section below).
- 5. Fidelity:** As students are expected to abide by the Student Conduct Standards, Student Conduct Professionals are committed to acting in a professional manner that reflects the Core Values of Goshen College.

Process for Responding to Violations of Standards

Purpose

The student conduct process exists in order to support individual students as well as the student body at large to live up to our student conduct standards with integrity.

Goals

Each student conduct process will be initiated with the intent to educate and hold alleged students accountable for their actions in a manner that provides students with an opportunity to grow. Student Conduct Professionals will treat students fairly throughout all investigations and related interactions.

Process

The Director of Residence Life and Housing or the Vice President for Student Life and Dean of Students may initiate the student conduct process to respond to information they believe to be credible. These two may also designate such authority, at any time, to any person(s) they consider necessary. Student Conduct Professionals will conduct an investigation in order to determine whether a student is responsible for violating College policies. Should a student be found responsible for violating College policies, they will receive sanctions commensurate with the violation(s). Factors that will impact the sanctioning process include: the nature and severity of the misconduct, the student's level of cooperation with the investigation, the impact of the student's misconduct on the campus community, how the initial report came to be and whether the student has previously been found responsible for misconduct.

Advisors

Students may have an advisor present with them during meetings related to any student conduct investigation. Advisors are encouraged to provide a student with emotional support and help them navigate the student conduct process. This advisor may not, however, represent the student during the investigation in any manner. This prohibition includes, but is not limited to, asking questions or making statements on behalf of the student.

Anonymous Reports

If an individual would like Goshen College to be aware of a potential violation of the Student Conduct Standards but is not ready or willing to share their name, they may report anonymously through the online reporting form. Anonymous reports will be taken seriously and explored by Student Conduct Professionals to the extent possible. However, anonymous reports typically limit the college's ability to investigate and respond. If an individual submits an anonymous report, they are welcome to provide their name at a later date by submitting another online report or reporting in writing, by phone, or in person to a Student Conduct Professional.

An anonymous report cannot be the sole basis for a finding of responsibility for violating the Student Conduct Standards. An anonymous report may, however, initiate an investigative process wherein Student Conduct Professionals discover other substantiating information that supports a finding of responsibility. Anonymous reports may also be used to inform potential educational programming for students on campus.

Decisions

Students will receive timely notification of all decisions related to determining responsibility and sanctions from Student Conduct Professionals. Students have the right to appeal these decisions, in limited circumstances. See the “Appeals Process” section below.

Emergency Removal

An incident of student misconduct may cause concern for the ongoing safety and security of individuals and the campus community as a whole. In the wake of such incidents, the Vice President for Student Life and Dean of Students will meet with the Director of Campus Safety and the Director of Residence Life and Housing, along with any other staff or faculty member that are deemed necessary, in order to determine whether an emergency removal is necessary. Should that group determine that a student poses a reasonable risk of harm to themselves, another member of the campus, or the campus community as a whole, then an emergency removal may be initiated.

An emergency removal differs from a suspension or expulsion, which are sanctions that follow a determination of responsibility for a policy violation.

Possible actions could include, but are not limited to: removing a student from a residence hall, restricting a student’s access to or use of facilities or equipment, allowing a student to withdraw or take grades of incomplete without financial penalty, and suspending a student’s participation in extracurricular activities, student employment, student organizational leadership, or intercollegiate/intramural athletics.

Should an emergency removal be initiated, then the Vice President for Student Life and Dean of Students, along with the other named staff, will determine the conditions and duration of the emergency removal. An emergency removal is a temporary action taken to provide immediate protection to an individual or the community while the College pursues the appropriate resolution process.

In all cases in which an emergency removal is initiated, the student will be given a written notice of the action through their College-issued email and of the option to meet with the Vice President for Student Life and Dean of Students, or their designee. When this meeting is not requested within three (3) business days, objections to the emergency removal will be deemed waived.

The student will be given access to a written summary of the basis for the emergency removal prior to the meeting to allow for adequate preparation. This is solely intended to allow a student to dispute whether the emergency removal is appropriate. There is no appeal process for emergency removal decisions.

Violation of the terms of an emergency removal under this policy will be grounds for discipline, which may include suspension or expulsion.



Honest Cooperation

Students are expected to cooperate with integrity and honesty during all conduct related matters, including investigations. Attempting to mislead or failing to follow instructions given by Student Conduct Professionals may result in sanctions. Students who fail to complete sanctions that are assigned to them may receive additional sanctions.

Should a student refuse to meet with Student Conduct Professionals during the course of a student conduct process, decisions regarding responsibility for violating campus policy and sanctions will still take place. The student will be notified of these decisions and, if sanctioned, will be required to complete and/or comply with whatever sanctions are assigned.

Past Violations

In cases in which alleged conduct from a previous school year is being investigated, the current student conduct process and procedures will be used to investigate the alleged misconduct and make decisions related to sanctions. Student conduct professionals, however, will use the policy definitions from the school year during which the misconduct occurred when making decisions related to whether policy was violated.

Records Retention and Preservation

In keeping with Goshen College's Records Retention and Destruction Policy, records related to Student Conduct investigations and resolutions will be maintained permanently. These records will include:

1. Any alleged policy violations that a student conduct investigation was initiated to resolve.
2. Whether a student was found responsible for violating campus policy.
3. Any sanctions that were assigned after a finding of responsibility and whether those sanctions were completed, if applicable.

The Dean of Students will determine and grant the appropriate level of access to Student Conduct records that Student Conduct Professionals, or other employees, need to effectively discharge their responsibilities.

Recording Meetings

During the course of the Student Conduct process, Student Conduct Professionals may create an audio recording of a meeting with a student for the purpose of record keeping. This audio recording will be attached to the file of the relevant student conduct case. The audio recording will be made available to members of an appellate panel, if the outcome of a student conduct process is appealed. Students are prohibited from creating or disseminating audio recordings of meetings with Student Conduct Professionals.

Standard of Evidence

In all investigations related to violations of the Student Handbook, Student Conduct Professionals will utilize the preponderance of the evidence standard. This means that students will be found responsible for a violation should the evidence show that the violation was more likely to occur than not occur.

Timeline

Student Conduct Professionals will make every effort to resolve student conduct processes within 30 days of receiving an initial report of misconduct. Some cases, due to their relative complexity or the schedules of those involved in the response process, may require a longer timetable. Students will be notified of any delays in the process and will be given a new expected timeline, should 30 days not be possible.

Notification of Campus Partners

To maintain effective communication and ensure all staff and faculty on campus can fulfill their roles, it is sometimes necessary to notify staff or faculty members who are not Student Conduct Professionals of a student conduct process. In such circumstances, Student Conduct Professionals will communicate only the information that is necessary for the staff or faculty member in questions to effectively uphold their campus responsibilities. Such circumstances are described below.

Should a student leader be found responsible for violating the Student Conduct Standards, the staff or faculty member responsible for overseeing the leadership position will be cc'd on the outcome letter containing the decision and assigned sanctions.

Similarly, if an international student is found responsible for violating the Student Conduct Standards, the International Student Advisor will be cc'd on the outcome letter containing the decision and assigned sanctions.

When a student-athlete is found to be responsible for violating the student conduct standards, the Athletic Director will be cc'd on the outcome letter that the student receives which contains the decision and any sanctions that have been assigned by Student Conduct Professionals. Additionally, whenever a student-athlete is alleged to have violated the student conduct standards related to a category 2 or category 3 policy, the Athletic Director or their designee will receive a copy of the initial incident report, in addition to any outcome letters detailing a finding of responsibility.

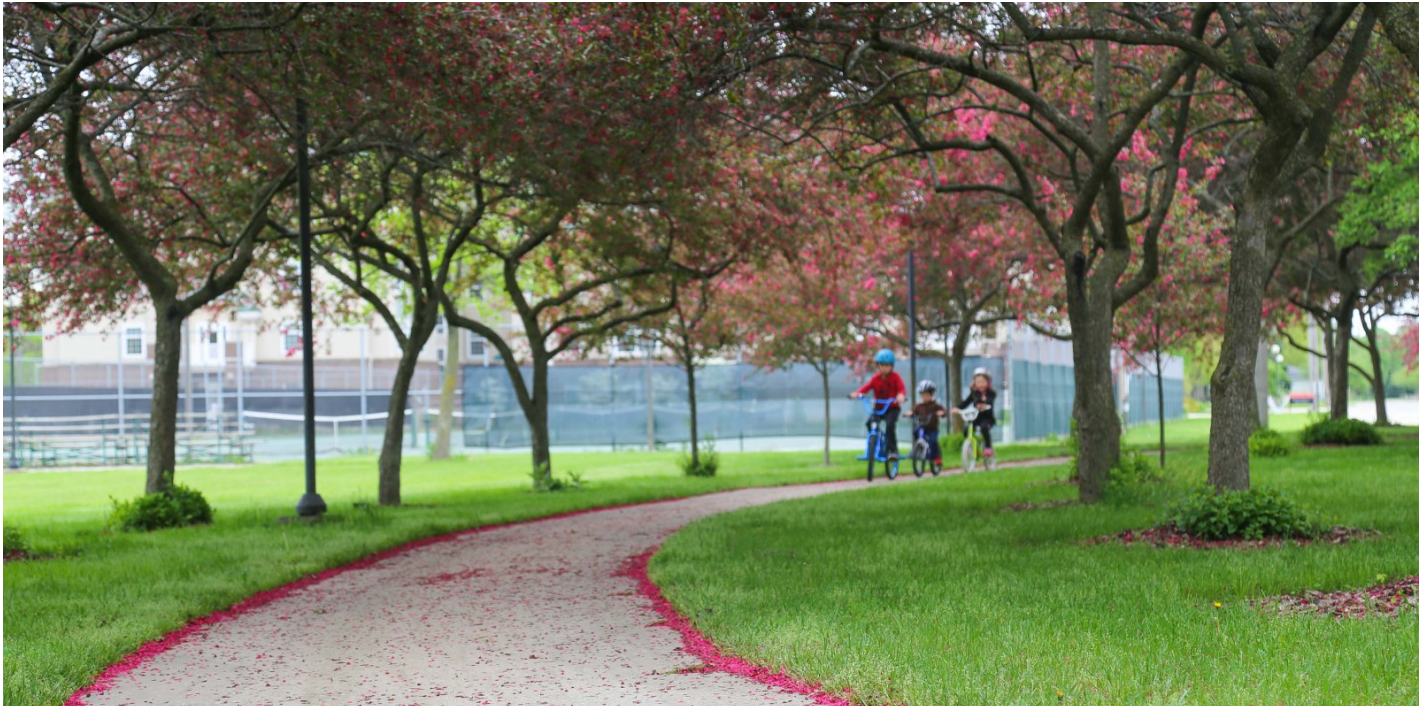
Student Conduct Professionals

Vice President for Student Life and Dean of Students is responsible for the annual review of the Student Handbook, providing oversight for the student conduct process, and ensuring that other Student Conduct Professionals are properly trained.

Associate Dean of Students serves as Goshen College's primary conduct officer. They are responsible for overseeing investigations, ensuring that sanctions are completed, and moderating the Conduct Review Board (more information below). They also assist with the annual review of the Student Handbook.

Assistant Director of Residence Life assists the Associate Dean of Students in managing the student conduct process and conducting investigations.

Resident Directors conduct investigations into instances of student misconduct at the direction of the Director of Residence Life and Housing. They are also responsible to follow up with students to help ensure completion of sanctions.



Conduct Review Board

The Conduct Review Board (CRB) is composed of staff and faculty members from across campus who have received training on the student conduct process from the Vice President for Student Life and Dean of Students, or their designee. The CRB may be convened to respond to incidents of severe, repeated, dangerous, or otherwise serious misconduct. The CRB has the authority to utilize any and all sanctions that it deems necessary, up to and including dismissal.

Prior to the CRB Meeting: The student will receive notice of the CRB meeting, along with a copy of the investigative report that CRB members are provided, one week prior to the CRB meeting. The student will also be invited to meet with the CRB moderator prior to the CRB meeting. This meeting will be to explain the purpose for convening the CRB, the procedure that the meeting will follow, and to answer any questions about the CRB process that the student may have. The student will be invited to prepare a written statement that they may read at the beginning of the CRB meeting. The student will also be given the opportunity during this pre-CRB meeting to take responsibility for the alleged misconduct. CRB members may consider a student's decision to take responsibility at this stage during sanctioning.

During the CRB Meeting: Three CRB members will be present to review all relevant information related to the alleged violation(s) and also serve as voting adjudicators. The Director of Residence Life and Housing, or their designee, will serve as a non-voting moderator during the CRB meeting. The student accused of misconduct will be present along with their advisor, if they choose to bring one. Other Student Conduct Professionals or members of the campus community may be invited to participate at the discretion of the moderator.

The moderator will briefly review the purpose for convening the CRB meeting. The student will then read their written statement that they were asked to prepare. CRB members will then ask questions of the student. When the CRB members are satisfied, everyone with the exception of the moderator will be dismissed. The CRB members will then discuss and vote in order to make decisions related to whether the student is responsible for violating campus policy. The student will receive notice of this decision within 24 hours.



Appeals Process

Students have the opportunity to file a Request for Appeal to conduct outcomes. That Request for Appeal must be submitted by the student in writing to the Associate Dean of Students within five business days of outcomes being communicated.

Appeals are limited to the following grounds:

- Procedural irregularity, such as an omitted or incomplete procedure, that affected the outcome of the matter.
 - New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and
 - New evidence of conflict of interest or bias against the parties on the part of conduct process personnel. Such conflict of interest or bias must be determined to affect the outcome of the matter.
- A. See individual process policy for definition of conflict of interest and bias. Actions taken according to roles and responsibilities do not constitute conflict or interest or bias.
- B. Such bias or conflict of interest could not be reasonably known and therefore was not presented during the reporting, investigation, and hearing processes.

Appeal Review

Requests for Appeal will be reviewed by the supervisor of the staff member who made the original decision, or their designee, except for decisions made by CRB. This means that decisions made by a Resident Director or Assistant Director of Residence Life can be appealed to the Director of Residence Life. Decisions made by the Director of Residence Life can be appealed to the Dean of Students. Decisions made by CRB will be appealed to the campus appellate panel. In all cases, the decision made when reviewing an appeal will be final.

The appellate panel is made up of three vice presidents overseeing conduct areas or their designee from Academic Affairs, Student Life, and Human Resources. If a vice president or their designee has demonstrated conflict of interest or bias with any of the parties, had a role in the grievance process, or were involved in the conduct process, they may not serve on the panel and will appoint a qualified designee. The full policy governing these appeals can be found in Appendix 2 in the Student Handbook.

Student Conduct Standards Categorical System

The following categories provide a general framework for understanding the sanctions that are typically associated with violating each of our Residence Life Policies and Student Conduct Standards. Factors such as safety, impact on others, and willingness to accept responsibility for one's actions will influence how Goshen College will respond to violations of our standards (see Aggravating, Mitigating, and Non-aggravating factors below). While the categories below can assist in clarifying the risks as well as possible consequences for certain behaviors, ultimate responsibility for determining appropriate sanctions will rest with Student Conduct Professionals.

Category 1

- Residence Life policies that aren't otherwise found in the Student Conduct Standards (e.g. quiet hours)

Possible responses or combination of responses of a Category 1 violation include but are not limited to:

- Community service (up to 8 hours)
- Fines (\$25-\$100); fines will be added directly to a student's account
- Written Response

Category 2

- Any repeated Category-1 violation
- Alcohol on campus
- Demonstrations
- Dishonesty during an investigation
- Fire safety
- Fraud & Misrepresentation
- Knives
- Noncompliance
- Possession, use, of illegal drugs or misuse of prescription medications
- Possession of drug paraphernalia
- Possession or use of alcohol on campus
- Roof Access
- Tobacco & Smoking
- Theft (up to \$250 value)
- Underage consumption of alcohol
- Unauthorized entry and use

Possible responses/combination of responses of a category 2 violation include but are not limited to:

- Alcohol Screening
- Alcohol Education or Online Education Course
- Athletic Competition Suspensions
- Community service (8-35 hours)
- Counseling Sessions
- Disciplinary probation (withdrawal from participation in co-curricular and leadership positions for one semester)
- Financial Restitution
- Fines (\$65–\$250); fines will be added directly to a student's account
- Group discussion with members of housing unit
- Growth Plan
- Reflection Paper or Research Composition
- Referral for addiction evaluation. (Cost of evaluation and follow-through is the student's responsibility)
- Research project related to chemical use/abuse
- Unannounced searches and drug testing
- Written response

Category 3

- Any repeated behaviors from Category 1 or 2
- Bullying
- Drugs and Illegal drugs
- Felony Charges**
- Hazing
- Hosting a gathering involving alcohol or drugs
- Providing alcohol to those who are underage
- Retaliation
- Theft (over \$250 value)
- Vandalism, intentional; misuse of college property
- Violence or threats of violence
- Weapons

**Students facing felony charges may not re-enroll for classes at the outset of a new term. Students facing felony charges may be allowed to complete an existing term depending on the nature of the charges. Students who face felony charges may re-enroll only after the legal processes have been completed. Re-enrollment will be dependent on the outcome of those processes.

Possible responses/combination of responses include but not limited to:

- Athletic Competition Suspensions
- Community service (8-40 hours)
- Counseling and/or special projects
- Disciplinary probation (withdrawing from leadership and co-curricular positions for remainder of current and up to 2 consecutive semesters.)
- Dismissal
- Financial Restitution
- Fines (\$65-\$500); fines will be added directly to a student's account
- Growth Plan
- Parental notification
- Referral for addiction evaluation. (Cost of evaluation and follow-through is the responsibility of the violator)
- Reflection Paper or Research Composition
- Student not able to register for a new term of classes (until completion of both civil/institutional process)
- Suspension (up to three semesters)
- Unannounced searches and drug testing

Athletic Competition Suspensions

In addition to the sanctions outlined above, student-athletes who are found responsible for category 2 or category 3 violations of the student conduct standards will receive a number of contest suspensions based on the chart below. The number of contests listed below is the minimum number of games that a student will be suspended for a given violation. Student Conduct Professionals and the Athletic Director may together determine, based on aggravating factors, to assign a student a greater number of suspensions after a given violation.

The suspension will take effect immediately following a determination of responsibility for violating the student conduct standards. If the student-athlete is not currently in season at the time of the determination, then the suspension will begin at the start of the following athletic season. If there are not enough remaining games in the current season to satisfy the suspension, then the remaining number of suspended games will be carried over into the following athletic season.

Sport	1st Offense	2nd Offense	3rd Offense
Baseball	2-7 Games	8-12 Games	Dismissal from the team
Basketball	1-5 Games	4-8 Games	Dismissal from the team
Bowling	1-3 Matches	3-5 Matches	Dismissal from the team
Cross Country	1 Meet	2 Meets	Dismissal from the team
Soccer	1-3 Games	4-6 Games	Dismissal from the team
Softball	2-7 Games	8-12 Games	Dismissal from the team
Tennis	1-3 Matches	4-6 Matches	Dismissal from the team
Track & Field	1-3 Meets	3-5 Meets	Dismissal from the team
Volleyball	1-5 Matches	4-8 Matches	Dismissal from the team

Responding to Underage Consumption of Alcohol

Students who are found responsible for on campus or underage possession or consumption of alcohol will typically be subject to the sanctions below. Student Conduct Professionals may assign alternative or additional sanctions at their discretion. The number of violations is cumulative across the student's entire time enrolled at Goshen College:

1st Violation:

The student will complete an online alcohol use/abuse education module assigned by Student Conduct Professionals. The student will be responsible for any costs associated with the module. If the student is underage, the student will also be required to notify their parents.

2nd Violation:

The student will meet with the Associate Dean of Students to develop a growth plan. Students will then work with assigned staff to complete the growth plan. Any student may opt out of the development of a growth plan and complete 25 hours of community service instead. Students who have demonstrated noncompliance or dishonesty during the Student Conduct Process will not be assigned a growth plan and will need to complete 25 hours of community service. The student will also be required to notify their parents, regardless of the students' age.

3rd Violation:

Barring significant mitigating circumstances, the student will be suspended or dismissed.

Aggravating, Mitigating, and Non-Mitigating Factors

Student Conduct Professionals may consider the evidence of aggravating and/or mitigating circumstances presented throughout the student conduct process when determining sanctions.

Aggravating Factors

- The violation was premeditated.
- There was an active attempt to conceal or hide the violation.
- There was physical, emotional or financial damage done to the university community or to another student.
- There were prior warnings for similar misconduct through college departments.
- This was a repeat violation.
- The violation presented a legitimate threat to the reputation and/or integrity of another student, individual, group, department, faculty or staff member.
- The student implicated or tried to implicate another student or other individual in order to avoid detection or to deflect blame.
- The student fabricated evidence to avoid detection or deflect blame.
- The student intentionally caused unreasonable delays or exhibited a lack of respect for the student conduct process or demonstrated a pattern of non-cooperation with the process or student conduct professionals.
- The student threatened the reporting party, witnesses or others involved in the student conduct process, or contacted potential panelists regarding the case.

Mitigating Factors

- There is convincing evidence that the student's ability to think rationally at the time of the violation was impaired by serious personal circumstances.
- There is convincing evidence that the student was provoked or pressured into the situation, even though he/she made the conscious choice to participate.
- There is convincing evidence of a lack of intent to deceive and/or harm.
- There is clear and convincing evidence that the student has demonstrated sincere remorse for the violation.
- The student has clearly accepted full responsibility for the violation.
- The student took immediate steps to remedy and/or address relevant underlying personal issues that may have contributed to the violation.
- The student cooperated fully and respectfully in the student conduct process.

Non-Mitigating Factors

- The record shows that the offense is a first-time violation.
- The student claims to have been unaware of the Student Conduct Standards
- The student is a first-year undergraduate, new to college, or first-year transfer student, new to Goshen College.
- The student claims that because he/she is an international student, and didn't know better.
- The student claims to have been overwhelmed by the stress of having several tests or papers due around the same time. Such stresses are normal and typically experienced by almost every student at some time.
- The student has an A average, and/or is involved in numerous high-level co-curricular activities, and says he/she has "never done this before," or claims "This isn't like me," or "I was raised to be an honest person."
- The student provides letters attesting to good character, a good academic record, etc.
- The student describes "unintended consequences" that might arise from a given sanction, such as the loss of a fellowship, a delay in graduation, or the student's inability to obtain a security clearance for an internship or the student is a junior or senior who will suffer in the job market if she receives a notation on his/her transcript.

Drug Testing Policy

The Dean of Students or Associate Dean of Students may require testing in response to violations of the Community Standards. Drug testing may also be implemented through the Athletic Department's Random Testing Process and in accordance with NAIA drug education and testing protocols. A drug test may also be administered as a result of reasonable suspicion determined at the discretion of the Dean of Students or Associate Dean of Students.

Drug Search Policy

Goshen College reserves the right to conduct drug searches of personal possessions both in rooms and vehicles on campus property. Searches will be based on outcomes related to Student Conduct violations or reasonable suspicion due to behavioral observations or information from others regarding use or possession determined at the discretion of the Dean of Students or Associate Dean of Students. Searches will be conducted in the presence of the student and may include canine detection services when deemed appropriate. Please refer to the Drug Detection Dog (K-9) Policy for more information regarding formal searches for drugs on campus.



Alcohol and Illegal Drug Notification Policy

Goshen College's policies are intended to encourage mature decision-making among students. When students' actions violate Student Conduct Standards, Goshen College's goal is to promote learning and growth, whenever possible. Goshen College strongly encourages students to be in communication with their families regarding their actions in relation to the standards. In certain circumstances, such as alcohol or drug use, Goshen College may require that a student's parents be notified of their misconduct. This requirement arises from the belief that it is important for parents/guardians and Goshen College to partner together in ways that encourage healthy physical, intellectual, spiritual, and social growth for each student.

Goshen College may communicate directly with parents/guardians of students under 21 years of age who are found to be in violation of the institution's policies related to alcohol and illegal drugs as outlined in the college's "Commitment to Community Standards." This policy is in accordance with the 1998 Warner Amendment of the Family Educational Rights and Privacy Act (FERPA) which regulates the degree to which schools can release student records and information. This amendment allows institutions of higher education to communicate with the parents or guardians of students under 21 years of age who commit alcohol and drug offenses.

Process of Notification

Students who have been found to be in violation of campus standards will receive a letter outlining the policy that was violated and the sanctions that have been assigned. If a student is required to notify their parents/guardians of a violation, then that student's parents/guardians will need to call the Director of Residence Life and Housing, or other named staff, prior to a provided deadline to confirm that the student has communicated with them regarding the violation and sanctions.

Discrimination and Harassment Policy

Addressing discrimination and harassment

Goshen College is committed to protecting the welfare and safety of all community members. Toward this commitment, GC strives to provide an environment free of inappropriate treatment of individuals where students, staff, and faculty can study and work without having to overcome the barriers of discrimination and harassment.

Goshen College does not discriminate and does not tolerate discrimination on the basis of race, color, national or ethnic origin, sex, disability, age, sexual orientation, gender identity or any legally protected status. As a religious institution, Goshen College reserves the legal right to hire and employ individuals who support the values of the college. The College respects individual religious beliefs and expressions in the context of a hospitable campus community and learning environment.

In compliance with federal and Indiana state law and the College's mission and community standards, the College has adopted the Discrimination and Harassment policy ("the policy") and procedures that outline a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of a protected class in educational programs and activities.

If you have experienced discrimination or harassment, please consider reporting your experience in order to get help addressing the situation and finding the support you need. You can report your experience to any Goshen College employee. You may also complete the Discrimination & Harassment Incident Reporting Form. If you are experiencing an emergency, please seek immediate assistance by calling 911 or Campus Safety (574-535-7599).



Reporting Structure

Goshen College takes all reports of discrimination or harassment seriously and investigates each complaint promptly and equitably. The Discrimination response coordinators oversee the policy and procedures that are in place to receive reports and meet with the parties involved to provide support and accommodations, address existing hostile environments, oversee resolution processes, and prevent future harassment or discrimination.

Any student or employee who believes he, she, or they has/have been subjected to discrimination or harassment due to bias is encouraged to report the incident to the College. Interim measures and accommodations can be provided to survivors prior to and during the investigation process.

Discrimination Response Coordinators

When anyone reports various forms of discrimination or harassment defined in this policy, the Discrimination Response Coordinators work with reporters and respondents to address and remedy situations and to help prevent further harm. Complaints or notice of alleged policy violations, or inquiries about or concerns regarding the Discrimination & Harassment policy can also be made to the Discrimination Response Coordinators.



Marlene Penner
*Associate Vice
President for Human
Resources*



Patty Hartshorn
*Director of Health &
Wellness & Title IX
Coordinator*



Chandler Buchfeller
*Associate Dean of
Students*

Prohibited Conduct

Prohibited conduct includes **discrimination**, conduct that rises to the level of harassment, or actions which create a **hostile environment**. A hostile environment is one that unreasonably interferes with, limits, or effectively denies an individual's educational or employment access, benefits, or opportunities. This **discriminatory harassment** can be verbal, written, graphic, and/or physical conduct. To fit the scope of this policy, the policy violation must be **severe or pervasive and objectively offensive**.

Prohibited conduct may occur through:

- Direct oral expression and/or physical gestures or actions;
- Notes, letters and other forms of written communication distributed via U.S. mail, campus mail, or otherwise made visible to the public;
- Phone calls, phone messages, or other forms of electronic verbal communication;
- Email, text messages, pictures, instant messaging, social networks, or other means of electronic communication.

The College prohibits use of College networks, College websites, or College email accounts for online harassment or discrimination, which includes, but is not limited to, sharing objectively offensive content, bullying, harassment, unwelcome texting, breaches of privacy, and any other use of the Internet or other technology to harm another member of the College community and prevent their equal participation in the College's education programs and activities.

In determining whether reported conduct violates this policy, the College will consider the totality of the facts and circumstances involved in the incident, including the nature of the reported conduct and the context in which it occurred. Lack of familiarity with College policy is not a defense to a violation of this policy. Unless specifically noted, intent is not a required element to establish a policy violation.

The College forbids retaliation against anyone for reporting harassment or discrimination, assisting in making a discrimination or harassment complaint, cooperating in a discrimination or harassment investigation, or filing an EEOC claim.

The College's policy is to respond to all harassment or discrimination complaints thoroughly and promptly. To the fullest practical extent, the College will keep complaints and the terms of their resolution confidential. If an investigation takes place and confirms that a violation of the policy has occurred, the College will take corrective action, including disciplinary action and/or sanctions, up to and including immediate termination of employment or dismissal of a student from the College.

It is the responsibility of the Discrimination Response Coordinators, the Director of Human Resources, and student life staff to advise the campus community of this policy on its website and to provide all community members with access to this policy; to provide all College employees and students with a notification of the policy, contact information for those who administer the policy, and the process for reporting through College-issued email and other communication; and to conduct trainings of the campus community on an annual basis.

All employees are responsible to help ensure that the campus is free of discrimination and harassment. If an employee has experienced or witnessed prohibited conduct, they are to notify the Discrimination Response Coordinators or the Director of Human Resources.

Concerns about the College's application of this policy may be addressed to the Discrimination Response Coordinators; the United States Department of Education, Clery Act Compliance Division (clery@ed.gov); the United States Department of Education, Office for Civil Rights (OCR@ed.gov or 800-421-3481); the Equal Employment Opportunity Commission (info@eeoc.gov or 800-669-4000).

To request disability accommodations, students should contact the College's Accessibility Services Coordinator. Employees and other members of the College community should contact the Office of Human Resources.



Scope and Jurisdiction

This policy governs the conduct of faculty, staff, students, alumni, members of the board of directors, volunteers and other participants in College programs and activities that occur on the campuses of Goshen College, Merry Lea Environmental Learning Center, the J. N. Roth Marine Biology Lab, and all off-campus study programs, including Study-Service Term. It also governs the conduct of third parties, including visitors and third-party contractors and vendors.

This policy applies to prohibited conduct that occurs:

- On campus or College owned, affiliated, or operated properties;
- In the context of any College-related or sponsored education program or activity, regardless of the location (including, but not limited to, College-sponsored travel, research or internship programs, or College-sponsored athletic events, club and recreational activities);
- Through the use of College-owned or provided technology resources; or
- When the conduct has continuing adverse effects or the creation or continuation of a hostile environment on campus.

The College's Discrimination Response Coordinators will review the circumstances of the reported conduct to determine whether the College has jurisdiction or disciplinary authority over the Respondent. In instances where the College does not have disciplinary authority over the Respondent or the conduct is unconnected to a College program or activity, the College will take reasonably available steps to support a Complainant or other community members through supportive measures and provide assistance in identifying external reporting mechanisms.

Where conduct involves the potential violation of both this policy and the Student Handbook or the Employee Handbook, the Discrimination Response Coordinators and/or the Director of Human Resources consult with appropriate grievance process coordinators to determine the appropriate procedure for addressing other potential misconduct, provided that it does not unduly delay a prompt or equitable resolution of the report. The classification of the Respondent's primary role (student or employee) will direct the processes that will be followed for resolution.

This policy applies to all reports of prohibited conduct that are received by the College on or after the effective date of this policy, regardless of when the prohibited conduct occurred. Where the date of the prohibited conduct precedes the effective date of this policy, the definitions of prohibited conduct in existence at the time of the alleged incident(s) will be used. The procedures under this policy, however, will be used to investigate and resolve all reports made on or after the effective date of this policy, regardless of when the incident(s) occurred.

Procedures for Addressing Complaints

Anyone can file a report harassment or discrimination. The College will respond to the report in a timely way with an invitation to meet. In the meeting, the Discrimination response coordinator will give information about referral to appropriate resources, providing appropriate accommodations, and, when a formal complaint is filed, overseeing an informal resolution process or a formal grievance process as defined in the policy.

Response to a Report

However you choose to report, you have the right to share as much as you are comfortable sharing or what you believe would be helpful to achieve the outcome you desire. The Discrimination response coordinator will contact you right away and work with you to determine the best steps to take, depending on your situation and the nature of the policy violation.

The next steps may include:

- Receiving support, such as counseling or medical assistance
- Developing a safety plan for your security and the security of those around you
- Filing a formal complaint to remedy the situation through an informal resolution or formal grievance process

The [online reporting form](#) allows you to submit an anonymous report, which gives the Discrimination response coordinator information about a general problem or potential threat. Please remember that, with an anonymous report, the Discrimination response coordinator is unable to contact you to offer support, accommodations, or options.

Even if you have already submitted an anonymous report, you always have the option to file another report and identify yourself to receive support. You can also directly contact any GC employee, Student Life staff, or the Discrimination response coordinator for additional information.

You Choose the Steps to Take

Remember, reporting discrimination or harassment does not require you to file a formal complaint and involve the other party. You can choose what kind of steps you want to take for support or to resolve the issue. At any point in the process, you may contact a variety of people for support, advice on options, or additional resources. Confidential resources include the campus counselors and campus pastor who can provide support and help you decide what steps to take.

You may also contact [off-campus resources](#), especially if you have experienced a crime or have medical concerns. Survivors may also contact the [Goshen Police Department](#) at any time after experiencing a crime. GC employees can assist you with contacting law enforcement or getting immediate medical help at the Goshen Hospital emergency room.

Please note that reporting a crime close to the time of the incident increases your chances of preserving valuable evidence for a criminal investigation and prosecution.

All Parties Are Treated Fairly

The goal of the policy for addressing bias, discrimination, and harassment is to ensure equitable access to education programs and activities. When Goshen College addresses reports of bias-related harassment or discrimination, all parties involved can be assured of a fair, timely, and private process to address difficult situations, remedy the situation as much as possible, and prevent the incident from happening again. All parties will be treated with dignity and professionalism.

Overview of Procedures

The following procedures shall apply according to the status of the person accused of prohibited conduct. More details about procedures are provided when meeting with the Discrimination response coordinator:

- **Student:** The Discrimination response coordinators will be informed when receiving information about a discrimination and harassment incident involving students. In cases where safety is involved, the Director of Campus Safety will be informed and may collaborate on developing a safety plan. In cases related to campus housing, the Director of Residence Life and Housing will be notified of any associated conduct issues.
- **Employee:** The Director of Human Resources will also be informed if a discrimination and harassment incident involves a Goshen College employee. The Director of Human Resources will collaborate with the Discrimination response coordinator to provide resources, consider options, and when requested, coordinate an informal resolution or formal grievance process as outlined in the policy.
- **Campus visitor or outside contractor:** When a discrimination and harassment incident involves a non-GC contractor, volunteer, or temporary worker, the Vice President for Finance and Director of Human Resources will be informed and will collaborate with the Discrimination response coordinator to address the situation and prevent it from happening again.
- Goshen College will promptly and equitably address any reports of discrimination & harassment incidents by:
 - Advising the person reporting the alleged inappropriate conduct (“the complainant”) about available College and community resources;
 - Assisting the complainant in accessing college and community resources, including campus and local law enforcement authorities, when such assistance is requested;
 - Making reasonable changes in living, working, or academic arrangements as appropriate;
 - Informing the complainant of the process of filing a formal complaint, which leads to resolution options, such as informal resolution or a formal grievance procedure, as outlined in the Discrimination & Harassment policy.
 - When a formal complaint is filed, provide the alleged offender (“the respondent”) with a notice of allegations, along with information about support and resources, the policy and procedures, and possible outcomes.
 - Treating all complaints as confidential, by not sharing information related to the report without the complainant’s permission, unless there is an immediate threat to the safety of individuals or the community.

Disciplinary Actions

Sanctions for discrimination and harassment incidents may take different forms depending on the severity of the offense. In those situations where it is determined, following a thorough investigation, that a violation of this policy has occurred, appropriate action will be taken. Consequences may include the following:

- verbal reprimands, written reprimands and/or warnings
- monitoring or restriction of campus access, benefits, or services
- mandatory education
- suspension or possible separation from the college

In those instances where a violation is found, documentation of the violation and the disciplinary action will be placed in the respondent’s official Goshen College file.

Appeals

At the conclusion of a discrimination or harassment formal resolution process, any party (either the complainant or respondent) may appeal a final determination or a sanction or disciplinary action, according to [Goshen College's Appeal policy](#).

Retaliation

Threats, other forms of intimidation, and retaliation against a complainant or any other party involved in implementing the college incidents of discrimination and harassment policy are violations of the policy and may be grounds for disciplinary action.

False Reports and Evidence

A deliberately false, malicious, and/or reckless accusation of bias-related discrimination or harassment is a serious offense and will be subject to appropriate disciplinary action. Allegations that, even if erroneous, are made in good faith are not considered false reports.

Prevention and Education around Discrimination and Harassment

The policy on discrimination and harassment is one facet of Goshen College's campus-wide [commitment to diversity, equity, and inclusion](#). The policy and procedures ensure that Goshen College students and employees have equal access to all educational activities and programs and are able to learn and work in a safe environment.

Goshen College will take steps to prevent incidents of discrimination or harassment by:

- Integrating into Goshen College's curriculum, staff training, and community programming initiatives designed to promote equity and prevent bias-related acts and incidents.
- Explore issues, events, and attitudes relating to equity and bias-related acts and incidents at Goshen College.

Other resources for support include:

- [Discrimination or Harassment report](#)
- Employee Whistleblower Hotline: [Campus Conduct Hotline](#) or (866) 943-5787
- [Indiana Civil Rights Commission](#): (800) 628-2909 or click [here](#) to file a complaint electronically.
- [Office for Civil Rights \(OCR\)](#): (800) 421-3481 or OCR@ed.gov
- [Equal Employment Opportunity Commission \(EEOC\)](#): (800) 669-4000 or info@eeoc.gov. TTY: 1-800-669-6820 ASL Video Phone: 844-234-5122

For more information about GC's [Commitment to Community Standards](#), contact Dr. Gilberto Perez, Jr., Vice President of Student Life and Dean of Students at (574) 535-7434 or gperez@goshen.edu.

Title IX at Goshen College

Title IX refers to a 1972 legislative act prohibiting gender-based discrimination in education.

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Like other civil rights legislation, Title IX informs Goshen College policy and practice, as well as our commitment to providing a safe, equitable, and supportive learning and working environment for members of the Goshen College campus.

In August 2025, the Title IX Office revised Goshen College's Policy on Sexual Misconduct, Harassment, and Violence. Goshen College's prohibition of all forms of harassment, discrimination, and violence is articulated in this document.

Title IX Office

Goshen College's Title IX Office ensures that our learning and working environment are safe from gender and sexual harassment, discrimination, and violence in many forms.

Goshen College Director of Health and Wellness, Patty Hartshorn, serves as the Title IX Coordinator and the head of Goshen College's Title IX Office. The Title IX Coordinator has the responsibility to oversee policy and procedures and coordinate training and education efforts.

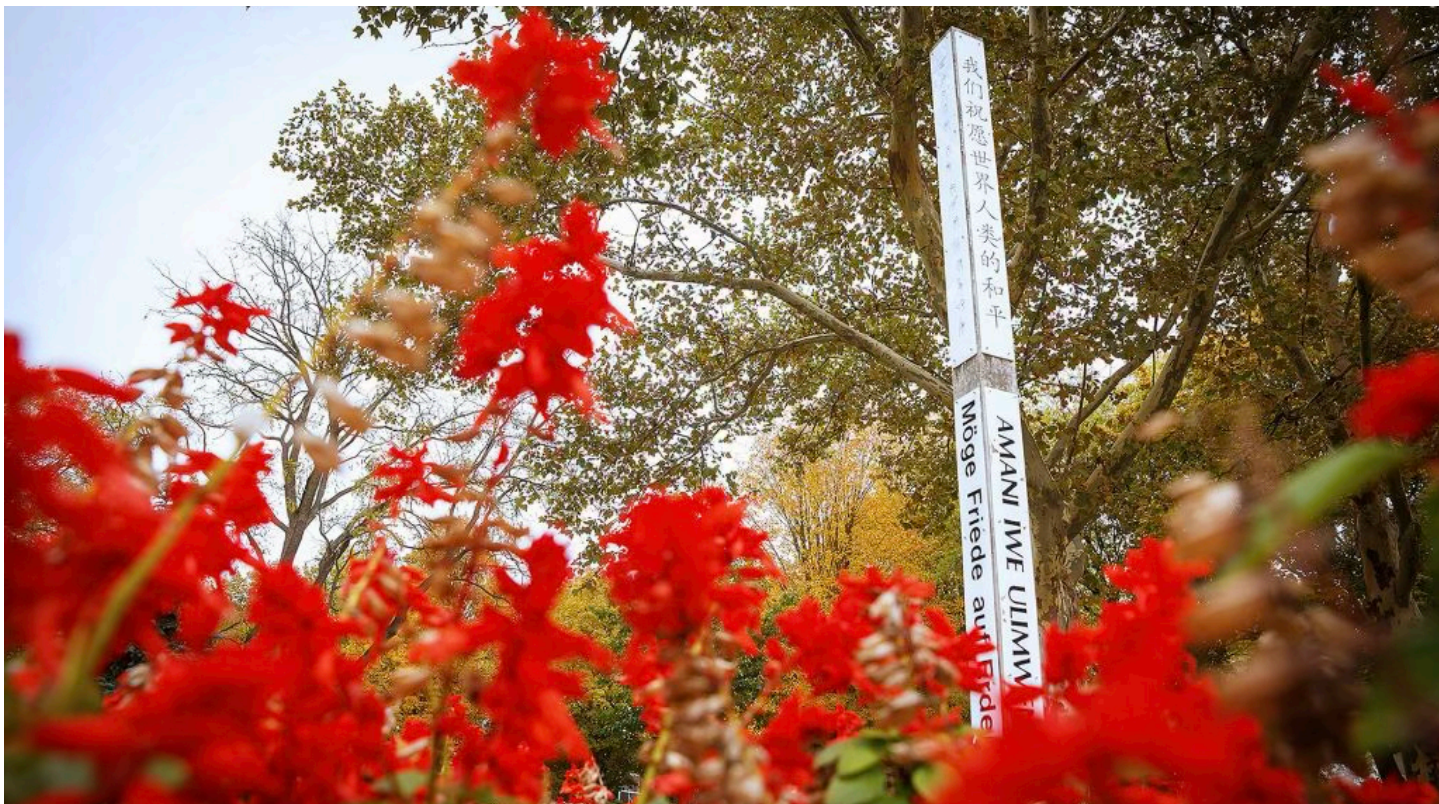
When anyone reports various forms of sexual harassment or assault defined in this policy to the Title IX Office, the Title IX Deputy Coordinator works with reporters and respondents to address and remedy situations and to help prevent further harm. As a member of Goshen College's Title IX Office, Marlene Penner, Assoc. VP of Human Resources and Title IX Deputy Coordinator, receives reports and assists in facilitating equitable and timely processing of concerns.



Patty Hartshorn
Title IX Coordinator



Marlene Penner
*Title IX Deputy
Coordinator*



Federal Oversight of Discrimination

Inquiries about Title IX rights and responsibilities may be made externally to:

Office for Civil Rights (OCR)

U.S. Department of Education

400 Maryland Avenue, SW

Washington, D.C. 20202-1100

Customer Service Hotline #: (800) 421-3481

Facsimile: (202) 453-6012

TDD#: (877) 521-2172

Email: OCR@ed.gov

Web: <http://www.ed.gov/ocr>

Complaints Involving Employees

Equal Employment Opportunity Commission (EEOC)

Indianapolis Office

101 West Ohio St, Ste 1900

Indianapolis, IN 46204

Phone: 1-800-669-4000

Facsimile: 317-226-7953

TTY: 1-800-669-6820

ASL Video Phone: 844-234-5 122

Email: info@eeoc.gov

Web: <https://www.eeoc.gov/>



Title IX Policies

Goshen College is committed to providing equal opportunities in education and employment and to creating equal access to college benefits, programs, and activities for all students. Toward this commitment, the college strives to provide an environment in which students, staff, and faculty can study and work without having to overcome the barriers of discrimination and harassment because of sex, gender identity, sexual orientation, age, ability, national origin, documentation status, race, ethnicity, or any other protected class.

The U.S. Department of Education's Office for Civil Rights (OCR) oversees and enforces statutes protecting individuals from multiple forms of discrimination in educational programs or activities. Like other civil rights legislation, Title IX informs Goshen College policy and practice, as well as our commitment to providing a safe, equitable, and supportive learning and working environment for members of the Goshen College campus. The college addresses Civil Rights violations and other violations of the college's Student Conduct Standards through formal resolution processes that protect individual safety and access to education and balance those protections with the rights and responsibilities of all parties involved.

The [Policy on Sexual Misconduct, Harassment, and Violence](#) covers the principles and procedures related to the discriminatory effects of specific sex-based discrimination. Title IX refers to the 1972 Higher Education Amendment, 10 U.S.C. § 1681 et seq., to the U.S. Civil Rights Act (1964) that states:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

In compliance with federal and Indiana state law, the college has adopted Goshen College's Policy on Sexual Misconduct, Harassment, and Violence in order to provide a prompt, fair, and impartial process for those involved in an allegation of discrimination or harassment on the basis of sex — including pregnancy discrimination and sexual harassment & assault and discrimination on the basis of gender identity and sexual orientation — in educational programs and activities.

In order to address the requirements of the new Title IX regulations (announced in May 2020 and implemented on August 14, 2020), the college has revised our Sexual Assault and Misconduct Policy and procedures (2018). Any report on or after Aug 14, 2020, will be processed following the new federal guidance. We will continue to work with every report of sexual harassment or assault to ensure student safety and support, as well as to guide a fair and prompt resolution in line with the college's mission and community standards.

Goshen College's Policy on Sexual Misconduct, Harassment, and Violence (2025)

Our reporting process remains essentially the same, and you may report sexual harassment or assault in a variety of ways, including the [online reporting form](#). You may also contact confidential resources for advice and support before you decide to report. You can also access a list of definitions (below) for the type of situations and behavior covered by this policy.

This policy works in conjunction with other campus grievance policies and procedures designed to address and remedy violations of the college's community standards for employees and students, particularly the Policy on Sexual Misconduct, Harassment, and Violence and the Process for Responding to a Violation of Standards. Employee grievance policies are managed by the Human Resources Office.

During the process of addressing a report of sexual harassment or assault, the Title IX Coordinator may make minor modifications to procedures that do not materially jeopardize the fairness owed to any party, such as to accommodate summer schedules. The Title IX Coordinator may also vary procedures materially with notice (on the institutional website, with the appropriate effective date identified) upon determining that changes to law or regulation require policy or procedural alterations not reflected in this policy and procedures.

The current Policy on Sexual Misconduct, Harassment, and Violence (2025) is based on the previous Title IX Sexual Harassment and Assault Policy (revised in 2023) and the Policy on Sexual Assault and Misconduct (2018), revised according to recommendations by the OCR. In January 2020, the OCR gave final approval to the 2018 policy and the policies listed below. The OCR also affirmed the college's training and implementation of the Sexual Assault and Misconduct Policy (2018).

- Anti-Harassment and Anti-Violence Statement (May 2018): Goshen College strives to provide a safe, supportive, and respectful living, learning, and working environment for all members of the community. Goshen College does not tolerate discrimination, harassment, or violence of any kind.
- Record keeping and data retention policy (February 2018): Goshen College respects the privacy of all individuals involved in reports of gender or sexual violence. This policy guides the documentation and communication related to processing a report of gender or sexual violence.

This policy does not create legally enforceable protections beyond the protection of the background state and federal laws which frame such policies and codes, generally. If government laws or regulations change – or court decisions alter – the requirements in a way that impacts this policy, this policy will be construed to comply with the most recent government regulations or holdings.

Please contact the Title IX Coordinator Patty Hartshorn with policy questions. Our resources, support, and accommodations remain the same and are overseen by Title IX Office.



Definitions

Goshen College recognizes that everyone's experience with sexual harassment and violence is unique and may not fit into a specific legal or policy definition. The College provides the following definitions of terms used to describe sex-based crimes covered by this policy and recognizes that the following definitions may not fit your situation.

These definitions are intended to help you consider your options for addressing and remedying your situation through the College's Title IX Office, through other College grievance processes, or in a legal process. See also Goshen College's Policy on Sexual Misconduct, Harassment, and Violence (2025).

When filing a report, you do not need to worry about definitions and categories, although the [online reporting form](#) provides options for you to consider and select as you describe what has happened. A member of the Title IX Office will meet with you to better understand your situation and help you consider the options you may have for addressing and remedying your situation in a way that is most helpful to you.

The behaviors listed below are serious violations of the College's Community Standards and are detrimental to both relationships and to individual self-esteem. All members of the College community, students, employees, and guests are expected "to support an environment of mutual respect and accountability, to care for the personal dignity of others and to have integrity in their conduct and communication.; these also violate the caring nature of our community" (Goshen College [Community Standards](#)). See also the examples provided of [bias-related discrimination and harassment](#), which include gender-based harassment and other forms of bias.

Given the nature of this type of conduct and the serious effects such conduct can have, Goshen College treats violations of this policy seriously and will work promptly and equitably to address and remedy situations involving gender and sexual harassment and work to prevent them from happening again.

The College has adopted the following definitions in order to address the unique environment of an academic community, which consists not only of employers and employees, but also of students. See Appendix A for a glossary of terminology used in this policy and procedures.

Affirmative consent:

A verbal agreement given by individuals before and during sexual activity that must be informed, voluntary, and mutual, and can be withdrawn at any time. In relationships of every level of intimacy, affirmative consent should be a process of communicating the desires and needs of each person. See also consent.

Consent:

An informed, voluntary, and mutual agreement between individuals to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create mutually understandable clear permission to engage in sexual activity. Consent cannot be given by an individual who one knows to be, or based on the circumstances should reasonably have known to be, substantially impaired (e.g., by alcohol or other drug use, unconsciousness, etc.), incapacitation, or by an individual who is under the age of consent in the state of Indiana (age 16). Substantial impairment includes:

- A state when an individual cannot make rational, reasonable decisions because they lack the capacity to give knowing consent (e.g., to understand the “who, what, when, where, why, or how” of their sexual interaction).
- Individuals whose substantial impairment results from other physical or mental conditions including mental disability, sleep, involuntary physical restraint, or from the consumption of alcohol or other

Being impaired by alcohol or other drugs will never function as a defense for any behavior that violates this policy. See also the definition for incapacitation.

Consent for one individual or each sexual interaction may be defined differently in different contexts. Therefore, each party is responsible for determining that the other individual has clearly consented before engaging in the activity and ensuring ongoing consent to continue sexual activity through clear communication.

- Consent is never implied, assumed, coerced, or owed.
- Coercion, force, or threat of either invalidates consent.
- Silence or absence of resistance does not imply consent.
- Consent may be withdrawn at any time during sexual activity.
- A person who does not want to consent to sex is not required to resist or verbally object in order for the behavior to be nonconsensual.
- Past consent, regardless of when given or in what medium (verbal, visual, social media, written) does not imply future consent.
- Consent to engage in sexual activity with one person does not imply consent to engage in sexual activity with another.
- Consent to any one form of sexual activity does not imply consent to any other forms of sexual activity.

For the terms of this policy, the existence of consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances.

Dating Violence:

A form of sexual violence committed by a person who is or has been in a romantic or intimate relationship with the complainant. Whether there was such a relationship is gauged by length, type, and frequency of interaction. The existence of such a relationship will 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. Dating violence includes, but is not limited to, physical, emotional, verbal, sexual, and economic abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence. See definition below. This definition aligns with federal definitions of "dating violence" in 34 U.S.C. 12291(a)(10).

Domestic Violence:

Sexual violence committed by the current or former spouse, a current or former cohabitant with whom the complainant had an intimate relationship, and/or a person with whom the complainant shares a child in common.¹⁹ To be categorized as domestic violence, the relationship between the respondent and the complainant must be more than just two people living together as roommates. The people cohabitating must be current or former spouses or have an intimate relationship. Domestic violence is defined in Indiana Code as conduct that is an element of an offense under IC 35-42 (criminal offenses against the person) or a threat to commit an act described in IC 35-42 as occurring from a person against a person who: (1) is or was a spouse of; (2) is or was living as if a spouse of; (3) has a child in common with; (4) is a minor subject to the control of the other person regardless of whether the act or threat has been reported to a law enforcement agency, or results in a criminal prosecution. This definition aligns with federal definitions of "domestic violence" as defined in 34 U.S.C. 12291(a)(8).

Force:

The use of physical violence and/or physical imposition to gain sexual access to another individual. Force also includes threats, intimidation (implied threats), and coercion that is intended to overcome resistance or produce consent. Sexual activity that is forced is, by definition, non-consensual, but non-consensual sexual activity is not necessarily forced. Consent is not demonstrated by the absence of resistance. While resistance is not required or necessary, it is a clear demonstration of non-consent. See also Consent.

Forcible Fondling:

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 in which a complainant is incapable of giving consent because of age or because of temporary or permanent mental or physical incapacity.

Harassment:

Conduct directed toward a victim that includes but is not limited to repeated or continuing impermissible contact that would cause a reasonable person to suffer emotional distress and that actually causes the victim to suffer emotional distress. Harassment does not include statutorily or constitutionally protected activity, such as lawful picketing pursuant to labor disputes or lawful employer-related activities pursuant to labor disputes (IC-35-45-10-2).

Hostile Environment:

A situation where sexual harassment or violence is directed at an individual because they are actually or perceived to be a member of a legally protected class. Harassment creates a hostile environment when it is sufficiently severe, persistent or pervasive and objectively offensive to a reasonable person. A hostile environment is always uncomfortable but it is tied to discrimination when the behavior impacts tangible work or educational benefits, interferes unreasonably with an individual's job performance or academic performance, or creates what a reasonable person would perceive is an intimidating, hostile or offensive work or learning environment. Physical violence always creates a hostile environment, but a hostile environment does not require the presence of physical violence. Although harassment of an individual who is not a part of a protected class may not create a hostile environment, the behavior violates the College's community standards and should be reported.

Incapacitation:

The physical or mental inability to make informed, rational judgments; to evaluate or control conduct; or communicate or grant consent. Incapacitation is created when the individual is unconscious, asleep, intoxicated, or under the influence of other drugs or is, for any other reason, physically, mentally or legally unable to communicate or grant consent.

Intimidation:

Unlawfully placing 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. Intimidation includes any communication of a threat to another person in any medium or by a third party in order to force that person to engage in conduct against their will.

Non-forcible Sex Offenses:

Forms of sexual conduct with individuals who are incapable of consenting to sexual acts because they are underage, physically helpless, or mentally incompetent. Consent given by such individuals cannot be valid. The College prohibits non-forcible sex offenses as defined by federal and Indiana law, such as incest (non-forcible sexual intercourse, between persons who are related to each other, within the degrees wherein marriage is prohibited by Indiana law) and statutory rape (non-forcible sexual intercourse with a person who is under 16, the statutory age of consent in Indiana).

Quid Pro Quo Harassment:

When a person who has power or authority over another makes unwelcome sexual advances, requests sexual favors, and other verbal or physical conduct of a sexual nature, and uses submission to such sexual conduct as a condition for access to or receiving the benefits of any educational program or employment. This includes explicit statements or implicit suggestions that submission to such conduct is a condition of rating or evaluating an individual's educational and/or employment progress, development, or performance.

Rape:

A specific form of sexual assault that includes an act of sexual intercourse accomplished against a person who does not consent to the sexual contact or is incapable of consenting (see Consent and Incapacitation). Intercourse is defined as penetration, no matter how slight, of a bodily orifice (vagina, anus, mouth) with a body part or object.

Sexual Assault:

A forcible sex offense, which is any sexual act directed against another person without their consent, including instances in which an individual is incapable of giving consent through incapacitation or substantial impairment (see Consent above). “Without consent” is interpreted to mean that the person being assaulted is: (1) compelled to submit to the assault, attempted or actual, by force or the imminent threat of force; or (2) so mentally disabled or deficient that consent to the touching cannot be given. See definitions of specific forms of sexual assault: forcible assaults, such as rape, dating violence, domestic violence, stalking; or non-forcible sexual offenses such as incest or statutory rape. This definition complies with federal definition of sexual assault 20 U.S.C.1092(f)(6)(A)(v).

Sexual Coercion:

Unreasonable pressure for sexual activity. Coercive sexual conduct differs from seductive sexual conduct based on factors such as the type and/or extent of the pressure used to obtain consent. When someone makes clear that they do not want to engage in certain sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

Sexual Exploitation:

A non-forcible offense in which an individual takes non-consensual or abusive sexual advantage of another person for their own benefit or for the benefit of anyone other than the person being exploited. Examples include, but are not limited to:

- Sexual voyeurism (such as observing or allowing others to observe a person undressing or using the bathroom or engaging in sexual acts, without the consent of the person being observed), which may involve invasion of privacy by taking pictures, video, or audio recording of another in a sexual act, or in any other sexually-related activity when there is a reasonable expectation of privacy during the activity, without the consent of all involved in the activity, or exceeding the boundaries of consent (such as disseminating sexual pictures without the photographed person’s consent);
- Prostituting another person;
- Engaging in sexual activity with another person while knowingly infected with human immunodeficiency virus (HIV) or a sexually-transmitted disease (STD) or infection (STI), without informing the other person of the infection;
- Causing or attempting to cause the incapacitation of another person (through alcohol, drugs, or any other means) for the purpose of compromising that person’s ability to give consent to sexual activity, or for the purpose of making that person vulnerable to non-consensual sexual activity;
- Misappropriation of another person’s identity on apps, websites, or other venues designed for dating or sexual connections;
- Forcing a person to take an action against that person’s will by threatening to show, post, or share information, video, audio, or an image that depicts the person’s nudity or sexual activity;
- Knowingly soliciting a minor for sexual activity;
- Engaging in sex trafficking; and/or
- Creation, possession, or dissemination of child pornography.



Sexual Harassment:

Unwanted conduct of a sexual nature that is determined by a reasonable person to be so severe, pervasive, and objectively offensive, that it effectively denies a person equal access to the College's education program or activity. Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, or other verbal or nonverbal conduct of a sexual nature, including rape, sexual assault and sexual exploitation. Dating violence, domestic violence and stalking are also forms of sexual harassment.

Stalking:

A course of conduct, on the basis of sex, directed at a specific person, that would cause a reasonable person to fear for the person's safety, or the safety of others; or to suffer substantial emotional distress. For the purposes of this definition "course of conduct" means two or more acts, including, but not limited to, acts in which the respondent 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. "Substantial emotional distress" means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.



Immediate Response

If you have experienced a sexual assault, dating violence, domestic violence, or stalking, please consider the following emergency contacts:

1. **Your safety is important.** Find a place where you are safe from further harm. If you are in immediate danger, please contact:
 - **Goshen City Police Department:** 911. The Goshen City Police Department will respond by sending an officer to the location you tell them. The officer will ask you questions and collect information about the assault. They can also help you go to a safe place or to the emergency room.
 - **On-Call Administrator** (574-535-7273): 24-hour availability to help you connect to emergency resources and safety measures. The on-call administrators are the resident directors: Chandler Buchfeller, Kevin Schultz, and Jordan Blank. They are also [Campus Security Authorities](#) and will connect you to the Title IX Coordinator for further assistance.
 - **Campus Safety** (574.535.7599): 24-hour availability to support your immediate safety. [Campus Safety officers](#) are Zeke Kingsbury, Dakota Blaise, Pedro Scattolon, and Aaron Johnson. The Director of Campus Safety, Kris RappAfoose, and the Assistant Director, Doug Crum are also [Campus Security Authorities](#).

Once you are in a safe place, please remember that...

- It is not your fault.
 - You have choices regarding what steps to take and at what pace.
 - You have options to ensure your safety, health, and well-being.
 - GC employees are available to help you, 24 hours a day.
2. **Whatever steps you take, consider reaching out to someone you trust.** A friend, family member, or other trusted individual may be able to help you find resources and support for you. If you don't have someone you trust, contact the Confidential Resources in Campus Counseling or Campus Ministries.. Student Life staff and all GC employees will help connect you to resources. You can also contact the Title IX Office at any point.

3. Consider seeking medical attention:

- One option is to go directly to **Goshen Health Hospital and Emergency Room** at 200 High Park Avenue (574-533-2141). You can ask an On-Call Administrator or a trusted friend to go with you.
- The **Saint Joseph Forensic Department** and Emergency Room, located in Mishawaka (about 45 minutes east of Goshen) are available for medical assistance, as well as sexual assault medical exams by specifically trained sexual assault nurse examiners (also referred to as SANE nurses) (<https://www.sjmed.com/forensic-department>).
- The **Fort Wayne Sexual Assault Treatment Center**, located an hour southwest of Goshen, is a valuable resource. Their web pages include helpful links to resources as well (<https://www.fwsatc.org/>).
- At the hospital, a nurse or physician will help you consider options such as a **medical exam** to collect evidence.
 - ✦ If you are considering having a **medical exam**, please do not bathe, shower, brush your teeth, or change clothing. Do not use the toilet, but if you must, do not wipe with toilet paper.
 - ✦ Evidence can be for several days following a sexual assault.
 - ✦ It is important to know that the medical exam will be invasive, so consider taking a support person with you.
 - ✦ Police involvement is optional even if you have a medical exam; you can still have evidence collected and saved at the emergency room, even if you do not want an investigation.
- You could contact **Goshen Family Physicians** (574.534.8200 between 8:30 am to 4:30 pm; 574.534.0050 after hours for the on-call physician).
- You may also speak to a trained sexual assault advocate 24/7 by calling the **National Domestic Violence Hotline**, 1 (800) 332-7385, to speak to an advocate online, or **RAINN**, 1(800) 656-4673.

4. Consider reporting to law enforcement if you are a victim of a crime: You can call 911 for emergency help or contact the Goshen Police Department Non-Emergency Dispatch (574-533-4151). Officer Nic Kauffman is the Goshen Police Department Liaison for Goshen College (574-537-3800).

If you want to report a sexual assault:

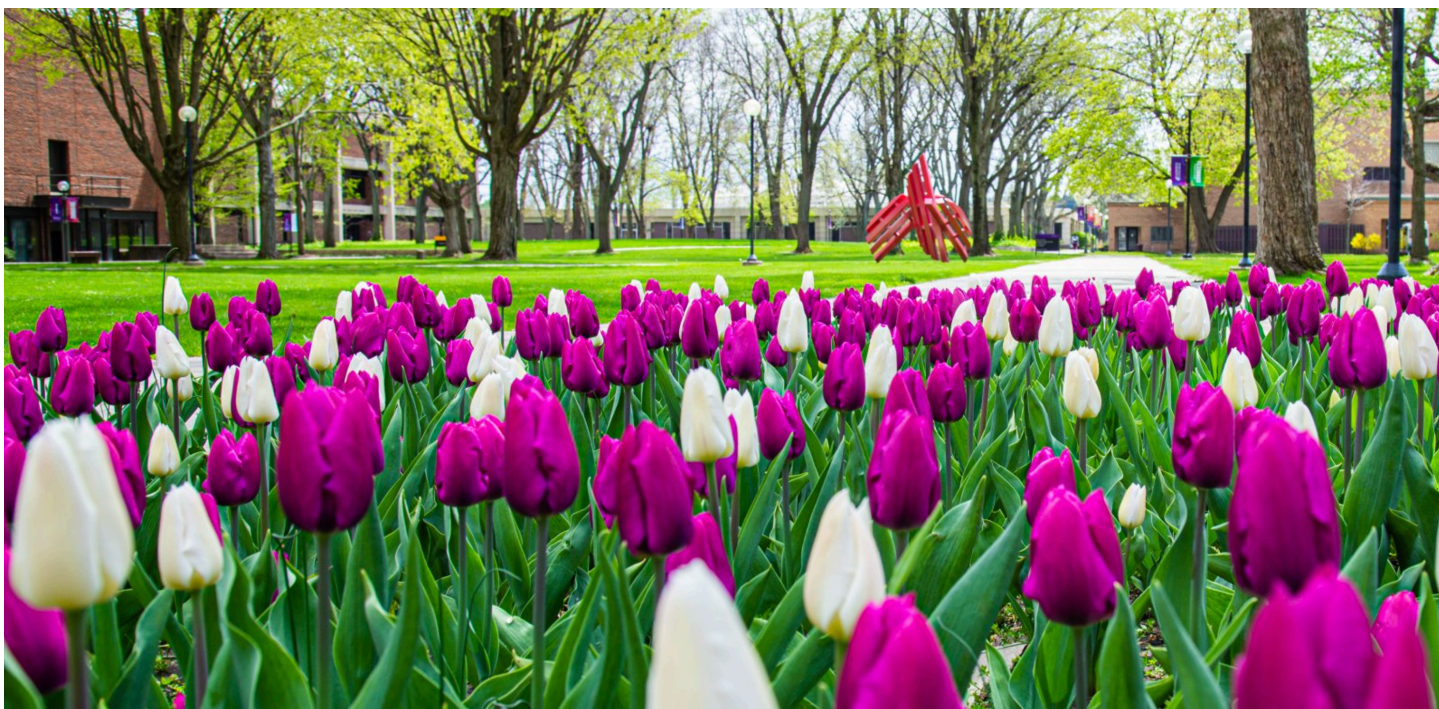
- **Preserve evidence:** Don't bathe or brush your teeth; if you have changed your clothing, preserve it in a paper bag; if the assault took place in your home, do not rearrange or clean up anything.
- Collecting evidence and contacting the police closer to the time of the assault increases the chances of successful investigation and potential prosecution.
- **Write down the details** about the assault and perpetrator as soon as you feel comfortable.



As you consider the next steps, please know that there are people trained and ready to support you. Consider contacting these [non-emergency resources for sexual assault or any form of sexual misconduct](#).

If you have experienced [sexual violence—domestic or dating violence or stalking— or are a survivor of sexual assault](#), you have the following specific rights under the law and the policies of Goshen College:

- to have a friend or support person with you for any and all stages of gaining assistance and/or formal reporting of the crime;
- to notify proper law enforcement authorities, including the local police;
- to seek an order of protection, no contact order, restraining order, or similar lawful order issued by a criminal or civil court or enforce an order already in existence; Goshen College will help you connect to the [Elkhart County Victim Assistance Services](#);
- to talk with any Goshen College employee about Goshen College's process to file a report with the Title IX Deputy Coordinator and request support;
- to request accommodations needed for your safety and support (including a change in housing, class schedule, employment, or travel);
- to receive assistance with locating available resources, including medical care, counseling or other mental health services, and spiritual guidance and support; and,
- to have your confidentiality and privacy protected according to our [policy definitions](#).



Formal Complaint and Resolution Process

When a student or employee files a formal complaint, the Title IX Coordinator facilitates the formal resolution process, and campus personnel carry out specific roles in the process.

Members of campus personnel are trained annually to serve in the following roles:

- To act as an advisor to the parties
- To investigate formal complaints as part of a formal resolution process
- To serve as a hearing panel member

All process personnel have this assignment in addition to other duties on campus and serve with a commitment to independence and impartiality. Before being assigned to a specific role in a case, the Title IX coordinator ensures that they are not biased for or against any party in a specific case.

Advisors

In both informal and formal resolution processes, both parties may have an advisor to accompany them to meetings and help them navigate the process. Each party chooses its own advisor, or the Title IX Coordinator appoints one from the campus's advisor pool. For more information about selecting an advisor, contact the Title IX office.

Decision-Makers

Members of campus personnel have additional training to serve as Decision-Makers for the formal resolution process. During a hearing, the hearing panel conducts an impartial hearing with an objective analysis of relevant evidence and a fair determination of responsibility and sanctions.

Reporting

If you have experienced sexual harassment or assault, please consider reporting your experience in order to get help addressing the situation and finding the support you need. If you are experiencing an emergency, please seek immediate assistance by calling 911 or Campus Safety (574-535-7599).

[Fill out Online Report](#) on our website.

GC wants to help you address any difficult situation, policy violation, or emergency at all of its campuses, whether in Goshen, at Merry Lea or the Roth Marine Biology station, or wherever you participate in any GC educational program or activity.

Even if you are on a Study Service Term (SST), an off-campus course, or an internship, you can report your experience. We will always support you and talk through the best options to remedy the situation and prevent it from happening again.

Reports may originate in a variety of places, such as the [online reporting form](#), which is received by the Title IX office. You may also contact any GC employee to be connected to the Title IX Office. GC employees can be your bridge to resources and reporting and help you find support along the way.

Response to a Report

However you choose to report, you have the right to share as much as you are comfortable sharing or what you believe would be helpful to achieve the outcome you desire. The Title IX Office will reach out to you and work with you to determine the best steps to take, depending on your situation and the nature of the policy violation.

The next steps may include:

- Receiving support, such as counseling or medical assistance
- Developing a safety plan for your security and the security of those around you
- Filing a formal complaint to remedy the situation through an informal resolution or formal resolution process

The online reporting form allows you to submit an anonymous report, which gives the Title IX office information about a general problem or potential threat. Please remember that, with an anonymous report, the Title IX office is unable to contact you to offer support, accommodations, or options.

Even if you have already submitted an anonymous report, you always have the option to file another report and identify yourself to receive support. You can also directly contact any GC employee, Student Life staff, or the Title IX office to provide additional information.

A screenshot of a web browser displaying the Goshen College Sexual Harassment or Assault Report form. The browser's address bar shows "on.maxient.com". The form has a purple header with the Goshen College logo on the left and the title "Sexual Harassment or Assault Report" on the right. The main content area is white with purple text. It includes an introductory paragraph about the purpose of the form, a section for additional contact information, and a "Background Information" section with details about the college's support services and the Title IX process. The form is framed by a purple border.



You choose the steps to take

Remember, reporting sexual harassment or violence does not require you to file a formal complaint and involve the other party. You can choose what kind of steps you want to take for support or to resolve the issue. At any point in the process, you may [contact a variety of people for support](#), advice on options, or additional resources.

You may also contact [off-campus resources](#), especially if you have experienced a crime or have medical concerns. Survivors may also contact the [Goshen Police Department](#) at any time after experiencing a crime. GC employees can assist you with contacting law enforcement or getting immediate medical help at the Goshen Hospital emergency room. Please note that reporting a crime close to the time of the incident increases your chances of preserving valuable evidence for a criminal investigation and prosecution.

All parties are treated fairly

The goal of Title IX is to ensure equitable access to education programs and activities. When Goshen College addresses reports of sexual or gender harassment, sexual assault, or discrimination, all parties involved can be assured of a fair, timely, and private process to address difficult situations, remedy the situation as much as possible, and prevent the incident from happening again. Both Complainants (victims, survivors) and Respondents (alleged offenders) will be treated with dignity and professionalism. See the [statement of student rights in a Title IX grievance process](#) for more information and contact that Title IX office with any questions.

Please ask for help

We want you to be safe and we want to help. A report is the beginning of a process to help you address a challenging situation, remedy the effects of policy violations on you and your educational experience, and prevent the situation from occurring in the future.

If you have questions about completing this form, please reach out directly to the Title IX Office (574-535-7484, titleix@goshen.edu or Wyse 119), a [Student Life staff member](#), or any GC employee.

Support and Resources

Everyone's experience is different, and you are the only person to determine what resources will be most helpful to you. Please consider reaching out to support from the following on and off-campus resources. These support people will listen to your concerns, support you as you process your experience and consider options, and direct you to the appropriate resources. Contacting any of these support resources can be a first step in thinking through a difficult situation.

These resources are available at any time, regardless of the time or location of the incident. The confidential advocates, campus counselors, and campus pastor will only report any information you share with them at your request or if there is a threat of immediate harm to you or the community. They will always inform you before sharing any information. Otherwise, conversations with these individuals are confidential.

Accessing confidential resources does not require reporting details of the situation or incident, although you may [report to the Title IX Coordinator or any GC employee](#) at any time. If you have experienced a crime, you may always contact the [Goshen Police or Campus Safety](#) (574-535-7599). GC employees are available to assist you in contacting law enforcement or seeking medical help.

Goshen College Confidential Resources



Jen Shenk

Campus Pastor
jshenk@goshen.edu
(574) 535-7776
Wyse Hall 121



Jennifer Miller

Campus Counselor
jamiller@goshen.edu
(574) 535-7673
Wyse Hall 117



Gia Karam

Intern NP
gkaram@goshen.edu
Wyse Hall 115



Amee Yoder Click

Campus Counselor
acyoder@goshen.edu
(574) 535-7482
Wyse Hall 119



Ruby Irwin

Intern NP
rirwin@goshen.edu
Wyse Hall 115



Cristina Reyes

Campus Counselor
creyes@goshen.edu
(574) 535-7032
Wyse Hall 117

Off-Campus Resources

In addition to the support on campus, you can always reach out to off-campus services. The confidential advocates, the Title IX Office, On-call Administrators, or Student Life staff can help you make these contacts.

- **National YWCA Domestic Violence 24-hour Crisis Line**, 1 (866) 937-9922
- **The Elkhart County YWCA** (www.ywcain.org) has a local 24-hour crisis line (574.) 294-1811.
- **The Saint Joseph Forensic Department and Emergency Room**, located in Mishawaka (about 45 minutes east of Goshen) are available for medical assistance, as well as sexual assault medical exams by specifically trained sexual assault nurse examiners (also referred to as SANE nurses).
- The **Fort Wayne Sexual Assault Treatment Center**, located an hour southwest of Goshen, is a valuable resource.
- You may also speak to a trained sexual assault advocate 24/7 by calling the **National Domestic Violence Hotline**, 1 (800) 332-7385, to speak to an advocate online or RAINN, 1(800) 656-4673.
- **Victim Assistance Services for the Elkhart County Prosecuting Attorney's Office**, (574) 523-2237 has a trained advocate to help you access resources and consider legal options, including filing a criminal report (574) 296-1888.
- **The Latino Coalition against Domestic and Sexual Violence in Indiana** provides a toll-free Spanish phone line (1-866-442-4627) for victims who would like to talk to a bilingual advocate that can provide information about services.

Education and Training

Goshen College has dedicated resources to providing a safe and equitable learning environment for the campus community. All employees and students receive foundational information on sexual harassment, sexual assault, stalking, and domestic and dating violence through online training modules, while Title IX personnel receive annual training on best practices and legal frameworks for equitably addressing Title IX and gender equity issues. The entire campus receives annual updates to reporting processes and resources to support all students and employees who experience some form of sexual harassment.

[Title IX Personnel receive annual training](#) related to the resolution of Title IX issues and to specific roles: Title IX Coordinator and Deputy Coordinator, investigators, advisors, hearing panel, and hearing panel chair.

Goshen College has instituted other prevention education programs that may include but is not limited to:

- Presentations by the Title IX Coordinator or Deputy Coordinator about Title IX rights and protections, sexual harassment and assault, as well as the College's Title IX policy, personnel, and procedures for reporting incidents of sexual harassment and violence at new student orientation (fall and spring semesters) to undergraduate, graduate and certificate programs, whether conducted on campus or online.
- Annual communication (by presentation or writing) about GC policy and resources on the prevention of sexual harassment and assault, including information, collectively or in specific employee groups) about employee duty to report as Responsible Employees or in more specialized roles, such as Officials with Authority Campus Security Authorities training per Clery Act requirements.
- Two- to four-hour training on bystander intervention by the [Prevention Intervention Network](#) is open to all students, as well as required training for all student leaders. Trainings are available to other employee and student groups, including clubs, classes, and athletic teams.
- Campus-wide convocations and educational workshops about issues related to sexual harassment, sexual assault, and dating violence.
- Presentation to all new employees and annual review for all employees about GC policy and resources on sexual harassment and assault, and employee roles as Responsible Employees, Officials with Authority, and assist with Campus Security Authority training per Clery Act requirements.
- Department-specific training about preventing sexual harassment as requested by specific departments, such as Theater, campus events, and off-campus courses.
- "Enacting Support" workshops, a drama-based training opportunity for employees to gain trauma-informed skills in responding to reports of sexual violence.

In addition to the procedure provided in this document, Goshen College will take steps to prevent sexual misconduct by:

1. Integrating into Goshen College's curriculum, staff training, and community programming initiatives designed to prevent sexual harassment, and to promote awareness and prevention of rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking.
2. Conducting campus climate surveys to explore issues, events, and attitudes relating to gender equality and sexual misconduct at Goshen College and using the results to inform education, policy revisions, and communication;
3. Conducting annual training of employees related to their role and responsibilities in this policy and the procedures involves conducting impartial, fair, and timely supportive measures and resolution processes for reports of sexual harassment or assault. These trainings will be conducted by qualified professionals and organizations to ensure the content of the training complies with the federal and state regulations and supports the College's mission.

Vector Solutions

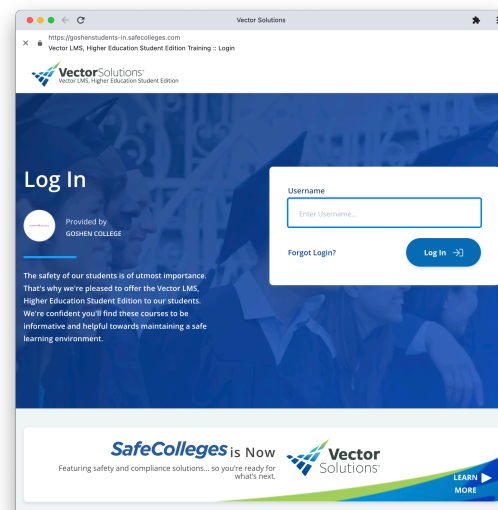
Since 2018, all students and employees are required to complete online training modules through **Vector Solutions**. Assignments provide differentiated education for new, returning, graduate, and adult learners as appropriate to their learning program. with different topics each year:

Students

- ✓ Title IX Rights and Protections
- ✓ Bystander Intervention
- ✓ Sexual Violence Awareness - Healthy Relationships
- ✓ Sexual Violence Prevention - Alcohol
- ✓ Creating a Respectful Campus for LGBTQ+ Students

Employees

- ✓ Title IX Role of employees



For questions about Goshen College prevention education and training, please contact **Title IX Coordinator, Patty Hartshorn**, at 574-535-7484 or titleix@goshen.edu.

Campus Safety Services

Campus Safety works alongside the Title IX Office to provide trauma-informed services to student and employee victims of sexual assault and to improve the overall response to sexual assault at Goshen College. We share the goal of preventing sexual assault on campus and in the community and responding appropriately to students and employees who have been victimized.



Campus Safety officers are considered both **Campus Security Authorities** and **Responsible Employees** as it pertains to reporting sexual violence. **According to Title IX**, a "responsible employee" includes any employee who has the authority to take action to redress sexual violence; who has been given the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX coordinator or other appropriate school designees. We also ensure Goshen College is in compliance with federal requirements under the Clery Campus Safety Act and Title IX—as well as applicable state and local laws.

Should Campus Safety be contacted by a victim of sexual violence—we would work with that individual to find proper ongoing support and resources, including:

- Contact numbers to on-call campus counselors or other campus confidential resources.
- Transportation to a medical facility or Goshen Hospital.
- Assist in filing an official incident report with the Title IX Office.
- Assist the Title IX Office in providing safe necessary campus accommodations.
- At the victim's discretion, connect them with local law enforcement (including transportation) to file an official report with the Goshen Police Department. In order to increase the likelihood of a successful prosecution, we recommend filing a police report as soon as possible.

Registered Sex Offender Policy

Information about registered sex offenders in Elkhart County is public record and available to the community through the Elkhart County Sheriff's Office. Current data, including individuals residing near campus, can be accessed on their website at:

<http://www.icrimewatch.net/index.php?AgencyID=54828>.

Criminal Offenses & Statistics

Statistics compiled for this report reflect all crime reports that occurred within the Goshen College Clery geography area over the past three years. Incidents are documented and reported regardless of whether the person chose to move forward with criminal justice or campus disciplinary processes. Crime statistics are one part of the safety plan and resources.

For this report it is important to note that the Merry Lea Environmental Learning Center of Goshen College and the Marine Biology Lab in the Florida Keys are categorized as "Non-Campus" properties. This classification is due to their considerable distance from our main campus, and because there are no full-time *academic administration* active on sight. Activities and course programs conducted on these sites related to academic degrees are considered fieldwork studies—further distinguishing them from our primary academic environment.

Keeping informed about crime and safety continues to be an important aspect of community life on campus. Below is the list of reportable crimes as determined by Clery Act.

Reportable Crimes

- **Murder/Non-Negligent Manslaughter** (The willful killing of one human being by another)
- **Manslaughter by Negligence** (The killing of another person through gross negligence)
- **Sex Offenses** (Rape, Fondling, Incest, Statutory Rape)
- **Robbery** (Taking something by force or threat or violence)
- **Aggravated Assault** (Unlawful attack for the purpose of inflicting severe or bodily injury)
- **Burglary** (Unlawful entry of a structure to commit a felony or a theft)
- **Motor Vehicle Theft** (theft or attempted theft of a motor vehicle)
- **Arson** (willful or malicious burning or attempt to burn)
- **Hate Crimes** (Any of the crimes listed above plus Simple Assault, Larceny- Theft, Intimidation or Damage/Destruction/ Vandalism of Property motivated by bias in one of the bias categories)
- **Liquor Law Violations Arrests/Referrals** (Violation of laws pertaining to alcohol)
- **Drug Law Violations Arrests/Referrals** (Violation of laws pertaining to illegal drugs)
- **Weapons Law Violations Arrests/ Referrals** (violation of laws dealing with weapon offenses)
- **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)
- **Domestic Violence** (A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim who shares a residence or custody of a child)
- **Stalking** (Engaging in a course of conduct directed at a specific person that would cause fear for the person's safety or suffer substantial emotional distress.)

It is important to know that annual crime statistics...

- Do not include incidents that go unreported to the institution or occurred in areas outside our Clery geography (i.e. off-campus party, local bar/restaurant or the hometown of a student).
- All criminal offenses reported in student housing are also counted as On-Campus criminal offenses. The crimes reported are represented twice in the statistics—as on campus and also in the residence halls.
- Reported crimes do not always represent incidents shared with confidential resources on campus. For instance, campus pastors and professional counselors are exempt from Clery reporting unless they deem it appropriate to inform the persons they are counseling to voluntarily submit a report.

Criminal Offenses

CRIMINAL OFFENSES – ON-CAMPUS	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Forcible sex offenses (rape or fondling)**	*5	*4	0
c. Non-forcible sex offenses (incest or statutory rape)	0	0	0
d. Robbery	0	0	0
e. Aggravated assault	*1	2	0
f. Burglary	1	0	0
g. Motor vehicle theft	0	0	0
h. Arson	0	0	0
i. Negligent manslaughter	0	0	0
j. Domestic Violence	0	0	0
k. Dating Violence	0	1	4
l. Stalking	0	0	3
m. Hate Crimes	*1	0	0

CRIMINAL OFFENSES – STUDENT HOUSING	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Forcible sex offenses (rape or fondling)**	*5	*4	0
c. Non-forcible sex offenses (incest or statutory rape)	0	0	0
d. Robbery	0	0	0
e. Aggravated assault	*1	2	0
f. Burglary	0	0	0
g. Motor vehicle theft	0	0	0
h. Arson	0	0	0
i. Negligent manslaughter	0	0	0
j. Domestic Violence	0	0	0
k. Dating Violence	0	1	4
l. Stalking	0	0	2
m. Hate Crimes	*1	0	0

CRIMINAL OFFENSES – NONCAMPUS	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Forcible sex offenses (rape / fondling)**	0	0	0
c. Non-forcible sex offenses (incest or statutory rape)	0	0	0
d. Robbery	0	0	0
e. Aggravated assault	0	0	0
f. Burglary	0	0	0
g. Motor vehicle theft	*1	0	0
h. Arson	0	0	0
i. Negligent manslaughter	0	0	0
j. Domestic Violence	0	0	0
k. Dating Violence	0	0	0
l. Stalking	0	0	0
m. Hate Crimes	0	0	0

CRIMINAL OFFENSES – PUBLIC PROPERTY	2022	2023	2024
a. Murder/Non-negligent manslaughter	0	0	0
b. Forcible sex offenses (rape / fondling)**	0	0	0
c. Non-forcible sex offenses (incest or statutory rape)	0	0	0
d. Robbery	0	0	0
e. Aggravated assault	0	0	0
f. Burglary	0	0	0
g. Motor vehicle theft	0	0	0
h. Arson	0	0	0
i. Negligent manslaughter	0	0	0
j. Domestic Violence	0	0	0
k. Dating Violence	0	0	0
l. Stalking	0	0	0
m. Hate Crimes	0	0	0



Context for Specific Crimes Reported 2022-2024

- (2022) Criminal Offenses—On Campus / Residence Halls (line-b)
 - *Forcible Sex Offenses*—5 reports (4 fondling / 1 sexual assault)
- (2022) Criminal Offenses—On Campus / Residence Halls (line-e)
 - *Aggravated Assault*—Student felt threatened, but no violence occurred.
- (2022) Criminal Offenses—Non-Campus (line-g)
 - *Motor Vehicle Theft*—occurred at community rental properties owned and controlled by Goshen College and not used by students or college operations—thus classified non-campus. Police report was filed but not investigated due to the vehicle returning borrowed without permission.
- (2023) Criminal Offenses—On Campus / Residence Halls (line-b)
 - *Forcible Sex Offenses*—4 reports (3 fondling / 1 sexual assault)

Notes about Reporting

- **Hate Crimes** include any actions that rise to the criminal level and manifest evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. The categories include all criminal offenses as well as *larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property* if they are Hate Crimes.
- **Violations of the GC policy against sexual misconduct can occur on and off campus. Goshen College addresses incidents of misconduct involving students regardless of location, but only ones reported within our Clery Geography are counted towards these statistics.** In 2016 GC implemented an online reporting mechanism to facilitate the submission of reports of sexual misconduct or racial misconduct. The institution will, upon written request disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of 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.
- **Larceny theft** is the unlawful taking, carrying, leading, or riding away of property from the possession of another. Larceny-theft offenses like bicycle theft are **NOT** included in this report but do occur on Goshen College property and are maintained and tracked on the daily crime log. In 2024 we documented (5) incidents of larceny-theft and (1) incidents pertaining to vandalism.

Arrests

ARRESTS: ON-CAMPUS	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	1
c. Illegal weapons possessions	0	0	1

ARRESTS: STUDENT HOUSING	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

ARRESTS: NONCAMPUS	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

ARRESTS: PUBLIC PROPERTY	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

Note: The 2024 drug law and illegal weapons possession arrest involved a community member in a campus parking lot. No students or employees were arrested.

Disciplinary Referrals

DISCIPLINARY ACTIONS: ON CAMPUS	2022	2023	2024
a. Liquor law violations	21	23	13
b. Drug law violations	3	5	1
c. Illegal weapons possessions	0	0	0

DISCIPLINARY ACTIONS: STUDENT HOUSING	2022	2023	2024
a. Liquor law violations	21	23	13
b. Drug law violations	3	3	1
c. Illegal weapons possessions	0	0	0

DISCIPLINARY ACTIONS: NONCAMPUS	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

DISCIPLINARY ACTIONS: PUBLIC PROPERTY	2022	2023	2024
a. Liquor law violations	0	0	0
b. Drug law violations	0	0	0
c. Illegal weapons possessions	0	0	0

Note: In 2022 and 2024—all documented incident reports and referrals occurred in residential spaces

Fire Statistics

2024

Campus Housing	# of Fires*	Deaths	Injuries	Value of property damage	Cause
Yoder Hall	0	0	0	0	NA
Kratz Hall	0	0	0	0	NA
Miller Hall	0	0	0	0	NA
Kulp Hall	0	0	0	0	NA
Coffman Hall	0	0	0	0	NA
Romero Apartments	0	0	0	0	NA
East Hall	0	0	0	0	NA
Howell House	0	0	0	0	NA
Kenwood House	0	0	0	0	NA

2023

Campus Housing	# of Fires*	Deaths	Injuries	Value of property damage	Cause
Yoder Hall	0	0	0	0	NA
Kratz Hall	0	0	0	0	NA
Miller Hall	0	0	0	0	NA
Kulp Hall	0	0	0	0	NA
Coffman Hall	0	0	0	0	NA
Romero Apartments	0	0	0	0	NA
East Hall	0	0	0	0	NA
Howell House	0	0	0	0	NA
Kenwood House	0	0	0	0	NA

2022

Campus Housing	# of Fires*	Deaths	Injuries	Value of property damage	Cause
Yoder Hall	0	0	0	0	NA
Kratz Hall	0	0	0	0	NA
Miller Hall	0	0	0	0	NA
Kulp Hall	0	0	0	0	NA
Coffman Hall	0	0	0	0	NA
Romero Apartments	0	0	0	0	NA
East Hall	0	0	0	0	NA
Howell House	0	0	0	0	NA
Kenwood House	0	0	0	0	NA

**Fire log available for reference in the Campus Safety Office

Notes: In 2024 Evacuation Drills were conducted in the residence halls and academic buildings on February 1. Other campus building evacuation drills occurred on August 27, 2024 (Residence Halls) and August 27, 2024 (Academic Buildings). Students received fire safety education from the Goshen Fire Department Chief at the conclusion of the residence hall drills on August 7.

In 2026 the Annual Security Report (this document) must also include a Hazing category. Any hazing incidents reported on or after January 1, 2025 will be included.