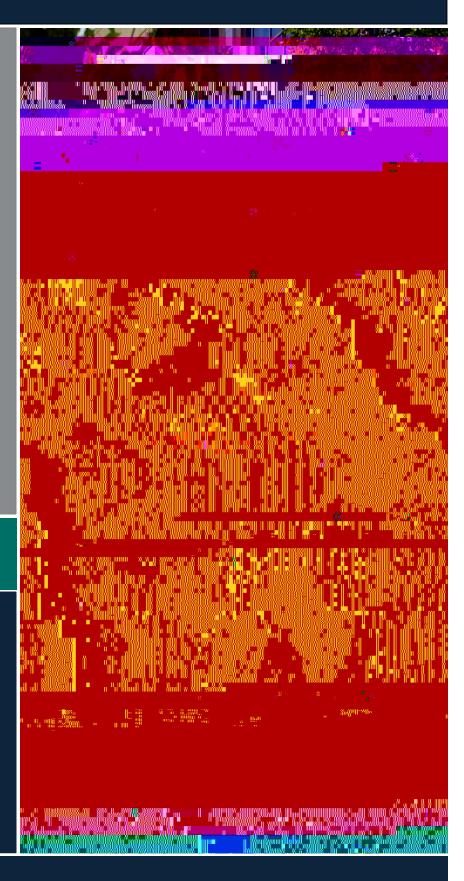
MEDICAL COLLEGE OF WISCONSIN

Annual Campus Safety Report

2024-2025

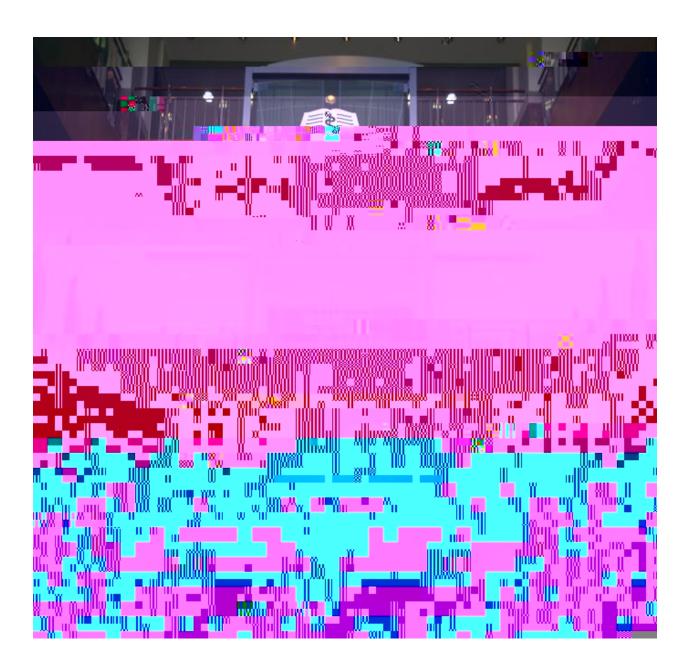




Introduction

The Medical College of Wisconsin (MCW) is committed to providing the safest possible working and learning environments and complying with applicable laws. In furtherance of this commitment, MCW provides information about campus safety to current, as well as prospective, students and employees.

This Annual Campus Safety Report, prepared in compliance with the Higher Education Act of 1965, otherwise known as the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* ("Clery Act"), outlines MCW's security policies and discloses campus crime statistics for the three most recent calendar years. In addition to the information contained in this Report, current MCW policies and procedures are published in the Staff Employee Handbook, Information for Faculty Handbook, Graduate Student Handbook, Medical Student Handbook, Pharmacy School Student Handbook and the Medical College of Wisconsin All Student Handbook.



MEDICAL COLLEGE OF WISCONSIN ANNUAL CAMPUS SAFETY REPORT 2024-2025

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MCW – Green Bay

Public Safety produces the annual disclosure of campus crime statistics. Information is compiled from the contents of the MCW Daily Crime Log, a thorough review of all incident reports for the calendar

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locations. No officially recognized MCW student organization maintains any on or non-campus housing n or no fae

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Maintenance of Campus Facilities

Public Safety's Physical Risk group will conduct risk assessments of campus facilities determined to be problematic at either the MfCW – Milwaukee, MCW – Green Bay or MCW – Central Wisconsin campuses

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Prompt reporting of emergency, criminal or suspicious activities will allow campus authorities to determine if a timely warning or emergency notification is appropriate and ensure the crime is included in annual crime statistics.

In response to reported incidents, Public Safety works closely with the full range of City and County emergency resources to assure a complete and timely response to calls. Priority response is given to crimes against persons and personal injuries. Special services include a timely investigative response, as well as the availability of local, state, and federal law enforcement agencies in providing support and assistance. When appropriate, notification will be made to the Medical School or Human Resources/Title IX Coordinator for review of potential judicial or disciplinary action.

MCW - Central Wisconsin

MCW students and employees are encouraged Wit av BE5S4 employees 3.937.008.996 0692 re Win BE5S4 employees

Voluntary Confidential Reporting

If you are the victim of a crime but do not want to pursue action according to MCW's policies and procedures or the criminal justice system, you may still want to consider making a confidential report to Public Safety for information only. With your permission, Public Safety can file an MCW Incident Report without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter confidential while allowing Public Safety awareness and consideration of information in its safety planning.

With such information, MCW can keep an accurate record of the number of incidents involving students and employees, determine if there is a pattern of crime for a particular location, method, or assailant and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution.

Confidential reports may also be made by contacting the MCW Compliance Reporting Hotline, hosted by third party provider EthicsPoint, by calling (844) 703-8171 or visiting the <u>MCW Compliance</u> <u>Reporting Hotline website</u>.

Fire Safety Disclosures

The Higher Education Act requires institutions with on-campus student housing facilities to maintain a fire log and publish an annual Fire Safety Report. As stated previously, neither MCW campus includes housing facilities of any type nor therefore

Crime Statistics Mandated by the Clery Act

MCW - Milwaukee

MEDICAL COLLEGE OF WISCONSIN ANNUAL CAMPUS SAFETY REPORT 2024-2025

Offense	On Campus	Non-Campus	Public Property	Total	Unfounded	
Burglary						
2021	0	0	0	0	0	
2022	0	0	0	0	0	
2023	1	0	0	1	0	
Motor Vehicle Theft	Motor Vehicle Theft					
2021	1	1	0	2	0	
2022	0	0	0	0	0	
2023	0	0	0	0	0	
Arson						
2021	1	0	0	1	0	
2022			•	•		

Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse and Liquor Laws

U				
Offense	On Campus	Non-Campus	Public Property	Total
Weapons Law Arrests	3			
2021	0	0	0	0
2022	0	0	0	0
2023	0	0	0	0
Weapons Law Violation	ons Referred fo	r Disciplinary Acti	on	
2021	0	0	0	0
2022	0	0	0	0
2023	0	0	0	0
Drug Law Arrests				
2021	0	4	0	4
2022				

MCW – Green Bay

Criminal Offenses and VAWA Offenses

Offense

MEDICAL COLLEGE OF WISCONSIN ANNUAL CAMPUS SAFETY REPORT 2024-2025

Offense	On Campus			Non-Campus	Public Property	Total	Unfounded
	MCW Proper	SNC ¹	Sub-Total		. ,		
Motor Vehicle Theft	Motor Vehicle Theft						
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Arson							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Dating Violence							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	1	1	0	0	1	0
Domestic Violence							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0
Stalking							
2021	0	0	0	0	0	0	0
2022	0	0	0	0	0	0	0
2023	0	0	0	0			

Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse and Liquor Laws						
Offense	On Campus	Non-Campus	Public Property	Total		

Arrests and Disciplinary Referrals for Violations of Weapons, Drug Abuse and Liquor Laws							
On Campus			Non-Campus	Public Property	Total		
	MCW Proper	Aspirus ⁴	Sub-Total				
Weapons Law Arrests							
2021	0			0	0	0	
2022	0			0	0	0	

Timely Warnings

MCW - Milwaukee

When Public Safety is notified that a serious campus crime has occurred that presents a serious or continuing threat to the campus community, a Timely Warning will be issued. Notices and instructions will be communicated to students and employees in an attempt to prevent similar crimes. Timely Warnings are usually distributed for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) classifications: major incidents of arson, murder/non-negligent manslaughter and robbery. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by Public Safety. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other MCW community members, and a Timely Warning would not be distributed.

In cases involving sexual assault, they are often reported to MCW long after the incident occurred, thus

situation that may involve an immediate or ongoing threat to the health and safety of students and/or employees on campus.

Public Safety has the responsibility for responding to, and summoning the necessary resources to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on the campus. In addition, Public Safety has a responsibility to respond to such incidents to determine if the situation does in fact, pose a threat to the community. If that is the case, MCW will immediately notify the campus community or the appropriate segments of the community that may be affected by the situation, upon confirming that an immediate threat exists, in accordance with federal law.

In the event of a serious incident that poses an immediate threat to the health and safety of the MCW community, MCW has various systems in place for communicating information quickly to faculty, staff, and students. The Director of Public Safety, or designee, reviews all reports to determine if there is an immediate or on-going threat to the community and if the distribution of an emergency message is varranted. The Vice President, Marketing and Communications, or designee, will assist with dissemination of any emergency messages.

Public Safety has the ability to post periodic updates during a critical incident to MCW

These notifications will be sent without delay, taking into account the safety of the community, unless issuing ya % M un wil\$ ss c

Emergency Messaging Systems available to MCW students, faculty and staff

Emergency Messaging Systems	Primary Message Creator	Backup Message Creator	Authority for approving & sending messages	Primary Message Sender	Backup Message Sender
Mass Notification					

System

Mass Notification System

Registration for current students, faculty and staff

If a student, faculty or staff member has an MCW e-mail address, they have an existing mass notification system profile. If a faculty or staff member would like to add cell phone contact information to their existing mass notification system profile, they should go to MyOracle through Infoscope, <u>https://myoracle.orawa.mcw.edu/OA HTML/AppsLocalLogin.jsp</u>. Once logged in, hover over 'Your MCW Information' and select 'My Personal Info.' Click the 'Update' button in the Phone Numbers section and edit existing entries and/or click on 'Add Another Row to enter additional numbers. If a student would like to add a cell phone contact information, they should log into the MCWconnect system at <u>sis.mcw.edu</u> and update your information in the Self-Service section.

MCW – Green Bay students are also enrolled in the emergency notification system used by St. Norbert College. This system is multi-tiered and allows St. Norbert College administrators to contact the college community via voice, email, text messaging, loudspeakers, emergency beacons, computer interrupt system and television monitors.

Registration for the Community at Large

If a member of the community at large would like to enroll in MCW's mass notification system, they may do so by emailing MCW Public Safety at <u>pubsafety@mcw.edu</u>. A member of the Public Safety Department will contact the community member, gather their contact information, and add the appropriate information into AlertSense.

Crime Prevention and Security Awareness Programs

uom Public Safety is committedytto delivering community-orie

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Individuals of legal age who decide to consume alcoholic beverages must:

- Do so in a responsible, mature fashion.
- Respect and abide by State of Wisconsin alcohol law as it relates to minors drinking.
- Respect those who decide not to use alcoholic beverages.
- Be proactive role models regarding the proper use of alcoholic beverages.

Violation of this policy by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate this policy may face disciplinary action up to and including expulsion from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

MCW - Central Wisconsin

Individuals of legal age who decide to consume alcoholic beverages must:

- Do so in a responsible, mature fashion.
- Respect and abide by State of Wisconsin alcohol law as it relates to minors drinking.
- Respect those who decide not to use alcoholic beverages.
- Be proactive role models regarding the proper use of alcoholic beverages.

Violation of this policy by MCW employees magaresult in appropriate actions upuptor and including separi

substance, delivering a controlled substance, or possessing a controlled substance with intent to manufacture or deliver, can be imprisoned for up to 40 years and fined up to \$100,000 (Wis. Stats. 961.41(1) and (1m)). Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors.

messages that control the intellect and keep instincts in check. Large doses can produce convulsions and coma, and heart and lung failure. Chronic users complain of persistent memory problems and speech difficulties for up 2 memory pro§m ,

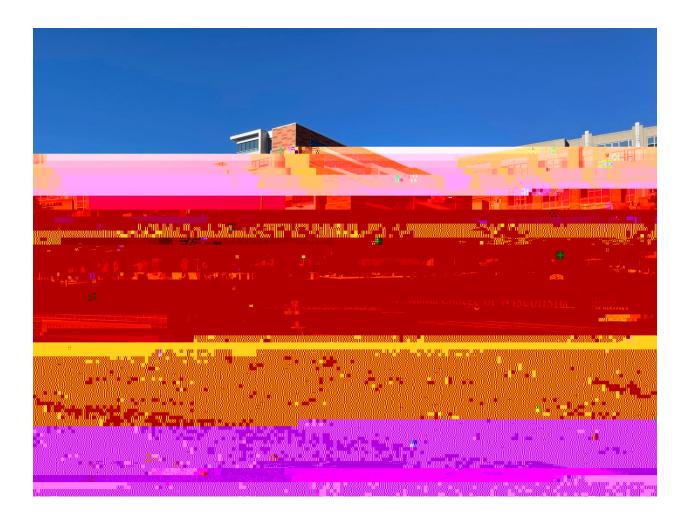
MEDICAL COLLEGE OF WISCONSIN ANNUAL CAMPUS SAFETY REPORT 2024-2025

Violation of MCW Corporate Policies by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate MCW policy or medical school policy may face disciplinary action up to and including dismissal from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.

MCW - Central Wisconsin

The Wausau Police Department has full law enforcement authority, including the power to arrest and detain.

Violation of MCW Corporate Policies by MCW employees may result in appropriate actions up to and including separation from employment. MCW students who violate MCW policy or medical school policy may face disciplinary action up to and including dismissal from MCW. In the event of a violation, completion of an appropriate rehabilitation program may be required.



Preventing and Responding to Sex Discrimination and Sex-Based Harassment

MCW does not discriminate in its educational programs or employment practices. Sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited, whether sexually based or not and include dating violence, domestic violence, and stalking.

MCW has a comprehensive policy addressing sexual misconduct within its educational programs, and procedures that address offenses of sexual assault, domestic violence, dating violence, stalking.

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(3m) Fourth degree sexual assault. Except as provided in sub. (3), whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor.

940.225(4) Consent "Consent", as used in this section, means words or overtactions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Consent is not an issue in alleged violations of sub. (2) (c), (cm), (d), (g), (h), and (i). The following persons are presumed incapable of consent but the presumption may be rebutt2 792 203 [1] 792 re W"07 (b) 15

(1) In this section:

(a) "Course of conduct" means a series of 2 or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:

(b) The actor knows or should know that at least one of the acts that constitute the course of conduct will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.(c) The actor's acts cause the specific person to suffer serious emotional distress or induce fear in the specific person of bodily injury to or the death of

himself or herself or a member of his or her family or household.

(2e) Whoever meets all of the following criteria is guilty of a Class I felony:

(a) After having been convicted of sexual assault under s. 940.225, 948.02, 948.025, or 948.085 or a domestic abuse offense, the actor engages in any of the acts listed in sub. (1) (a) 1. to 10., if the act is directed at the victim of the sexual assault or the domestic abuse offense.

(b) The actor knows or should know that the act will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.

(c) The actor's act causes the specific person to suffer serious emotional distress or induces fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

(2m) Whoever violates sub. (2) is guilty of a Class H felony if any of the following applies:

(a) The actor ox4677.002 H d ctor el ict (mb)3.0ion (cto0993 (e)64.00r (cto98 ()65 (r)-7.94

- 2. Identify sexual assault, dating violence, domestic violence, and stalking as conduct prohibited by MCW.
- 3. Define using definitions provided both by the Department of Education as well as state law as to what behavior that constitutes sex discrimination, dating violence, domestic violence, sexual assault and stalking.
- 4. Define what behavior and actions constitute consent to sexual activity in the State of Wisconsin.
- 5. Provide a description of safe and posit" t tt tM wit ce= $p^{c} = n p^{c} R$

MCW offered the following ongoing awareness and prevention programs for the MCW community in 2023:

	Name of Program	Dates Held
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Citizen Response to an Ab e

• Report using MCW's EthicsPoint Hotline: <u>https://secure.ethicspoint.com/domain/media/en/qui/61161/index.html</u>

To provide a report via mail, a party may use the following mailing address for the Title IX Coordinator or the Office of Equal Access. For further information, use this link to visit the MCW Title IX Webpage: https://www.mcw.edu/about-mcw/sexual-misconduct

Medical College of Wisconsin Title IX Office/Equal Access 8701 Watertown Plank Road Milwaukee, WI 53226

A Complainant may also report the incident to:

• Local lawenforcement

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Employees may make reports of Prohibited Offenses to the Equal Employment Opportunity
 Commission (EEq onk me o Commission)

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Same Sex Restraining Orders/Injunctions up to 4 years, can be extended	 Someone you are or have lived with Someone you are or have had a dating relationship with A current or former spouse An adult related to you by blood or marriage An adult with whom you share a child with An adult caregiver
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MCW Public Safety Health Research Center, H1820 and/or MCW's Title IX Coordinator, Katie Kassulke Research Park Center, Suite 140 414.955.8668

These accommodations, and assistance with these accommodations, are available to Complainants regardless of whether the Complainant chooses to report the crime to local law enforcement.

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

- National Sexual Assault Hotline: 1.800.656.HOPE (4673)
- Rape, Abuse and Incest National Network: <u>http://www.rainn.org</u>
- Department of Justice, Office of Violence Against Women: <u>https://www.justice.gov/ovw</u>
- Department of Education, Office of Civil Rights: <u>https://www2.ed.gov/about/offices/list/ocr/index.html?src=oc</u>
- MCW Concern N 2 aev sc

staff members may request that directory information on file with MCW be withheld by request through the Office of Human Resources, 414.955.8374.

Regardless of whether a Complainant has opted-out of allowing MCW to share "directory information," personally identifiable information about n ony maq f

domestic violence, dating violence, sexual assault and stalking (collectively "Prohibited Offenses") as stated in the Title IX Education Amendments of 1972 and the Violence Against Women Act (VAWA).

MCW does not discriminate in its education program or activity against any applicant for admission, student, applicant for employment, or employee on the basis of current, potential, or past pregnancy or related conditions as mandated by Title IX of the Education Amendments of 1972 (Title IX). MCW prohibits members of the MCW community from adopting or implementing any policy, practice, or procedure which treats an applicant for admission, student, applicant for employment, or employee differently on the basis of current, potential, or past Parental Status, Familial Status, or Marital Status regardless of gender identity or expression.

MCW policy, Prohibiting Sex Discrimination and Sex-Based Harassment (AD.CC.080) outlines reporting, investigation and resolution procedures used in cases where an MCW faculty member, staff member or student, or a Third Party, is alleged to have committed, or has been the victim of, a Prohibited Offense; and describes available resources for Complainants of a Prohibited Offense, as well as for Respondents.

Complainants of Prohibited Offenses have the right to report Prohibited Offenses, seek support, and utilize available resources in connection with the Offense. While victims are not required to report a Prohibited Offense, MCW strongly encourages these individuals, as well as others with knowledge of a violation of MCW Corporate Policy No. AD.CC.080 entitled Prohibiting Sex Discrmination and Sex-Based Harassment, to do so as soon as possible after the violation occurs.

MCW expects truthfulness and cooperation from all individuals involved in procedures and activities conducted under the policy. Any false information provided, or obstruction of the investigation process, by any party will be viewed as a serious violation of the policy and may subject the non-compliant individual(s) to discipline in accordance with the applicable institutional policy/ies (including any found in the relevant Handbook(s)).

Procedure

• MCW Public Safety (414) 955-8299. MCW Public Safety will assist in emergent and nonemergent cases.

Confidential Resources

People and organizations that are not required to notify the Title IX Coordinator after receiving a report of a Prohibited Offense from an MCW student, employee or Third Party. Appropriate Confidential Resources will submit anonymous statistical information for Clery Act purposes unless they believe it would be harmful to the individual or are prevented from doing so by law, rule or regulation. The following MCW Confidential Resources will not engage the Title IX Coordinator with identifiable information unless the reporting party grants permission for the same, and/or the Confidential Resource determines a danger to other(s) is reasonably believed to exist:

- The Employee Assistance Program (available to employees and students);
- Health care providers, including mental health providers, in their capacities of providing clinical care, including mental health care, to students and employees;
- MCW student navigators (Licensed Professional Counselor);
- Faculty conducting MCW IRB-approved human subject research that involves identifiable data or information about a Prohibited Offense that would otherwise be reportable;
- The MCW Ombuds Office, when the Ombuds person is serving in that capacity; note that the Ombuds Office only provides services to employees, and also accepts anonymous reports from employees; and
- The MCW Compliance Hotline, which accepts rq00W*n B.996 (s)-1.993 ()-357.998 (a)-2.998 (r)3.995

proceedings and circumstances giving rise to the report. Failure to do so (or allegations of the same on the part of any individual) will be evaluated in the context of the specific facts and circumstances and may be deemed retaliatory in nature.

Advisors

Complainants and Respondents are each permitted the involvement of an advisor as described in MCW policy AD.CC.080 <u>Prohibiting SexDiscrimination and Sex-Based Harassment policy.</u> Supportive Measures

Supportive measures instituted under this MCW policy AD.CC.080 <u>Prohibiting Sex Discrimination and Sex-Based Harassment</u> are non-disciplinary, non-punitive measures provided by MCW to restore or preserve equal access to MCW's education programs and activities during an investigation. These measures are designed to preserve the safety of the MCW working and learning environment, as well as the MCW community, and minimize the burden on the Parties.

At any time after the receipt of a formal report made under MCW policy AD.CC.080, MCW may impose ii" wuir lief the irw were intry \vec{x} is \vec{y} in the matrix \vec{x} is the matrix \vec{y} is the matrix \vec{x} is the m

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Respondents will be treated with respect before, during and after any process conducted under the policy. Respondents will be informed of MCW's processes under MCW Corporate Policy No. AD.CC.080 entitled

circumstances if information shared with the Title IX Coordinator indicates that failure to pursue investigation and remediation may harm the safety and wellbeing of the MCW community, the Title IX Coordinator may independently file a Complaint despite the Complainant's wishes and may file supplemental or amended complaints as needed. MCW is required to immediately inform the parents/legal guardian and contact law enforcement if a report of an occurrence(s) of a Prohibited Offense of a minor is submitted.

MCW will respond in a fair and equitable manner to all reports of Prohibited Offenses under this policy.

MCW's Title IX Coordinator is responsible to perform an initial assessment of any Complaint, offer Supportive Measures to each Party and determine next steps. The Title IX Coordinator will assess the facts alleged in the Complaint to determine if the Complaint is actionable under this policy, or if the Complaint is subject to a Dismissal.

In the event a complaint is submitted, an

• Provide each interviewed Party and witness an opportunity to review and verify the

3. The appealing party/ies may submit a statement setting forth the reason(s) for appeal. The appealing party/ies must submit their statement(s) to the Title IX Coordinator along with the notice of decision to appeal. Untimely appeal notifications, and/or any statements or portions thereof that do not comply with this section, will not be considered. The non-appealing party shall promptly be notified of the appealing party's appeal, and

will receive a copy of the appeali pt receive a copy of the appeali pt receive a copy of the appeali receive a copy of the app

participate in any manner in an investigation, proceeding or hearing is prohibited. Reports of retaliation should be made immediately to the Title IX Coordinator.

How to be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. Bystanders are defined as individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. MCW promotes a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm.

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

If you or someone else is in immediate danger on campus, call MCW Public Safety (414.955.8299) or 9-911. Below is a list of some ways to be an active bystander:

- Watch out for your friends and fellow students/employees. If you see someone who looks like they are in trouble, ask if they are ok.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
- Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction Strategies

With no intent to victim blame and recognizing that only perpetrators are responsible for sexual violence, the following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

- **Be aware** of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
- Try to avoid isolated areas. It is more difficult to get help if no one is around.
- Walk with purpose. Even if you don't know where you are going, act like you do.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.

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Crime Prevention Tips

Personal Safety

- Walk or jog with a friend, not alone.
- Avoid isolated areas.
- Use safety escort services.
- Know your limits on dates and communicate them to your partner.
- Know your limits with alcohol and do not accept drinks from others.
- Carry a whistle or noise maker. Do not be afraid to scream if you need help.
- Tell a friend where you are going and when you will return.

penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.

Fondling

The touching of the private body parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent becancluda Fondlimu chi n

Hate Crimes

A criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Under the Clery Act, the following eight categories are reported:

Race

A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g.,

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