

STILLMAN COLLEGE

TRADITION • EXCELLENCE • OPPORTUNITY

2026 ANNUAL SECURITY & FIRE SAFETY REPORT

2023–2025

Dr. Yolanda W. Page
President

Dawn Robinson, MAcc
Vice President for Finance & Administration/CFO & Clery Coordinator

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MESSAGE FROM THE PRESIDENT

Dr. Yolanda W. Page
President, Stillman College

At Stillman College, the safety and well-being of our students, faculty, staff, and visitors is our foremost priority. A safe campus is the foundation on which teaching, learning, and community are built, and it is essential to the mission we have carried forward for 150 years.

I am pleased to share the 2026 Annual Security Report (ASR) for Stillman College. The ASR is prepared annually in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) and subsequent amendments specified in the Higher Education Opportunity Act (HEOA) and the Violence Against Women Reauthorization Act (VAWA).

The ASR serves as a comprehensive guide to the safety and security policies of the College and to the education and prevention programs available on our campus. It also provides crime statistics for the 2023, 2024, and 2025 calendar years. I encourage every member of our community to review it carefully.

The Stillman Police Department, which operates within the Division of Finance and Administration, is responsible for the preparation and dissemination of the ASR and works closely with offices across the College to develop it. Our officers remain focused on protecting every person who lives, learns, works, and visits here. Safety, however, is a responsibility we share. In The Stillman Way, each of us contributes to a culture of care, vigilance, and mutual respect that keeps our campus strong.

Questions regarding the Annual Security Report may be directed to Interim Police Chief Clemmie Spencer at cspencer@stillman.edu. Questions regarding departmental oversight may be directed to Dawn Robinson, Chief Financial Officer, Division of Finance and Administration, at drobinson@stillman.edu.

With warm regards,

Yolanda W. Page

Yolanda W. Page, Ph.D.
President

PURPOSE OF THE ANNUAL SECURITY AND FIRE SAFETY REPORT

Stillman College is committed to maintaining a safe, secure, and supportive learning and living environment for students, faculty, staff, and visitors. The Annual Security and Fire Safety Report (ASR) provides information about the College's campus safety policies, procedures, programs, and resources, as well as reported crime and fire statistics for the three most recent calendar years, as required by applicable federal law.

The report is designed to inform the campus community about crime prevention and safety practices, procedures for reporting crimes and emergencies, emergency response and notification procedures, security policies, fire safety measures, and resources available to members of the College community.

The ASR also includes information concerning sexual assault, domestic violence, dating violence, stalking, hazing, alcohol and other drugs, missing students, weapons, emergency notifications, timely warnings, and other campus safety matters addressed by federal requirements and College policy.

Stillman College encourages all members of the campus community to review this report, become familiar with available safety resources, and promptly report crimes, emergencies, and other safety concerns. The College's commitment to campus safety is a shared responsibility, and informed participation by students, faculty, staff, and visitors contributes to a safer campus environment.

LEGAL REQUIREMENTS OF THE CAMPUS SAFETY ACT

Stillman College is committed to maintaining a safe and secure learning, living, and working environment for students, faculty, staff, and visitors. Campus safety is a shared responsibility, and members of the College community are encouraged to promptly report crimes, emergencies, threats to safety, and other concerns to Stillman College Police, local law enforcement, or other appropriate College officials.

The Jeanne Clery Campus Safety Act, commonly referred to as the Clery Act, is a federal law requiring institutions of higher education that participate in federal student financial aid programs to disclose specified information concerning campus security policies, crime prevention and safety programs, emergency response procedures, and certain reported crimes.

Stillman College prepares and publishes an Annual Security and Fire Safety Report (ASR) in accordance with applicable federal requirements. The ASR provides required crime statistics for the three most recent calendar years for which statistics are required, together with information regarding the College's current campus safety and security policies and procedures.

Federal Disclosure Requirements

The Clery Act requires institutions to address, as applicable, the following areas:

- **Annual Security and Fire Safety Report:** Publish the ASR by **October 1** each year and provide current students and employees with access to the report and prospective students and prospective employees with notice of its availability.
- **Crime Statistics:** Collect, classify, and disclose required statistics for Clery-reportable crimes occurring within the College's **Clery geography**, including applicable on-campus property, public property immediately adjacent to and accessible from campus, and qualifying non-campus buildings and property.
- **Campus Security Authorities:** Collect and evaluate qualifying reports received by designated
- **Campus Security Authorities (CSAs)** and other sources required by federal law for purposes of Clery crime reporting.

- **Timely Warnings:** Issue timely warnings, when required, concerning Clery-reportable crimes that have been reported to Campus Security Authorities or local law enforcement and that are determined to represent a serious or ongoing threat to students or employees.
- **Emergency Notifications:** Upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on campus, initiate the College's emergency notification procedures without delay, subject to applicable federal requirements and emergency-response considerations.
- **Daily Crime Log:** Maintain a daily crime log of crimes reported to the College's campus police or security department, as required by federal law, and make the log available for public inspection in accordance with applicable requirements.
- **Emergency Response and Evacuation:** Establish and disclose procedures for responding to significant emergencies and dangerous situations and for notifying the campus community and conducting emergency evacuations.
- **Missing Student Notification:** Because Stillman College provides on-campus student housing, maintain and disclose procedures for responding to reports of missing students who reside in on-campus student housing.
- **Annual Fire Safety Report:** Publish required fire-safety policies, procedures, and statistics concerning on-campus student housing facilities.
- **Hate Crime Statistics:** Disclose required statistics concerning Clery-reportable crimes that manifest evidence of bias.
- **Campus Safety Policies:** Disclose required policies and procedures concerning the reporting of crimes and emergencies, crime prevention, alcohol and other drugs, weapons, disciplinary procedures, sexual assault, dating violence, domestic violence, stalking, and other matters required by federal law.

Sources of Clery Crime Information

Stillman College obtains information used in its Clery crime statistics from multiple sources, including the Stillman College Police Department, designated Campus Security Authorities, and appropriate local law-enforcement agencies.

The College evaluates reported information in accordance with applicable federal requirements to determine whether an incident is required to be included in the College's Clery crime statistics and whether a timely warning, emergency notification, or other safety response may be warranted.

Availability of the Annual Security and Fire Safety Report

The Annual Security and Fire Safety Report is made available to current students and employees and to prospective students and prospective employees through the College's website. A paper copy is available upon request.

Printed Copies:
A paper copy may be requested from the Stillman College Police Department at **205-366-8927**.

Electronic Access:
The Annual Security and Fire Safety Report and campus safety information are available through the official Stillman College Campus Police & Safety webpage:

https://stillman.edu/student-life/campus-police-safety/

Stillman College
3601 Stillman Boulevard
Tuscaloosa, Alabama 35401
Website: www.stillman.edu

POLICE DEPARTMENT AND AUTHORITY

The Stillman College Police Department provides law-enforcement and campus-safety services to the College community. Officers patrol College property and respond to reported crimes, emergencies, suspicious activity, safety concerns, and violations of applicable law and College policy.

Sworn Law Enforcement Authority

Stillman College Police Officers are sworn peace officers with law-enforcement authority under applicable Alabama law and are certified by the Alabama Peace Officers' Standards and Training Commission (APOSTC).

- **Statewide Law-Enforcement Authority:** Stillman College Police Officers possess law-enforcement authority throughout the State of Alabama, subject to the jurisdictional requirements, statutory limitations, and other conditions established by Alabama law.
- **Primary Duty and Campus Scope:** The primary responsibility of the Stillman College Police Department is to provide law-enforcement and public-safety services on property owned, leased, or otherwise controlled by Stillman College. Officers may take appropriate law-enforcement action within the scope of their legal authority, including responding to suspected violations of law, conducting lawful investigations, requesting identification when legally authorized, addressing unauthorized activity on College property, and enforcing applicable College parking and safety regulations.
- **Off-Campus Authority:** Stillman College Police Officers may exercise law-enforcement authority outside College property when authorized by Alabama law. Such circumstances may include lawful fresh pursuit, an otherwise lawful arrest or enforcement action, an applicable mutual-aid or interagency agreement, or a request for assistance from another law-enforcement agency. The exercise of off-campus authority is subject to applicable law and the circumstances of the incident.

Interagency Collaboration, Emergency Response, and Mutual Aid

The Stillman College Police Department maintains professional working relationships with federal, state, county, and municipal law enforcement and emergency response agencies. When an incident requires additional personnel, specialized resources, or assistance beyond the Department's available capabilities, the Department may coordinate with appropriate agencies, including:

- Tuscaloosa Police Department
- Tuscaloosa County Sheriff's Office
- Local fire and rescue services
- Emergency medical services (EMS)
- Other appropriate regional law enforcement, emergency response, and public safety agencies

The Stillman College Police Department maintains formal written memoranda of understanding (MOUs) and mutual aid agreements with local law enforcement agencies, including the Tuscaloosa Police Department and the Tuscaloosa County Sheriff's Office. These agreements establish procedures for interagency communication, operational assistance, and cooperation in the investigation of alleged criminal offenses. The Department also maintains a collaborative working relationship with The University of Alabama Police Department and may coordinate resources and request or provide assistance as operational needs require.

Members of the College community are strongly encouraged to promptly report crimes and emergencies to the Stillman College Police Department and, when appropriate, to the law enforcement or emergency response agency with jurisdiction over the location of the incident. Prompt reporting supports timely emergency response, appropriate safety notifications when warranted, accurate crime reporting and disclosure, and effective investigation and follow-up.

Law Enforcement and College Conduct Procedures

Stillman College distinguishes between **criminal law enforcement** and **the College's administrative student-conduct process**. A violation may be addressed through one or both processes, depending upon the circumstances.

- **College Policy Violations:** Alleged violations of College policies, rules, regulations, or other standards of student conduct may be documented and referred to the appropriate College office for administrative review and adjudication in accordance with established College procedures.
- **Criminal Offenses:** When an incident involves suspected criminal conduct, Stillman College Police will take appropriate law-enforcement action within their legal authority and may coordinate with or refer the matter to the appropriate law-enforcement agency, prosecutor, or other governmental authority as required or appropriate.
- **Concurrent Processes:** A criminal investigation or referral does not necessarily preclude the College from addressing an alleged violation of College policy through its student-conduct process. Likewise, the College's administrative process is separate from any criminal investigation or prosecution.

All law-enforcement and student-conduct actions are conducted in accordance with applicable federal and Alabama law, College policy, and established procedural requirements.

REPORTING CRIMES AND OTHER EMERGENCIES

Reporting Procedures

Stillman College prioritizes the health, safety, and security of all community members and visitors. Maintaining a secure environment requires the active cooperation of students, faculty, staff, and guests.

All campus community members are required to report any emergency, crime, threat, or knowledge of unlawful conduct to Campus Police or local emergency services as soon as possible. Reportable incidents include, but are not limited to:

- Acts of violence or threats of violence
- Unauthorized possession of firearms or hazardous weapons on College-controlled property
- Stalking, harassment, or intimidating behavior
- Reckless behavior posing a direct risk to public safety or property

Impact of Delayed Reporting: Delaying a report can allow harmful behaviors to persist, compromise investigations due to loss of evidence or witness movement, and prevent the institution from issuing required timely safety alerts to protect the broader community.

Emergency Contact Directory

Contact / Department	Phone Number
Stillman College Police Department	205-366-8927
Emergency Services (Police / Fire / EMS)	911
DCH Regional Medical Center	205-759-7111
Tuscaloosa Police Department (Non-Emergency)	205-349-2121
Tuscaloosa County Sheriff's Office	205-752-0616
Tuscaloosa Fire Department (Non-Emergency)	205-248-5420

Key Institutional Contact Directory

Campus Resource	Phone Number
Office of Student Success	205-366-8833
Office of Dean of Students & Compliance	205-952-2046
Office of the Dean of the Chapel	205-447-7313
Office of Housing & Residential Life	205-248-3890
Director of Student Development	205-377-5939 ext. 3420
Director of Safety & Facilities	205-366-8979

Institutional Address:

Stillman College
3601 Stillman Boulevard
Tuscaloosa, AL 35401
Website: www.stillman.edu

REPORTING TO OTHER CAMPUS SECURITY AUTHORITIES (CSAs)

The Clery Act identifies certain individuals and organizations as **Campus Security Authorities (CSAs)**. CSAs are responsible for reporting information about certain crimes reported to them so that the College can determine whether the incident must be included in its annual Clery crime statistics and whether any other Clery Act obligations may apply.

At Stillman College, CSAs may include individuals whose responsibilities involve campus security, individuals designated by the College as reporting points, and officials who have significant responsibility for student and campus activities. Depending on their assigned responsibilities, CSAs may include certain officials responsible for student housing, student discipline, student activities, or judicial proceedings.

A CSA's responsibility is to report information received about an alleged crime. A CSA is **not responsible for independently determining whether the incident constitutes a Clery-reportable crime, conducting a criminal investigation, or determining whether the allegation is substantiated.**

CSAs should promptly forward information concerning reported crimes to the designated College reporting authority or the Stillman College Police Department so that the College can evaluate the information, determine applicable Clery reporting requirements, and take appropriate action.

CSAs should not delay reporting while attempting to investigate or verify the information received. The CSA should provide the information as reported, to the extent known, including the date, location, nature of the reported incident, and other relevant information necessary for the College to evaluate the report.

Examples of Campus Security Authorities

Depending upon their current institutional responsibilities and designation by the College, CSAs may include:

- Stillman College Police Department personnel;
- Officials responsible for student housing;
- Officials responsible for student discipline or judicial proceedings;
- Officials with significant responsibility for student and campus activities;
- Individuals specifically designated by the College to receive reports for Clery purposes, when their responsibilities meet the applicable federal definition of a CSA; and

- Other employees whose actual responsibilities meet the federal definition of a Campus Security Authority.

An employee's job title alone does not necessarily make that person a CSA. Likewise, academic advisors, faculty members, department chairs, athletic coaches, and other employees are not necessarily CSAs solely because of their positions. An employee is a CSA when the employee's actual responsibilities meet the applicable federal definition, or the employee otherwise falls within a category identified under the Clery Act.

The College maintains and periodically reviews its CSA designations to ensure that the individuals and offices identified for Clery reporting purposes accurately reflect current institutional responsibilities and applicable federal requirements.

VOLUNTARY, CONFIDENTIAL, AND ANONYMOUS REPORTING

Stillman College recognizes that an individual may be reluctant to report a crime because of concerns about privacy, retaliation, participation in an investigation or student-conduct process, or other personal circumstances. The College provides several reporting options and encourages individuals to report crimes and safety concerns in a manner that is appropriate and comfortable for them.

Voluntary Reporting

Individuals may voluntarily report crimes to the Stillman College Police Department, an appropriate Campus Security Authority (CSA), or another appropriate law-enforcement agency.

An individual may report information even when the individual does not wish to participate in an investigation or student-conduct process. The College will evaluate the information received to determine what institutional, safety, and Clery Act responsibilities may apply.

Confidential Reporting

Where permitted by law and applicable College procedures, an individual may request that information be treated confidentially. Confidentiality cannot always be guaranteed, particularly when disclosure is required by law or is necessary to address a serious or continuing threat to the health or safety of the campus community or to comply with other legal obligations.

When an individual requests confidentiality, the College will consider the request and make reasonable efforts to protect the individual's privacy while meeting applicable legal, safety, and reporting obligations.

For Clery purposes, the College does not include personally identifiable information about a victim in publicly available crime statistics.

Anonymous Reporting

An individual may provide information without identifying himself or herself. Anonymous reporting may limit the College's ability to investigate the matter, provide individualized assistance, follow up with the reporting individual, or obtain additional information.

An anonymous report may nevertheless provide information that assists the College in identifying patterns, evaluating campus safety concerns, determining whether a timely warning or emergency notification may be appropriate, and compiling required Clery crime statistics.

The College encourages individuals to provide as much information as they safely can while recognizing that an individual may choose whether to identify himself or herself.

PASTORAL AND PROFESSIONAL COUNSELORS

The Clery Act recognizes an exception for certain pastoral and professional counselors when they are acting within the scope of their counseling roles.

A pastoral counselor is a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition.

A professional counselor is a person whose official responsibilities include providing mental health counseling and who is functioning within the scope of the counselor's license or certification.

Pastoral and professional counselors who are acting within the scope of their counseling roles are not considered Campus Security Authorities for Clery reporting purposes solely because of information received during confidential counseling.

The College encourages pastoral and professional counselors, when appropriate and consistent with their professional responsibilities, to inform individuals about available voluntary and confidential reporting options and campus support resources.

An employee who serves in another institutional capacity outside of a counseling role may have separate reporting responsibilities depending upon the employee's actual duties and designation.

TIMELY WARNINGS

Stillman College issues timely warnings when required by federal law and when a reported Clery crime presents a serious or continuing threat to the campus community.

A timely warning is considered when the College receives a report of a Clery-reportable crime that occurred within the College's Clery geography and determines, based on the information reasonably available at the time, that the reported crime may represent a serious or continuing threat to students or employees.

The decision to issue a timely warning is made on a case-by-case basis. The College considers the nature of the reported crime, the circumstances of the incident, whether a continuing threat may exist, the potential risk to the campus community, and the information reasonably available at the time of the decision.

Timely warnings are intended to provide members of the College community with information necessary to protect themselves from an identified threat. Warnings may include information concerning the nature of the crime, location, date, and time, general description of the incident, and safety recommendations.

The College will issue a timely warning without unnecessary delay when the applicable Clery criteria are met. The College does not delay a timely warning unnecessarily while waiting for complete information. At the same time, the College seeks to avoid releasing information that could compromise an investigation, unnecessarily identify a victim, or create an additional safety or privacy concern.

A timely warning may include, as appropriate:

- A general description of the incident;
- The date, time, and general location of the incident;
- The type of crime reported;
- Information about a suspect or suspect vehicle, when available and appropriate;
- Information concerning a weapon, when applicable;
- Information concerning the method or circumstances of the offense;
- Recommended safety precautions; and
- Instructions for reporting additional information.

The College will not include a victim's personally identifiable information in a timely warning.

Timely warnings may be disseminated through one or more communication methods appropriate to the circumstances, including the College's emergency notification system, campus email, the College website, social media, or other available communication methods.

The College may also issue a broader safety advisory or other campus communication when circumstances warrant a safety message even when the circumstances do not meet the federal criteria for a Clery timely warning.

TIMELY WARNING AND EMERGENCY NOTIFICATION ARE DIFFERENT

A **timely warning** generally addresses a Clery-reportable crime that has occurred within the College's Clery geography and that may represent a serious or continuing threat to students or employees.

An **emergency notification** addresses a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on the College's campus.

The two processes are distinct. When circumstances require an emergency notification, the College does not issue a separate timely warning for the same emergency solely to duplicate the notification. The College may, however, provide additional follow-up information or a timely warning when separately warranted by the circumstances and applicable Clery requirements.

EMERGENCY NOTIFICATIONS AND EMERGENCY MANAGEMENT

Stillman College maintains emergency response, notification, and evacuation procedures designed to protect the safety of students, employees, and visitors during emergencies and dangerous situations.

The Stillman College Office of Safety & Facilities coordinates the College's emergency preparedness and response activities and maintains the institution's Emergency Operations Plan (EOP).

The EOP uses an all-hazards approach and addresses emergency planning, preparedness, mitigation, response, and recovery. Emergency planning is informed by applicable emergency-management guidance and coordinated, when appropriate, with local law enforcement, fire and rescue, emergency medical services, emergency-management agencies, and other appropriate response partners.

Emergency Notification

Stillman College will initiate an emergency notification when the College confirms a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on the College's campus, subject to applicable federal requirements and the circumstances of the emergency.

Examples may include, but are not limited to:

- Active or imminent threats of violence.
- Dangerous persons.
- Fires or explosions.
- Hazardous-material incidents.
- Severe weather.
- Natural disasters.
- Environmental hazards.
- Significant utility or infrastructure emergencies; and
- Other situations presenting an immediate threat to health or safety.

When an emergency occurs, the College evaluates the information reasonably available to determine:

1. Whether an emergency exists;
2. The nature and scope of the emergency;
3. Which campus community members or geographic areas are affected;
4. Which communication methods are most appropriate;
5. What information is necessary to protect individuals and promote safety; and
6. What follow-up information should be provided as the situation develops.

When the applicable criteria are met, the College will initiate emergency notification procedures without delay, taking into account the safety of the campus community.

Emergency Alerts

Emergency notifications may be issued through one or more communication methods appropriate to the circumstances, including:

- The Stillman College Emergency Notification System;
- Text and voice alerts;
- Institutional email;
- The College website;
- Official College social media channels;
- Public-address or building alarm systems, when appropriate;
- Direct communication by College officials; and
- Other available communication methods appropriate to the emergency.

Fire alarms, strobe lights, and other building-specific warning systems may be activated when appropriate to the type and location of the emergency.

The College does not necessarily use every notification method for every emergency. The communication method and scope of the notification depend upon the nature, location, severity, and urgency of the situation.

Emergency Notification Content

Emergency notifications are intended to provide information necessary for individuals to protect themselves and respond appropriately.

Depending upon the circumstances, an emergency notification may include:

- The nature of the emergency or dangerous situation.
- The location or affected area.
- Protective actions individuals should take;
- Evacuation or shelter-in-place instructions;
- Areas to avoid.
- Instructions concerning transportation or campus access;
- Information concerning where additional information may be obtained; and
- Follow-up information as the situation develops.

The College may withhold information from an emergency notification when, in the judgment of responsible authorities, releasing the information would compromise efforts to assist a victim, contain or respond to the emergency, or otherwise mitigate the threat.

Emergency notifications are not limited to criminal incidents. A significant emergency or dangerous situation may require notification even when the underlying circumstance is not a Clery crime.

Emergency Response and Evacuation Procedures

Stillman College maintains procedures addressing emergency response and evacuation. These procedures are designed to facilitate timely notification, protective action, evacuation, sheltering, accountability, and coordination with emergency responders.

Emergency procedures may be activated at the direction of authorized College officials or in coordination with responding law-enforcement, fire, emergency medical, emergency-management, or other public-safety agencies.

Individuals are expected to follow instructions issued by College officials and emergency responders during an emergency and should immediately call 911 when emergency assistance is required.

The College periodically reviews and updates its emergency response and evacuation procedures and communicates applicable emergency information to members of the campus community.

For detailed operational guidelines, building-specific evacuation maps, and hazard-specific protocols, please refer to the **Stillman College Emergency Preparedness Manual.**

Emergency and Evacuation Procedures

Stillman College maintains emergency and evacuation procedures designed to promote the safety of students, faculty, staff, and visitors during emergencies affecting the campus community. Emergency situations addressed by College procedures may include fires and smoke emergencies, severe weather, hazardous materials incidents, gas leaks, active threats or intruders, medical emergencies, and power or utility failures.

When an evacuation is ordered or an alarm sounds, individuals are expected to remain calm, follow the instructions of College officials and emergency personnel, and evacuate promptly using designated exits. Elevators should not be used during an evacuation unless specifically authorized by emergency personnel. Individuals should proceed to the designated assembly area and remain there until they receive further instructions or are advised that it is safe to return.

For emergencies requiring shelter-in-place, individuals may be directed to remain inside a building or designated area and follow instructions provided by College officials or emergency personnel. Depending on the nature of the emergency, individuals may be instructed to secure doors and windows, remain away from windows and glass, limit movement, and await further instructions.

Residence Life staff and other designated College personnel assist with emergency response and evacuation procedures in residential facilities. Students are expected to cooperate with emergency personnel, report known safety concerns, and comply with evacuation and emergency instructions.

The College conducts emergency response and evacuation exercises in accordance with applicable requirements and College procedures. Information concerning evacuation drills and fire safety exercises is provided in the Annual Fire Safety Report.

The College's detailed Emergency and Evacuation Procedures Policy is maintained by the Office of Residence Life and Housing and Campus Safety & Security and is available through the appropriate College offices and resources.

Emergency Response Testing, Drills, and Exercises

Stillman College tests its emergency response and evacuation procedures at least annually through exercises designed to evaluate the effectiveness of its emergency response capabilities. Tests may include announced or unannounced exercises, tabletop exercises, evacuation drills, emergency notification-system tests, or other appropriate exercises.

The College publicizes its emergency response and evacuation procedures in conjunction with at least one test each calendar year.

For each required test, the College maintains documentation identifying the nature of the exercise, the date and time, whether the test was announced or unannounced, and the outcome or results of the exercise.

Additional Institutional Testing and Drills

In addition to the federally required annual test, Stillman College may conduct additional emergency notification tests, evacuation drills, tabletop exercises, or other preparedness activities throughout the year based on operational needs, identified risks, residence-hall requirements, or other applicable requirements.

Where a specific testing frequency or record-retention period is established by College policy or applicable law, the College maintains documentation in accordance with that requirement.

Officials Responsible for Emergency Determinations and Notifications

Stillman College designates the following officials, or their designees, as authorized to determine whether a significant emergency or dangerous situation exists and to initiate the College's emergency notification process:

- **Chief of Police**
- **Director of Campus Safety**
- **Vice President for Academic Affairs / Provost**

These authorized officials may activate the College's emergency alert systems and determine the appropriate target audience based on the nature, location, severity, and potential impact of the emergency.

Target Audience Determination

- **Segmented Alerts:** May be issued when an emergency affects a localized area, facility, residence hall, or specific subgroup of the campus community.
- **Campus-Wide Alerts:** May be issued when an emergency or dangerous situation potentially affects the broader campus community, including students, faculty, and staff.

The College determines the scope of an emergency notification based on the circumstances known at the time and may expand or modify the notification as conditions develop.

Executive Communication

Upon initiating an emergency notification, the authorized official will promptly inform the President of Stillman College, consistent with the College's emergency-response procedures.

Internal Emergency Responsibilities

During an emergency, College departments and employees may have specific responsibilities under the Emergency Operations Plan.

Faculty and staff should follow instructions issued by College officials and emergency responders and should assist students and others in their immediate area when it is safe and appropriate to do so.

Residence Life personnel are responsible for implementing applicable emergency procedures within residential facilities in coordination with Campus Police and other designated College officials.

Campus Police, Safety & Facilities, Information Technology, Public Relations, and other designated offices may have responsibilities for emergency response, communication, coordination, or recovery depending upon the nature of the emergency.

The specific assignment of responsibilities is governed by the College's Emergency Operations Plan and applicable emergency procedures.

The preservation of human life and protection of health and safety are the College's primary emergency-response priorities.

CAMPUS FACILITIES: ACCESS, SAFETY, AND MAINTENANCE

General Campus Facilities

Stillman College Police Officers provide campus patrol and security services. Officers conduct vehicle and foot patrols of campus grounds and buildings and perform functions that may include securing facilities, checking buildings, providing safety escorts, responding to lockouts, assisting with special-event security, and responding to reported safety concerns.

The College maintains its facilities and grounds in a manner intended to reduce unsafe conditions and promote campus safety.

Campus lighting, grounds, buildings, and other physical conditions are periodically monitored for safety concerns. Students, faculty, staff, and visitors are encouraged to report lighting problems, physical hazards, suspicious activity, or other safety concerns to Stillman College Police or the appropriate Facilities personnel.

Residential Facilities Access

Access to on-campus residential facilities is intended for residents, their approved guests, and authorized College personnel.

Off-campus guests must comply with the College's visitation requirements. Guests are not permitted in residence halls outside authorized visitation periods.

Students should not prop open exterior residence-hall doors or otherwise bypass established access controls.

Safety concerns, maintenance problems, damaged locks, lighting problems, or other facility-related concerns in residence halls should be reported promptly to appropriate Residence Life personnel. Residence Life personnel are responsible for forwarding facility-related concerns to Stillman College Facilities for appropriate review, maintenance, or corrective action.

INSTITUTIONAL SAFETY AND COMPLIANCE POLICIES

Students, faculty, staff, contractors, and visitors are expected to comply with applicable College policies, rules, regulations, and safety requirements while on College property or participating in College-sponsored activities.

Violations may result in appropriate administrative or disciplinary action, referral to law enforcement, or other action authorized by College policy or applicable law.

Off-Campus Student Organizations and Activities

Stillman College's responsibility for off-campus conduct depends upon the circumstances of the conduct, its relationship to the College or a recognized student organization, applicable College policy, and applicable law.

The College does not recognize or sanction off-campus housing arrangements solely because students or student organizations occupy a property away from the main campus.

Criminal activity occurring off campus should be reported to the law-enforcement agency with jurisdiction over the location of the incident. When appropriate, Stillman College Police and designated College officials may coordinate with the appropriate local law-enforcement agency and may address conduct through applicable College policies and procedures.

Nothing in this section limits the College's responsibility to collect and disclose Clery crime statistics when an incident falls within the College's applicable Clery geography.

WEAPONS POLICY

Stillman College is committed to maintaining a safe and secure environment for students, faculty, staff, contractors, and visitors. The possession, transportation, storage, or use of weapons on College property is governed by applicable federal and Alabama law and Stillman College institutional policy.

Prohibited Conduct and Scope

Except as expressly permitted by applicable law or authorized by written College permission, Stillman College strictly prohibits the possession, carrying, transportation, storage, manufacture, or use of firearms, explosive devices, pyrotechnics, knives with blades over three inches, or other dangerous weapons or prohibited devices on property owned, leased, licensed, or controlled by the College.

This prohibition applies to all students, faculty, staff, contractors, vendors, and visitors and includes College residence halls, academic and administrative buildings, athletic facilities, other College-controlled facilities, and College-owned or controlled vehicles.

Authorized Exemptions

This policy does not apply to:

1. Sworn Stillman College Police Department officers acting within the lawful performance and scope of their official duties;
2. Active, sworn federal, state, county, or municipal law-enforcement officers acting within their lawful official authority; or
3. Individuals who have received explicit written authorization from the College through the process established by College policy.

Any authorization must be consistent with applicable federal and Alabama law and College policy.

Enforcement and Sanctions

Violations of this policy constitute serious violations of College policy and may result in immediate administrative or disciplinary action, consistent with applicable College procedures.

- **Students:** Alleged violations may be referred to the Division of Student Success / Student Conduct for disciplinary proceedings and may result in sanctions up to and including suspension or expulsion. Interim measures may be imposed when warranted under applicable College procedures.
- **Employees:** Violations may result in disciplinary action, up to and including termination of employment, consistent with applicable employment policies and procedures.
- **Visitors and Other Unauthorized Persons:** Individuals who violate this policy may be directed to leave College property, may be subject to applicable trespass procedures, and may be referred to law enforcement.

Where a suspected violation may constitute a violation of federal, state, or local criminal law, the matter may be investigated and referred to the Stillman College Police Department and/or the appropriate law-enforcement agency with jurisdiction.

Nothing in this policy limits the authority of law-enforcement officers to take action authorized by applicable law or limits the College's responsibility to address violations through its established administrative and disciplinary procedures.

ILLEGAL DRUGS AND CONTROLLED SUBSTANCES

Stillman College is committed to maintaining a safe, healthy, and drug-free educational and working environment. The unlawful possession, use, manufacture, distribution, dispensing, sale, or attempted sale of illegal drugs or controlled substances is prohibited.

This prohibition applies to all students, faculty, staff, contractors, vendors, and visitors while on property owned, leased, or controlled by Stillman College and while participating in College-sponsored programs, activities, or events, to the extent governed by College policy.

Prohibited Conduct

Consistent with applicable federal and Alabama law and College policy, prohibited conduct includes, but is not limited to:

- The unlawful possession, use, manufacture, distribution, dispensing, or sale of illegal drugs or controlled substances;
- Possession or use of a controlled substance without a valid prescription or other lawful authorization;
- Misuse, abuse, distribution, or transfer of prescription medication;
- Possession, distribution, or use of drug paraphernalia in violation of applicable law or College policy;
- Knowingly facilitating or permitting the unlawful use, possession, distribution, or sale of illegal drugs or controlled substances on College property; and
- Possession, use, distribution, or sale of substances in violation of applicable federal or Alabama law or College policy.

The College's prohibition applies to conduct occurring in residence halls and other College-controlled facilities, as well as other College property and College-sponsored activities where College policy applies.

College Response and Enforcement

Alleged violations of the College's drug and controlled-substance policies may be referred to the appropriate College office for administrative review and disciplinary action in accordance with established College procedures.

Depending upon the circumstances, the College's response may include:

- Educational or developmental interventions;
- Referral to counseling or substance-use support resources;
- Administrative or disciplinary action;
- Interim measures when warranted under applicable College procedures;
- Referral to law enforcement when the conduct may constitute a violation of law; and
- Other corrective or protective measures authorized by College policy.

The College distinguishes between its administrative student-conduct process and criminal law enforcement. A violation of College policy may be addressed through the College's administrative process regardless of whether criminal charges are filed. Likewise, suspected criminal conduct may be referred to the Stillman College Police Department or another law-enforcement agency having appropriate jurisdiction.

The College does not require a criminal conviction before addressing an alleged violation of College policy through its established administrative procedures.

Drug-Free Campus and Workplace Requirements

Stillman College maintains drug-free-campus and drug-free-workplace requirements consistent with applicable federal law. Students and employees are expected to comply with applicable College policies and all federal, state, and local laws governing controlled substances and illegal drugs.

Applicable drug and controlled-substance policies, prohibited conduct, and disciplinary consequences are described in the College's current policies, handbooks, and other official publications.

ALCOHOL POLICY

Stillman College is committed to maintaining a safe and responsible educational and working environment. The possession, consumption, use, sale, distribution, furnishing, or serving of alcoholic beverages is governed by applicable federal and Alabama law and Stillman College policy.

Prohibited Conduct

Unauthorized possession, consumption, use, sale, distribution, furnishing, or serving of alcoholic beverages is prohibited on College property and at College-sponsored activities when prohibited by College policy or applicable law.

Students and employees are responsible for complying with the College's current alcohol policy and all applicable laws.

Alcohol-related conduct that violates College policy may result in administrative or disciplinary action in accordance with established College procedures. Conduct that may constitute a violation of criminal law may also be referred to the Stillman College Police Department or the appropriate law-enforcement agency.

Authorized Institutional Events

Alcoholic beverages may be permitted at certain College-sponsored or institutional events only when specifically authorized in advance and conducted in compliance with applicable law, College policy, and required institutional approval.

Authorization of an event does not authorize conduct that violates applicable law or other College policies.

The College may establish additional restrictions concerning the possession, service, consumption, or distribution of alcoholic beverages at particular events or locations.

MISSING STUDENT NOTIFICATION POLICY

Stillman College maintains procedures for responding to reports concerning students who reside in on-campus student housing and who may be missing. These procedures are intended to facilitate a prompt response and appropriate notification when a student is determined to be missing.

Any student, employee, or other individual who has reason to believe that a student residing in on-campus student housing may be missing should report the concern immediately to the Stillman College Police Department or the Dean of Students.

Individuals should not wait 24 hours before reporting a student who may be missing**.** A report may be made as soon as there is a reasonable concern regarding the student's whereabouts or safety.

For purposes of the College's Clery Act missing-student procedures, the federal requirements concerning a student who has been missing for 24 hours apply to students residing in on-campus student housing. The College may initiate its response and investigative or notification procedures sooner when circumstances warrant.

Investigation and Response Procedures

Upon receiving a report that a student residing in on-campus student housing may be missing, Stillman College Police and appropriate College officials will promptly evaluate the report and take reasonable steps to determine the student's whereabouts and safety.

The College may consider information such as:

- The student's last known location;
- The student's last known contact with family members, friends, roommates, faculty, staff, or others;
- The student's class, employment, residence-hall, or other known activity;
- Information provided by roommates, friends, faculty, staff, family members, or other individuals;
- Information concerning transportation, travel, or known destinations;
- Known medical, safety, or other circumstances that may affect the student's welfare; and
- Information provided by law enforcement or other appropriate agencies.

The College may take additional reasonable steps based on the circumstances, including attempting to contact the student, reviewing information available to authorized College personnel, contacting appropriate individuals, conducting appropriate residence-hall inquiries, or coordinating with law enforcement or other emergency-response agencies.

If the College or the appropriate law-enforcement agency determines that a student residing in on-campus student housing is missing, Stillman College will implement the applicable missing-student notification procedures.

The College may initiate these procedures before the student has been missing for a full 24 hours when circumstances warrant. The federal 24-hour requirement establishes the timeframe for required notification procedures; it does not prohibit the College from responding sooner.

Emergency or Confidential Missing-Student Contact

Students residing in on-campus student housing are provided an opportunity to identify one or more individuals to be contacted by the College if the student is determined to be missing.

The student's designated missing-student contact information will be maintained confidentially and will be accessible only to authorized campus officials. The information may be disclosed to law-enforcement personnel, when necessary, in furtherance of a missing-person investigation or as otherwise permitted or required by law.

The designated missing-student contact may be different from the student's emergency contact information maintained for other College purposes.

The College will notify the designated missing-student contact, if one has been provided, within 24 hours of the determination that the student is missing**,** consistent with applicable federal requirements. The College may make such notification sooner when circumstances warrant.

Students Under 18

If a student who resides in on-campus student housing is determined to be missing and is under 18 years of age and not emancipated, the College will notify the student's custodial parent or legal guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional missing-student contact designated by the student.

Law-Enforcement Notification

When a student residing in on-campus student housing is determined to be missing, Stillman College will notify the appropriate local law-enforcement agency within 24 hours of the determination, unless the law-enforcement agency was the entity that made the determination that the student is missing.

The College will coordinate with the Tuscaloosa Police Department or another law-enforcement agency having appropriate jurisdiction, as circumstances warrant.

The College will not delay its response while waiting for a 24-hour period to expire. A missing-student concern should be reported immediately, and the College may begin its response, investigation, and coordination with law enforcement as soon as the concern is received.

Scope of Missing-Student Procedures

The College's Clery Act missing-student notification procedures apply specifically to students residing in **on-campus student housing**. These procedures do not limit the College's ability to respond to concerns involving students who live elsewhere or to coordinate with appropriate law-enforcement or emergency-response agencies when circumstances warrant.

SAFETY AND CRIME PREVENTION PROGRAMMING

Throughout the academic year, Stillman College provides crime-prevention and safety-awareness programming through appropriate College offices and departments, which may include Campus Police, Student Success, Housing & Residence Life, Human Resources, and other campus partners.

Programs may address topics such as:

- Personal safety;
- Sexual assault prevention;
- Relationship and interpersonal violence prevention;
- Property protection;
- Emergency preparedness;
- Alcohol and drug awareness;
- Crime reporting;
- Residence-hall safety; and
- Other safety concerns affecting the campus community.

Crime-prevention and safety-awareness information may be incorporated into new-student and new-employee orientation and other educational programs.

The College may also distribute safety information through email, the College website, campus postings, emergency notifications, safety alerts, educational programs, and other appropriate communication methods.

The nature and frequency of programming may vary based on identified campus needs, available resources, and emerging safety concerns.

Institutional Campus Safety, Crime Prevention, and VAWA Awareness Programming

Stillman College provides a comprehensive suite of ongoing primary prevention and awareness programs designed to prevent crime, promote personal safety, and educate the campus community regarding sexual assault, dating violence, domestic violence, stalking, and hazing. These educational initiatives are conducted throughout the academic year for incoming and returning students, as well as faculty and staff.

1. Primary Prevention and Ongoing Awareness Programs

Educational programming is integrated into new student orientation, residence hall workshops, athletic team sessions, and employee onboarding. Programs cover safe bystander intervention strategies, definitions of consent, risk reduction strategies, institutional reporting procedures, and available campus/community support resources. Online modules (such as Vector Solutions) are combined with in-person workshops to ensure broad engagement across all campus constituencies.

2. Hazing Prevention Initiatives

Anti-Hazing Compliance & Education Policy

In accordance with the Clery Act and the Stop Campus Hazing Act, Stillman College is committed to providing a safe and healthy learning environment free from hazing.

- **Mandatory Training:** Annual anti-hazing and bystander intervention education is required for student organization leaders, intake participants, prospective members, and athletic team members.
- **Core Curriculum:** Educational sessions address ethical leadership, positive team cohesion, active bystander responsibility, legal definitions, and the physical/psychological risks of hazing activities.
- **Reporting Channels:** Students and staff may report hazing incidents confidentially or anonymously via the Campus Police Department, the Office of Student Conduct, or the online Incident Report Portal.
- **Enforcement & Penalties:** Hazing is strictly prohibited on or off campus. Organizations found in violation risk loss of institutional recognition, and individual participants face conduct sanctions up to and including expulsion and civil/criminal legal referral.

3. Crime Prevention and Personal Safety Demonstrations

Stillman College Police personnel collaborate with Residence Life and Student Success to sponsor physical safety demonstrations, residence hall security walkthroughs, property identification marking, and emergency response training.

CAMPUS POLICY ON SEXUAL MISCONDUCT AND TITLE IX

Institutional Commitment

Stillman College is committed to maintaining an educational and work environment free from discrimination and sexual misconduct and to providing an institutional response to reports of sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, stalking, and other prohibited conduct as addressed by applicable federal law and College policy.

Retaliation against an individual because the individual reported prohibited conduct, participated in an investigation or proceeding, or otherwise exercised rights protected by applicable law or College policy is prohibited.

TITLE IX

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities receiving federal financial assistance. Title IX applies to discrimination based on sex and requires institutions receiving federal financial assistance to maintain education programs and activities that are free from prohibited sex discrimination.

Title IX provides:

"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."

Stillman College is committed to maintaining an educational environment free from sex discrimination, sexual harassment, and other prohibited conduct on the basis of sex. The College administers its Title IX responsibilities in accordance with applicable federal Title IX regulations and the College's current Title IX/Sexual Misconduct Policy.

For purposes of its Title IX grievance procedures, the College applies the federal requirements applicable to the College and to the reported conduct. The College may also address conduct under other applicable institutional policies when the conduct does not fall within the federal Title IX grievance process.

Title IX Coordinator

The Title IX Coordinator oversees the College's Title IX compliance responsibilities and coordinates the institutional response to reports of conduct that may constitute sex discrimination, sexual harassment, or other prohibited conduct under Title IX or College policy.

The Title IX Coordinator's responsibilities may include:

- Coordinating the College's response to reports of sex discrimination and sexual harassment;
- Providing information concerning reporting options and available institutional processes;
- Conducting or coordinating an initial assessment of reported information;
- Providing information concerning available supportive measures;
- Coordinating applicable Title IX grievance procedures;
- Ensuring that required notices are provided to the parties;
- Coordinating appropriate institutional resources and referrals;
- Monitoring compliance with applicable Title IX requirements; and
- Providing or coordinating training and education concerning Title IX responsibilities and prevention of sex discrimination and sexual harassment.

The Title IX Coordinator does not make a determination of responsibility solely by virtue of receiving or coordinating a report. Determinations of responsibility are made through the applicable institutional process by the designated decision-maker or adjudicative body.

Reporting Sex Discrimination and Sexual Misconduct

Students, employees, and other members of the College community may report conduct that may constitute sex discrimination, sexual harassment, or other prohibited sexual misconduct to the Title IX Coordinator or other College officials designated to receive such reports.

Individuals may also seek assistance from Campus Police or local law enforcement when conduct may constitute a criminal offense or when there is an immediate safety concern.

For emergencies or situations involving an immediate threat to health or safety, individuals should call **911**. Stillman College Campus Police may be contacted at **205-366-8927**.

A person is not required to determine whether reported conduct meets the legal definition of Title IX sexual harassment before making a report. The College will assess the information received and determine the appropriate institutional response.

Reporting to the College does not prevent an individual from also reporting conduct to law enforcement. An individual may choose to pursue available institutional resources and may also contact law enforcement where appropriate.

Title IX and Sexual Misconduct Procedures

Not every allegation of sexual misconduct falls within the scope of the federal Title IX grievance process. The College evaluates reported conduct in accordance with applicable federal law and College policy to determine the appropriate institutional process.

When reported conduct falls within the scope of the College's Title IX grievance procedures, the College follows applicable federal requirements and institutional policies governing the receipt and evaluation of a formal complaint, notice to the parties, investigation, review of evidence, hearing or other required adjudicative process, determination of responsibility, sanctions or remedies, and applicable appeal rights.

When reported conduct falls outside the federal Title IX grievance framework but may violate another College policy, the College may address the matter through its applicable student conduct, disciplinary, or other institutional procedures.

Institutional Procedures for Non-Title IX Sexual Misconduct and VAWA Offenses

Allegations of sexual assault, dating violence, domestic violence, and stalking may fall outside the scope of the federal Title IX grievance process because they do not meet its applicable jurisdictional or other requirements. When such allegations fall outside that framework but are subject to another applicable College policy, Stillman College addresses the matter through its applicable Student Code of Conduct, non-Title IX grievance procedures, or other appropriate institutional process, consistent with applicable law.

Under the applicable non-Title IX procedures, the College provides prompt, fair, and impartial administrative proceedings. Consistent with applicable law and institutional policy, both the complainant and the responding party receive:

1. Written notification of their rights, available supportive measures, and applicable institutional procedures.
2. Written notice of meeting and hearing dates, as applicable, with sufficient time to prepare.
3. The opportunity to be accompanied by an advisor of their choice during applicable meetings and proceedings.
4. Timely and equitable access to relevant information and evidence considered during the proceedings, consistent with applicable law and College policy.
5. Simultaneous written notification of the outcome, findings, any sanctions imposed, and applicable appeal procedures.

Sanctions for violations of College policies governing non-Title IX sexual misconduct may include educational interventions, conduct probation, suspension, or expulsion, depending on the nature and severity of the violation and the applicable disciplinary provisions.

The use of a non-Title IX institutional process does not constitute a determination that the reported conduct did not occur. The applicable process is determined by the nature of the allegations, the circumstances of the report, applicable jurisdictional requirements, governing law, and College policy.

Supportive Measures

The College provides information concerning available supportive measures to individuals who report sex discrimination, sexual harassment, or other prohibited conduct.

Supportive measures are individualized, non-disciplinary and non-punitive measures designed to restore or preserve a person's access to the College's education programs and activities and to address safety or other appropriate concerns while a report or grievance process is pending.

Depending upon the circumstances, supportive measures may include:

- Counseling or referral to counseling services;
- Academic assistance or adjustments;
- Housing-related assistance;
- Changes in housing or work arrangements, when appropriate and available;
- No-contact directives or other appropriate measures concerning interactions between individuals;
- Safety planning;
- Assistance concerning transportation or campus resources; and
- Other appropriate measures authorized by College policy.

Supportive measures may be available regardless of whether a formal complaint is filed or whether the matter proceeds through a Title IX grievance process.

Title IX Grievance Process

When a matter proceeds under the College's Title IX grievance procedures, the College provides the parties with the procedural protections required by applicable federal regulations and institutional policy.

Depending upon the applicable process, these protections may include:

- Notice of the allegations and the applicable policy;
- An opportunity for the parties to participate in the process;
- An opportunity to provide relevant information and evidence;
- An opportunity to identify relevant witnesses;
- Review of relevant evidence as provided by applicable law and College policy;
- An investigation conducted in accordance with applicable procedures;
- A hearing or other decision-making process required by the applicable Title IX regulations and institutional policy;
- An opportunity for the parties to have an advisor as permitted by the applicable process;
- A determination regarding responsibility based upon the applicable standard of evidence;
- Written notice of the outcome and applicable sanctions or remedies; and
- Appeal rights when an appeal is authorized by the applicable procedure.

The College's Title IX procedures are intended to provide a fair and impartial process while protecting the rights of all parties.

Standard of Evidence

The College applies the **preponderance of the evidence** standard in its applicable Title IX and sexual-misconduct proceedings, consistent with the College's current institutional policy.

Under this standard, the decision-maker determines whether it is more likely than not that the alleged policy violation occurred.

Determinations, Sanctions, and Remedies

Following the applicable Title IX or institutional process, the College will make a determination regarding responsibility based upon the evidence and applicable policy.

When responsibility is established, sanctions and remedies may be imposed as authorized by the applicable College policy and procedure. Sanctions may include educational requirements, restrictions, disciplinary probation, suspension, expulsion, or other appropriate institutional measures.

The College may also provide remedies or other appropriate measures designed to restore or preserve access to the College's education programs and activities.

Sanctions and remedies are determined based upon the applicable policy, the circumstances of the matter, the findings reached through the applicable process, and other factors authorized by College policy.

Hearing and Appeal Procedures

When a Title IX matter is subject to a hearing under the applicable federal regulations and College policy, the College follows the hearing requirements applicable to the institution and the type of proceeding involved.

The applicable procedure may provide for participation by the parties and their advisors, consideration of relevant evidence, questioning as permitted by the governing Title IX requirements, and a determination by the designated decision-maker or hearing body.

When an appeal is available, the parties are provided information concerning the grounds and procedures for appeal, including applicable deadlines. The appeal process is conducted in accordance with the College's current Title IX/Sexual Misconduct Policy.

Protection Against Retaliation – Title IX

Stillman College prohibits retaliation against an individual because the individual reported sex discrimination or sexual harassment, participated in a Title IX or institutional review, provided information, served as a witness, or otherwise exercised rights or responsibilities protected by applicable law or College policy.

Retaliation is addressed separately from the underlying allegation and may constitute an additional violation of College policy.

Individuals who believe they have experienced retaliation should report the concern to the Title IX Coordinator, Dean of Students Office, Campus Police, or another appropriate College official.

Privacy and Confidentiality

Stillman College will protect the privacy of individuals involved in Title IX and sexual-misconduct matters to the extent permitted by law and College policy.

Information may be shared with College officials, investigators, decision-makers, advisors, law enforcement, or other appropriate persons when necessary to respond to a report, conduct an investigation, provide supportive measures, administer the applicable grievance process, address a safety concern, or comply with legal or institutional requirements.

The College does not guarantee absolute confidentiality in matters that require institutional action, investigation, or disclosure under applicable law.

Public safety disclosures and Clery Act reporting are conducted in accordance with applicable federal requirements and are not intended to identify individual victims except where disclosure is legally required or otherwise permitted.

Prevention and Education

Stillman College maintains educational and prevention efforts designed to reduce sex discrimination and sexual misconduct and to promote a safe and respectful campus environment.

Prevention and awareness efforts may include:

- Education concerning Title IX rights and responsibilities;
- Sexual misconduct prevention and awareness programming;
- Bystander intervention education;
- Information concerning consent and healthy relationships;
- Education concerning dating violence, domestic violence, sexual assault, and stalking;
- Information concerning reporting options and available resources;
- Training for employees and individuals with responsibilities under the College's Title IX procedures;
- Education concerning retaliation and supportive measures; and
- Referrals to appropriate College and community resources.

The College may use orientation programs, training modules, presentations, written materials, online education, and other prevention strategies appropriate to the College community.

Pregnancy and Related Conditions

Title IX also protects students from discrimination on the basis of pregnancy, childbirth, false pregnancy, termination of pregnancy, or recovery from pregnancy and related conditions, consistent with applicable federal law and College policy.

Students who need assistance concerning pregnancy or a related condition may contact the Title IX Coordinator for information concerning available rights, resources, and appropriate supportive measures.

Relationship to Clery Act Requirements

Title IX requirements and the Clery Act impose separate but related responsibilities on institutions of higher education.

The College's Clery Act obligations include providing information concerning institutional policies and procedures addressing sexual assault, dating violence, domestic violence, and stalking, as well as applicable prevention, reporting, disciplinary, and supportive measures.

A reportable Clery crime is not necessarily a Title IX violation and conduct that may implicate Title IX is not necessarily a Clery-reportable crime. The College evaluates reported conduct under the requirements of each applicable law and institutional policy.

Current Title IX Policy

The College's complete Title IX/Sexual Misconduct Policy contains the detailed procedures governing reports and formal complaints, supportive measures, investigations, hearings, evidentiary standards, decision-making, sanctions, appeals, and other procedural requirements.

The College's current Title IX/Sexual Misconduct Policy should be consulted for the complete and controlling institutional procedures.

Stillman College will continue to administer its Title IX responsibilities in accordance with applicable federal law, federal regulations, and the College's current institutional policies and procedures.

SEX OFFENDER REGISTRATION AND NOTIFICATION STATEMENT

The **Campus Sex Crimes Prevention Act of 2000**, enacted as part of Public Law 106-386, amended the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act to require institutions of higher education to provide information to the campus community concerning where law-enforcement information about registered sex offenders may be obtained.

Individuals who are required to register as sex offenders must comply with applicable federal and state registration requirements, including requirements concerning residence, employment, and student status.

Stillman College does not maintain or administer the Alabama Sex Offender Registry. Members of the Stillman College community may obtain publicly available information concerning registered sex offenders through the **Alabama Law Enforcement Agency (ALEA) Sex Offender Registry**, the official statewide registry maintained by ALEA.

Public Access to Sex Offender Registry Information

The Stillman College community may access the official Alabama Sex Offender Registry through:

Alabama Law Enforcement Agency (ALEA) Sex Offender Registry
https://www.alea.gov/node/270

Members of the campus community may also contact the appropriate local law-enforcement agency concerning sex offender registration information or compliance matters.

Information obtained from a sex offender registry should be used responsibly and in accordance with applicable law. Registry information should not be used to harass, intimidate, threaten, or otherwise unlawfully harm an individual.

PERSONAL SAFETY AND CRIME PREVENTION TIPS

Crime prevention is a shared responsibility across the campus community. Awareness of one's surroundings, sound security practices, and reasonable precautions can help reduce the risk of criminal victimization.

Protecting Yourself and Personal Space

- **Secure Living Quarters:** Lock your residence hall or apartment door whenever you are inside, sleeping, or leaving the premises, even for a short period.
- **Verify Visitors:** Do not open your door to individuals you do not recognize. Use a peephole or other available means to verify a visitor's identity before granting access. Report broken locks, doors, windows, or other malfunctioning security hardware promptly to the appropriate residence-hall staff or Facilities personnel.
- **Protect Personal Information:** Avoid sharing personal information, your address, class schedule, daily routine, or other identifying information with individuals you do not know well. Avoid publicly identifying that you live alone through door postings, social media, or other public communications.
- **Travel Communication:** When appropriate, inform a roommate, friend, or trusted person where you are going and when you expect to return, particularly when traveling alone or at night.
- **Nighttime Travel:** When traveling at night, use well-lit and reasonably populated pedestrian routes whenever practicable. Avoid isolated areas and shortcuts through poorly lit locations.
- **Walking Awareness:** When walking along a roadway without a sidewalk, walk facing oncoming traffic when practicable and remain alert to approaching vehicles and surrounding activity.
- **Trust Your Instincts:** If you believe you are being followed or otherwise feel unsafe, change direction and move toward a well-lit or populated location. If you are in immediate danger, call **911**. You may also contact Stillman College Police or other appropriate law enforcement.

Vehicle Security Practices

- **Vehicle Security:** Always lock vehicle doors and close windows when leaving a vehicle, even for a short period.
- **Valuables Out of Sight:** Do not leave laptops, backpacks, cell phones, cash, packages, or other valuables visible inside an unattended vehicle. When practicable, secure valuables in the trunk or otherwise out of sight before arriving at your destination.
- **Approaching Your Vehicle:** Have your keys readily available when approaching your vehicle. Remain alert to your surroundings and check the area around and inside the vehicle before entering.
- **Defensive Driving Safety:** Keep vehicle doors locked while driving. When stopped in traffic, maintain sufficient space from the vehicle ahead to allow for an emergency exit when practicable. If you are involved in a suspicious or potentially dangerous traffic incident, remain in your vehicle when safe to do so and contact law enforcement or proceed to a safe, populated location.
- **Hitchhiking:** Do not hitchhike or accept transportation from individuals you do not know or trust.

Residence Hall and Off-Campus Security

- **Residence Hall Access Control:** Do not allow unauthorized individuals to enter a residence hall by following you through a controlled-access door. Do not bypass, disable, or otherwise circumvent residence-hall access-control measures. Follow all applicable residence-hall guest registration requirements.
- **Unsafe Conditions at Entry:** If you arrive at your residence and observe signs of forced entry, such as a broken lock, open door, damaged window, or other indication of unauthorized entry, do not enter. Move to a safe location and contact Stillman College Police or local law enforcement.

- **Key and Access Control:** Do not lend keys, access cards, or other access credentials to another person. Do not hide spare keys or access credentials outside doors or in common areas.
- **Off-Campus Housing:** When moving into off-campus housing, consider asking the property owner or manager whether exterior door locks have been re-keyed and whether doors and windows have functioning locks. Report security concerns promptly to the property owner or manager and, when appropriate, to local law enforcement.

Protecting Personal Property in Public and Office Spaces

- **Unattended Property:** Do not leave laptops, backpacks, cell phones, textbooks, or other personal property unattended in common areas, dining facilities, libraries, classrooms, or other public or shared spaces.
- **Marking Property:** Mark valuable personal property, including electronics, bicycles, and textbooks, with your name or another unique identifier when practicable. Maintaining identifying information may assist in the recovery of lost or stolen property.
- **Financial Safety:** Avoid carrying unnecessary amounts of cash. Do not write or store personal identification numbers (PINs) on payment cards or in locations accessible to others. Maintain records of financial accounts and payment cards in a secure location so that compromised accounts can be reported promptly.
- **Office Security:** Lock office doors when working alone, after normal business hours, or when otherwise appropriate. Know the emergency exits and procedures applicable to your work or study location and maintain access to emergency contact information.

ANNUAL DISCLOSURE OF CRIME STATISTICS AND DEFINITIONS

Stillman College publishes its Annual Security Report (ASR) in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act**,** applicable federal regulations, and current U.S. Department of Education guidance.

The 2026 Annual Security Report presents required crime statistics for the three most recent calendar years for which data are available: 2023, 2024, and 2025**.** Federal requirements provide for reporting statistics for crimes occurring within the institution's Clery geography and reported to local police agencies or to a Campus Security Authority.

The inclusion of a crime in Stillman College's Clery statistics is a statistical reporting determination and does not constitute a finding by Stillman College that a particular individual committed the offense. Clery statistical reporting is separate from an institutional conduct proceeding, investigation, or determination of responsibility.

Clery Act Geography

For purposes of collecting annual Clery crime statistics, Stillman College's Clery geography consists of:

1. **On-Campus Property:** Buildings and property that are part of the institution's campus and meet the federal definition of campus, including property owned or controlled by the institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, its educational purposes.
2. **On-Campus Student Housing Facilities:** Dormitories and other residential facilities for students that are located on the College's campus. On-campus student housing facilities are a subset of on-campus property.
3. **Non-Campus Buildings or Property:** Buildings or property owned or controlled by a student organization officially recognized by Stillman College, or buildings or property owned or controlled by the College that are used in direct support of, or in relation to, the College's educational purposes, are frequently used by students, and are not within the same reasonably contiguous geographic area of the College.

4. **Public Property:** Public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.

The federal definition of Clery geography used for annual crime statistics differs from the geographic scope used for the daily crime log. For the crime log, Clery geography additionally includes areas within the patrol jurisdiction of the campus police or security department.

Crimes Reported Under the Clery Act

For the 2026 Annual Security Report, Stillman College reports the required statistics for the following categories of crimes occurring within its Clery geography and reported to local police agencies or a Campus Security Authority:

Primary Crimes

- Murder and Non-Negligent Manslaughter
- Negligent Manslaughter
- Rape
- Fondling
- Incest
- Statutory Rape
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson

Arrests and Referrals for Disciplinary Action

- Liquor Law Violations
- Drug Abuse Violations
- Weapons: Carrying, Possessing, Etc.

Hate Crimes

Stillman College reports hate crimes involving the primary crimes identified above and, when applicable, the following additional offenses:

- Larceny-Theft
- Simple Assault
- Intimidation
- Destruction/Damage/Vandalism of Property

Violence Against Women Act Offenses

- Dating Violence
- Domestic Violence
- Stalking

Hazing

- Hazing incidents, as required by the Clery Act and applicable federal regulations. The 2026–2027 Federal Student Aid Handbook identifies hazing as a Clery crime that must be included in annual security statistics.

CLERY ACT CRIME DEFINITIONS

For purposes of the Annual Security Report, Stillman College uses the federal crime definitions applicable to Clery Act reporting. The definitions below are based on 34 C.F.R. § 668.46 and Appendix A to Subpart D of 34 C.F.R. Part 668, which incorporates specified definitions from the FBI's Uniform Crime Reporting Program.

Criminal Homicide

Murder and Non-Negligent Manslaughter: The willful, non-negligent killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

Sex Offenses

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

Fondling: The touching of another person's private body parts for sexual gratification without the person's consent, including when the person is incapable of giving consent because of age or temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to one another within degrees in which marriage is prohibited by law.

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

Sexual Assault: For Clery reporting purposes, an offense that meets the federal definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting Program and incorporated into 34 C.F.R. Part 668, Appendix A.

Other Primary Crimes

Robbery: Taking or attempting to take something of value from the care, custody, or control of a person through force, threat of force or violence, and/or by placing the victim in fear.

Aggravated Assault: An unlawful attack intended to inflict severe or aggravated bodily injury, ordinarily involving a weapon or means likely to produce death or great bodily harm. The federal definition also recognizes circumstances in which a weapon capable of causing serious personal injury is used even if an injury does not result.

Burglary: The unlawful entry of a structure to commit a felony or theft, including unlawful entry with intent to commit larceny or a felony, breaking and entering, housebreaking, safecracking, and attempts to commit those offenses.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle, including qualifying cases in which a vehicle is taken without lawful access and subsequently abandoned.

Arson: Any willful or malicious burning or attempted burning, with or without intent to defraud, of a dwelling, public building, motor vehicle or aircraft, personal property of another, or other qualifying property.

Arrest and Referral Categories

Weapons: Carrying, Possessing, Etc.: Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug Abuse Violations: Violations of laws concerning the unlawful production, distribution, manufacture, sale, purchase, use, possession, transportation, or importation of controlled drugs or narcotic substances.

Liquor Law Violations: Violations of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, excluding driving under the influence and drunkenness.

The federal definitions for these offenses are incorporated into the Clery reporting requirements through 34 C.F.R. Part 668, Appendix A.

Unfounded Crimes: Stillman College discloses the number of reported Clery-reportable crimes that were determined to be unfounded during each reporting calendar year. A reported crime is classified as unfounded only when sworn or commissioned law enforcement personnel make a formal determination, following a full investigation, that the report is false or baseless. Crime reports cannot be classified as unfounded based on a lack of prosecution, a decision not to press charges, or an administrative student conduct determination. Stillman College maintains full supporting documentation for each unfounded determination in its official compliance records.

HATE CRIME DEFINITIONS

For Clery Act purposes, a hate crime is a crime reported to a local police agency or Campus Security Authority that shows evidence that the victim was intentionally selected because of the perpetrator's bias.

The federal bias categories are:

- Race
- Religion
- Gender
- Gender Identity
- Sexual Orientation
- Ethnicity
- National Origin
- Disability

In addition to the primary Clery crimes, the following offenses must be reported as hate crimes when the applicable federal requirements are met:

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from another person's possession or constructive possession. Attempted larcenies are included; specified offenses such as embezzlement, confidence games, forgery, and worthless checks are excluded.

Simple Assault: An unlawful physical attack in which the offender does not display a weapon, and the victim does not suffer obvious severe or aggravated bodily injury.

Intimidation: Conduct or threatening words intended to place another person in reasonable fear of bodily harm, without the offender displaying a weapon or subjecting the victim to an actual physical attack.

Destruction/Damage/Vandalism of Property: The willful or malicious destruction, damage, defacement, or other injury to real or personal property without the consent of the owner or person having custody or control.

These definitions correspond to the federal definitions incorporated from the FBI's Hate Crime Data Collection Guidelines and Training Manual.

DATING VIOLENCE, DOMESTIC VIOLENCE, AND STALKING

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. Whether such a relationship exists is determined based on the reporting party's statement and

consideration of the length, type, and frequency of interaction between the persons. Dating violence includes sexual or physical abuse or the threat of such abuse and does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner; by a person with whom the victim shares a child in common; by a person who is or has cohabitated with the victim as a spouse or intimate partner; by a person similarly situated to a spouse under applicable domestic or family violence law; or by another person against an adult or youth victim who is protected from that person's acts under applicable domestic or family violence law.

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

For purposes of the federal definition:

- **Course of conduct** means two or more acts, including following, monitoring, observing, surveilling, threatening, or communicating to or about a person, directly, indirectly, or through third parties, or interfering with the person's property.
- **Reasonable person** means a reasonable person under similar circumstances and with similar identities to the victim.
- **Substantial emotional distress** means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

These definitions are based on the definitions contained in the current federal Clery regulations and Department of Education guidance.

HAZING (Clery Act)

For purposes of Clery Act reporting, hazing means an intentional, knowing, or reckless act committed against a person, regardless of the person's willingness to participate, that occurs during initiation, affiliation, or maintenance of membership in a student organization and causes or creates a risk of physical or psychological injury above the reasonable risk encountered at the institution of higher education or the organization.

The federal definition applies to Clery reporting. Stillman College's institutional definition and disciplinary standards may provide additional or more specific requirements under the College's policies and Code of Student Conduct.

The 2026–2027 Federal Student Aid Handbook confirms that hazing is now included among the crimes that institutions must report in their annual security statistics and identifies the federal definition of hazing for Clery reporting.

CRIME LOG AND ANNUAL STATISTICS — IMPORTANT DISTINCTION

Stillman College maintains a daily crime log in accordance with the Clery Act. The crime log records crimes reported to Campus Police or the College's security department that occur within the applicable Clery geography.

The geographic scope for the daily crime log is broader than the geographic scope used for annual Clery statistics because, for crime-log purposes, Clery geography also includes areas within the patrol jurisdiction of the campus police or security department.

Accordingly, a crime may appear in the daily crime log without being included in the Annual Security Report's annual Clery statistics if the location, offense, or reporting circumstances do not satisfy the applicable requirements for inclusion in the annual statistics.

Conversely, a crime report does not have to result in an institutional finding of responsibility, an arrest, or a criminal conviction to be included in Clery statistics when the applicable reporting requirements are otherwise satisfied. The Department's current guidance states that Clery reporting does not require the institution to initiate an investigation or disclose personally identifying information about the victim.

HAZING (General)

Stillman College is committed to maintaining a safe, respectful, and supportive educational environment for all members of the College community. Hazing is prohibited and will not be tolerated. Hazing is inconsistent with the College's standards of conduct, its commitment to student safety and well-being, and its expectations for responsible participation in student organizations and campus life.

Stillman College prohibits hazing whether it occurs on or off College property and whether it involves a recognized student organization, an organization seeking recognition, an unrecognized organization, or individuals acting in connection with an organization or membership process. Participation in, encouragement of, facilitation of, or assistance with hazing may constitute a violation of College policy and may also constitute a violation of applicable law.

Federal Definition of Hazing

For purposes of Clery Act reporting, **hazing** means:

Any intentional, knowing, or reckless act committed against a person, regardless of their willingness to participate, that occurs during initiation, affiliation, or maintenance of membership in a student organization and causes or creates a risk of physical or psychological injury above the reasonable risk encountered at the institution of higher education or the organization.

Examples of conduct that may constitute hazing under the federal definition include, but are not limited to, physical striking or beating; activities involving excessive physical exertion; sleep deprivation; exposure to the elements; confinement; coercion or inducement to consume food, liquids, alcohol, drugs, or other substances; sexual acts; or conduct that places another person in reasonable fear of bodily harm.

For purposes of federal Clery Act reporting, **a** student organization is any organization at an institution of higher education in which two or more members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

The federal definition is used for determining whether an incident is included in the College's annual Clery crime statistics. The College may apply its own institutional definition and standards when determining whether conduct violates Stillman College policy.

Stillman College Institutional Hazing Policy

Stillman College prohibits conduct that constitutes hazing or that otherwise endangers the physical, mental, emotional, moral, or scholastic well-being of another person in connection with initiation, admission, affiliation, membership, participation, or continued association with a student organization or group.

Under Stillman College's institutional standards, hazing includes conduct that endangers or threatens the physical or mental health or safety of a student or other person for the purpose of initiation, admission, affiliation, or membership in an organization. Prohibited conduct includes, but is not limited to, physical violence, striking, paddling, slapping, physical punishment, activities intended to cause physical or emotional distress, harassment, humiliation, coercion, intimidation, or other activities that jeopardize an individual's physical, mental, emotional, or scholastic well-being.

A person does not have to object to or refuse to participate for conduct to constitute hazing. An individual's willingness, consent, or participation does not make prohibited hazing conduct permissible.

Hazing may occur regardless of whether the conduct is described as a tradition, initiation activity, team activity, bonding activity, training activity, rite of passage, or other organizational practice. Conduct occurring away from the Stillman

College campus may also violate College policy when it involves Stillman students, College-affiliated organizations, or activities connected to the College or organizational membership.

Students and members of student organizations are expected to comply with all College policies and directives governing student organizations, membership activities, recruitment, initiation, and organizational conduct.

Alabama Law Regarding Hazing

Hazing is also prohibited by Alabama law. Alabama Code § 16-1-23 defines hazing to include certain willful actions or situations, whether occurring on or off school, college, university, or other educational premises, that recklessly or intentionally endanger the mental or physical health of a student, as well as specified acts involving striking, beating, bruising, maiming, or threats or attempts of physical violence when connected to initiation or affiliation with an organization.

Alabama law further prohibits a person from engaging in hazing or encouraging, aiding, or assisting another person in hazing. The law also addresses knowingly permitting, encouraging, aiding, assisting, or willfully acquiescing in hazing and requires prompt reporting of known or reasonably known hazing activity to the appropriate educational institution. A violation of Alabama's hazing statute may constitute a criminal offense and may result in additional consequences under state law.

College disciplinary action and criminal or civil consequences are separate matters. The College may address conduct through its institutional conduct process regardless of whether criminal charges are filed or pursued.

Reporting Hazing

Students, employees, student organization members, and other members of the Stillman College community are encouraged to report known, suspected, or alleged hazing as soon as possible.

Hazing may be reported to:

- **Stillman College Campus Police**;
- **The Dean of Students Office**;
- **Student Engagement and Leadership**;
- A **Campus Security Authority (CSA)**; or
- Another College official designated to receive reports of student misconduct.

For emergencies or situations involving an immediate threat to health or safety, individuals should **call 911**. Individuals may also contact Stillman College Campus Police at **205-366-8927**.

A report may be made even when the reporting individual does not have complete information about the incident. Individuals are encouraged to provide as much information as they reasonably can, including the names of persons involved, the organization or group involved, the location, date and approximate time of the conduct, the nature of the conduct, and any available witnesses or evidence.

A person who reports hazing is not required to determine whether the conduct meets the federal, state, or institutional definition of hazing before making a report. The College will assess the information received and determine the appropriate institutional response.

Response to Reports of Hazing

Stillman College takes reports of hazing seriously and will respond to reported or suspected hazing in accordance with applicable College policies and procedures.

Upon receipt of a report, the College may:

- Assess immediate safety concerns and take appropriate steps to protect members of the College community;

- Refer an emergency or potential criminal matter to Campus Police or an appropriate law enforcement agency;
- Determine whether the matter falls within the College's student conduct or student organization processes;
- Conduct an administrative review or investigation;
- Interview individuals with relevant information;
- Review available documentary, electronic, photographic, video, or other evidence;
- Take appropriate interim or administrative measures when warranted;
- Refer the matter to the appropriate student conduct or organizational conduct body for adjudication; and
- Impose sanctions or other corrective measures when responsibility is established under applicable College policy.

The College's response will depend upon the nature and circumstances of the report, the individuals and organizations involved, the location of the conduct, the applicable College policies, and any applicable law.

A report of hazing does not, by itself, constitute a finding that a student or organization is responsible for a policy violation. The College will follow its applicable conduct procedures before imposing disciplinary sanctions based on an allegation, except where an interim measure is authorized and appropriate to address an immediate safety or institutional concern.

Investigation and Student Conduct Process

Allegations of hazing involving students or student organizations may be addressed through the College's established student conduct and organizational conduct procedures.

The College's review process is intended to determine the facts and whether the conduct violated applicable College standards. Depending on the circumstances, the process may include notice of the allegations, an opportunity for the responding student or organization to participate in the process, review of relevant information and evidence, a determination regarding responsibility, and the imposition of sanctions when appropriate.

When a matter is referred to the Judiciary Committee or another authorized conduct body, that body will review the matter in accordance with the applicable College procedures and standards.

The College may address individual student conduct separately from organizational conduct. A finding concerning an individual student does not automatically establish responsibility by a student organization, and a determination concerning a student organization does not automatically establish individual responsibility. Each determination is based upon the applicable evidence and institutional process.

Sanctions and Corrective Measures

Students and student organizations found responsible for hazing or related violations may be subject to disciplinary or organizational sanctions consistent with the Stillman College Student Code of Conduct and applicable institutional policies.

Depending upon the circumstances and the applicable conduct process, sanctions or corrective measures may include, but are not limited to:

- Educational requirements or anti-hazing training;
- Written assignments or reflective educational activities;
- Community service;
- Conduct or disciplinary probation;
- Restrictions on participation in student activities or organizational activities;

- Removal from organizational leadership;
- Restrictions on membership or participation in an organization;
- Suspension of organizational activities;
- Cease-and-desist directives;
- Loss or restriction of organizational privileges;
- Suspension from the College;
- Expulsion from the College;
- Campus restrictions; or
- Other sanctions or corrective measures authorized by applicable College policy.

Sanctions are determined based upon the applicable conduct process and the circumstances of the matter. The College may impose different sanctions on individual students and student organizations based upon their respective conduct and responsibility.

Failure to comply with an imposed sanction or College directive may constitute an additional violation of College policy and may result in additional disciplinary action.

Protection Against Retaliation - Hazing

Stillman College prohibits retaliation against an individual for reporting hazing, participating in a College review or investigation, providing information, or otherwise exercising rights or responsibilities under applicable College policy.

Individuals who believe they have experienced retaliation related to a hazing report or investigation should report the concern to the Dean of Students Office, Campus Police, Student Engagement and Leadership, or another appropriate College official.

Hazing Prevention and Awareness Programs

Stillman College maintains prevention and awareness efforts designed to educate students and employees about the dangers and consequences of hazing and to promote safe, healthy, and respectful forms of organizational affiliation and group development.

Hazing prevention and awareness efforts may include:

- Anti-hazing education and training for students and members of student organizations;
- Educational programs addressing the definition, risks, consequences, and prevention of hazing;
- New student orientation and other student education programs;
- Training and education for student organization members and leaders;
- Programs addressing bystander responsibility and intervention;
- Education concerning ethical leadership and responsible organizational membership;
- Information regarding the difference between legitimate team, organizational, leadership, or bonding activities and prohibited hazing;
- Education regarding College policy and applicable state and federal law; and
- Referrals to appropriate College and community resources.

Stillman College's prevention approach emphasizes that organizations can develop leadership, accountability, belonging, and group cohesion without requiring conduct that humiliates, intimidates, coerces, harms, or places another person at unreasonable risk.

The College may require students found responsible for hazing, or students otherwise identified through the conduct process as needing additional education, to complete anti-hazing training or other educational requirements. The College may also use educational outcomes from conduct matters to inform future prevention and awareness programming.

Campus-Wide Prevention Strategies

Consistent with federal requirements, Stillman College's hazing prevention and awareness efforts are intended to reach students, faculty, and staff and to incorporate primary prevention strategies designed to stop hazing before it occurs.

Prevention strategies may include education concerning:

- Recognition of hazing and warning signs;
- Bystander intervention and reporting responsibilities;
- Ethical leadership and organizational accountability;
- Healthy approaches to membership, recruitment, initiation, and affiliation;
- Safe methods of developing group cohesion and organizational identity;
- The physical and psychological risks associated with hazing;
- The potential institutional, criminal, and other consequences of hazing; and
- The responsibility of members and leaders to report and respond to suspected hazing.

Stillman College may use research-informed educational materials, training modules, presentations, organizational education, orientation programming, and other prevention strategies appropriate to the College community.

Hazing and Clery Act Crime Statistics

Beginning with the annual security report covering the applicable reporting period, the Clery Act requires institutions to disclose statistics for hazing incidents that are reported to a campus security authority or local law enforcement agency and that occur within the institution's Clery geography.

Hazing is a distinct category for Clery Act statistical reporting. A hazing incident may be reportable under the Clery Act even when the College does not determine that a student or organization violated College policy. Conversely, an institutional conduct violation involving hazing is not necessarily included in the Clery crime statistics unless the federal reporting requirements, including the applicable reporting and geographic requirements, are satisfied.

Stillman College records and discloses reportable hazing incidents in accordance with applicable federal requirements. The inclusion of an incident in Clery statistics is a reporting determination and does not constitute a finding of responsibility under the College's student conduct process.

The College reports hazing statistics for the three most recent calendar years in accordance with the federal Clery Act reporting requirements. For the 2026 Annual Security Report, the applicable statistical reporting years are **2023, 2024, and 2025**.

Campus Hazing Transparency Report

In addition to the Annual Security Report requirements, the Stop Campus Hazing Act requires institutions to develop and maintain a **Campus Hazing Transparency Report (CHTR)**.

The CHTR is separate from the Clery crime statistics and is designed to summarize findings concerning student organizations established or recognized by the College that are found responsible for violations of the College's standards of conduct relating to hazing.

When applicable, the CHTR includes:

- The name of the student organization;

- A general description of the hazing violation;
- The findings of the College;
- Any sanctions imposed on the student organization; and
- The applicable date information concerning the incident and institutional process.

The CHTR is updated at least twice each year when there are findings that meet the applicable federal requirements. The CHTR is made publicly available on the College's website when required.

The CHTR should not be used as a substitute for the College's Annual Security Report. The two reports serve different purposes: the ASR provides required Clery crime statistics and institutional policies, while the CHTR provides transparency concerning qualifying findings involving recognized or established student organizations.

Confidentiality and Privacy

Stillman College will protect the privacy of individuals involved in hazing reports to the extent permitted by law and College policy. Public Clery disclosures and the Campus Hazing Transparency Report will not identify individual student victims or include information that is not required to be disclosed.

The College may be required to share information with College officials, law enforcement, or other appropriate authorities when necessary to respond to a safety concern, conduct an investigation, comply with law, or carry out institutional responsibilities.

Students and employees should understand that reporting information to a Campus Security Authority for purposes of Clery reporting does not necessarily require the reporting individual to participate in an institutional conduct process.

Relationship Between Hazing, Other Policy Violations, and Criminal Conduct

Hazing may involve conduct that also constitutes another violation of College policy or a criminal offense. Depending upon the facts, a single incident may involve violations relating to assault, harassment, threats, intimidation, alcohol or drug use, disorderly conduct, sexual misconduct, property damage, failure to comply with College directives, or other prohibited conduct.

The College may address each applicable violation through its established processes. Nothing in the College's hazing policy limits the authority of Campus Police or an appropriate law enforcement agency to investigate conduct that may violate local, state, or federal law.

Students and employees are encouraged to report suspected criminal conduct promptly to law enforcement and to report suspected hazing to the College through the reporting channels identified above.

Institutional Commitment

Stillman College expects student organizations and their members to build community through respect, leadership, accountability, service, academic achievement, and positive organizational engagement—not through intimidation, humiliation, coercion, physical punishment, or activities that place another person at risk.

Hazing is prohibited regardless of tradition, organizational affiliation, location, or a participant's willingness to engage in the conduct. The College will continue to provide education and prevention programming, respond to reports of suspected hazing, investigate allegations in accordance with applicable procedures, and take appropriate action when violations are established.

REFERENCES AND AUTHORITIES

1. **U.S. Department of Education, Federal Student Aid.** *2026–2027 Federal Student Aid Handbook, Volume 2, Chapter 6: Consumer Information and School Reporting.* (FSA Partner Connect)
2. **U.S. Department of Education, Federal Student Aid.** *2026–2027 Federal Student Aid Handbook, Appendix E: Institutional Reporting and Disclosure Requirements.* (FSA Partner Connect)
3. **Electronic Code of Federal Regulations.** 34 C.F.R. § 668.41 — Institutional information and disclosure requirements.
4. **Electronic Code of Federal Regulations.** 34 C.F.R. § 668.46 — Institutional security policies and crime statistics.
5. **Electronic Code of Federal Regulations.** 34 C.F.R. § 668.49 — Institutional fire safety policies and fire statistics.
6. **United States Code.** 20 U.S.C. § 1092(f) — Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.
7. **U.S. Government Publishing Office.** *Stop Campus Hazing Act*, Pub. L. No. 118-173, 138 Stat. 2597 (Dec. 23, 2024).
8. **State of Alabama.** Ala. Code § 16-1-23 — Hazing.
9. **Federal Bureau of Investigation.** *Uniform Crime Reporting Program / National Incident-Based Reporting System (NIBRS).*
10. **Stillman College.** *Campus Police & Safety.* (Stillman College)
11. **Stillman College.** *Campus Hazing Transparency Report (CHTR).* (Stillman College)
12. **Stillman College.** *Student Life, Student Handbook, and applicable institutional policies.* (Stillman College)

STILLMAN
COLLEGE

Tradition • Excellence • Service

FIRE SAFETY REPORT
2026

STILLMAN COLLEGE



2023 – 2025
REPORTING YEARS

ANNUAL FIRE SAFETY REPORT

The Higher Education Opportunity Act (HEOA) and applicable federal regulations require institutions of higher education that maintain on-campus student housing facilities to publish an Annual Fire Safety Report, maintain a fire log, and disclose fire statistics for the three most recent calendar years.

Stillman College is committed to maintaining a safe residential environment through fire prevention, life-safety inspections, system maintenance and upgrades, emergency preparedness, and fire safety education.

1. Fire Reporting Protocols

Reports of any fire, active smoke, or fire safety hazard must be made immediately. Individuals should never assume that emergency personnel have been notified.

In the event of a fire or suspected fire, individuals should:

- Call **911** immediately; and/or
- Contact Stillman College Police at **205-366-8927**.
- Notify a Residence Hall Director (RHD), Resident Assistant (RA), or other Residential Life staff member when safe to do so.

All fires occurring in on-campus student housing facilities must be reported to the appropriate College official for review, documentation, and inclusion in the College's fire safety records and applicable federal reporting.

2. Fire Detection, Alarms, and System Infrastructure

Stillman College maintains fire detection and alarm systems designed to provide early notification of potential fire conditions and support timely evacuation.

Enhanced Residential Fire Safety & Detection Systems

Stillman College has achieved a major life-safety milestone across all campus residential facilities by completing the full installation of individual smoke detectors in every residence hall. As part of Stillman's strict smoke-free campus initiative, these high-sensitivity detection units are directly integrated into the College's emergency monitoring system. Any attempt to smoke or vape inside student rooms immediately triggers the localized alarm and alerts safety personnel. This infrastructure upgrade significantly enhances early detection, deters prohibited residential smoking, and strengthens overall life-safety protections for all on-campus residents. Smoke Detection system was upgraded and updated to fire code.

Fire Alarm Systems

Residential facilities and other applicable campus buildings are equipped with fire safety systems that may include:

- Manual fire alarm pulls stations;
- Automatic smoke detectors;
- Automatic heat detectors;
- Water-flow detection devices associated with sprinkler systems; and
- Audible and visual alarm notification devices.

Manual fire alarm pull stations are maintained in accessible locations. Fire alarm notification devices are designed to provide occupants with prompt warning and support orderly evacuation.

Fire alarm systems and related life-safety equipment are inspected and tested in accordance with applicable requirements and College procedures.

3. Portable Fire Extinguishers

Portable fire extinguishers are provided in appropriate campus facilities and are maintained in accordance with applicable fire safety standards.

Fire extinguishers are classified according to the types of fires they are designed to extinguish, including:

- **Class A:** Ordinary combustible materials, such as wood, paper, and cloth.
- **Class B:** Flammable liquids and gases.
- **Class C:** Energized electrical equipment.
- **Class D:** Combustible metals.

Fire extinguishers are maintained in designated locations that are visible, accessible, and unobstructed. Extinguishers are routinely inspected and professionally serviced as required.

4. Inspections and Evacuation Drills

Annual Safety Inspections

Prior to the start of each academic year, campus buildings and student housing facilities undergo fire and life-safety inspections in coordination with appropriate fire safety and College officials.

Evacuation Drills and Emergency Exercises

Stillman College conducts fire evacuation drills and emergency exercises to test alarm functionality, evaluate emergency response procedures, and provide students, faculty, and staff with opportunities to practice safe and orderly evacuation procedures.

Residential facilities receive a minimum of two evacuation drills per semester, for a minimum of four drills annually. Academic and administrative facilities receive a minimum of one evacuation drill annually.

The College maintains documentation for evacuation drills and emergency exercises, including the type of exercise, date, time, whether the exercise was announced or unannounced, and other information necessary to document the exercise. Records are maintained in accordance with applicable College record-retention requirements.

Residential Life Safety Systems & Mandatory Evacuation Drills

Stillman College maintains comprehensive fire detection and protection infrastructure across all on-campus student housing facilities. Residential buildings are equipped with integrated smoke detection systems, manual pull stations, horn/strobe visual notification devices, portable fire extinguishers, and emergency evacuation placards. All life safety hardware, smoke detectors, and sprinkler systems undergo annual professional inspections and testing in coordination with the Tuscaloosa Fire Department and certified vendors prior to the start of each academic year.

To evaluate emergency response capabilities and ensure resident familiarity with evacuation routes, the College conducts mandatory evacuation drills. On-campus residential facilities receive a minimum of two supervised evacuation drills per semester, resulting in four total fire drills per residential facility annually. Non-residential academic and administrative buildings receive a minimum of one evacuation drill per calendar year. The Office of Safety & Facilities retains all official drill documentation—including date, time, facility name, drill description, and whether the drill was announced or unannounced—for a minimum of seven years.

5. Residential Housing Fire Safety Policies

Stillman College maintains a smoke-free and vapor-free campus. Smoking, vaping, and the use of electronic smoking devices are prohibited in student rooms, common areas, hallways, stairwells, and other College property.

Residential facilities also prohibit items and activities that present an increased fire or life-safety risk. Prohibited items may include, but are not limited to:

- Fireworks, explosives, ammunition, and hazardous chemicals;
- Unauthorized cooking appliances;
- Appliances with exposed heating elements;
- Candles, incense, wax warmers, and other open-flame devices;
- Hoverboards and other prohibited personal transportation devices;
- Unauthorized lithium-ion battery charging equipment;
- Halogen and similar high-heat lighting;
- Portable space heaters unless specifically authorized;
- Open-flame cooking devices, grills, and camp stoves;
- Unauthorized extension cords, power strips, or electrical equipment;
- Non-approved or improperly maintained electrical equipment; and
- Weapons, firearms, or firearm facsimiles, as prohibited by College policy.

Students are responsible for complying with all applicable residence hall fire safety requirements. Unauthorized items may be required to be removed and may result in disciplinary action in accordance with College policy.

6. Fire Safety Violations and Disciplinary Action

Stillman College addresses violations of fire safety requirements promptly and in accordance with applicable College policies.

Prohibited conduct may include tampering with fire alarms, smoke detectors, fire extinguishers, or sprinkler systems; intentionally activating a false alarm; possessing prohibited incendiary materials; causing or attempting to cause a fire; or failing to comply with evacuation instructions.

Depending on the circumstances, violations may result in referral through the College's student conduct process, restitution or other sanctions, removal from College housing, and/or referral to law enforcement when the conduct may violate applicable law.

7. Fire Safety Improvement Plans and Fire Log

Stillman College continues to evaluate and improve fire and life-safety measures throughout campus. Improvements may include modernization of fire alarm monitoring systems, inspection and maintenance of fire doors and related hardware, and expanded fire safety education and training.

The College maintains a central Fire Log documenting reportable fires occurring in on-campus student housing facilities. The Fire Log includes information such as the date, time, and location of each reported fire and a description of the nature of the fire. The Fire Log is maintained and made available for inspection in accordance with applicable federal requirements and College procedures.

FIRE SAFETY PLAN

Fire Emergency Response and Evacuation Procedures

Effective Date: July 1, 2026
Responsible Offices: Office of Residence Life and Housing; Campus Safety & Security

I. Purpose

Stillman College recognizes that fire emergencies may occur in institutional, residential, and other campus facilities. The College maintains fire safety procedures designed to promote the safety of students, faculty, staff, visitors, and other members of the College community.

All members of the College community are expected to cooperate with established fire safety requirements and emergency evacuation procedures. Failure to comply with College fire safety policies, procedures, or lawful emergency instructions may result in disciplinary or other appropriate action.

II. Fire Safety Equipment and Systems

Certain College facilities are equipped with fire alarm systems, fire extinguishers, and other fire safety equipment. Members of the College community should familiarize themselves with the fire safety equipment and emergency procedures applicable to the facilities they occupy or regularly use.

Individuals should identify the nearest available exits and, when possible, become familiar with more than one evacuation route.

III. Evacuation Requirements

A building or campus facility shall be evacuated whenever its fire alarm is activated, unless otherwise directed by authorized emergency personnel.

When an evacuation is required, individuals should leave the building promptly using the nearest safe exit and proceed to the designated assembly area.

Elevators should not be used during a fire emergency unless specifically authorized by emergency personnel.

IV. Fire Emergency Evacuation Procedures

When a fire alarm sounds or a fire emergency is otherwise identified, adhere to the following:

1. **Remain calm and act promptly.**
2. **Alert others in the immediate area**, when it is safe to do so.
3. **Activate the fire alarm** if a fire has been discovered and the alarm has not already been activated.
4. **Do not use elevators** during a fire evacuation unless directed to do so by authorized emergency personnel.
5. **Use the nearest safe exit** and follow the posted evacuation route.
6. **Close doors behind you, if safe and practical to do so**, to help limit the spread of fire and smoke.
7. **Proceed directly to the designated assembly area** and remain there until authorized personnel provide further instructions.
8. **Do not re-enter the building** until authorized emergency personnel determine that it is safe to do so.

V. Assistance During an Evacuation

Individuals should remain alert to the needs of others during an emergency and should notify emergency personnel if a person may require assistance evacuating.

Individuals with disabilities or other conditions that may affect their ability to evacuate should become familiar with available emergency procedures and, when appropriate, contact the appropriate College office regarding emergency evacuation planning.

Members of the College community should **not place themselves in danger** or attempt to physically evacuate another person when doing so would create an unsafe condition.

VI. Fire Extinguishers

Fire extinguishers are provided in designated campus facilities in accordance with applicable fire safety requirements.

Individuals should use a fire extinguisher **only when they have been appropriately trained, the fire is small and manageable, an appropriate exit remains immediately accessible, and attempting to extinguish the fire does not place them at risk.**

When in doubt, evacuate the area and allow trained emergency personnel to respond.

VII. Reporting Emergencies

Individuals should immediately report a fire, suspected fire, smoke, or other fire-related emergency by activating the building fire alarm, contacting emergency services, and/or notifying Campus Safety & Security, as appropriate.

When reporting an emergency, provide the location and, if known, information regarding injuries, persons who may be missing, or other conditions that may assist emergency responders.

VIII. Following Emergency Instructions

During a fire emergency, members of the College community are expected to follow instructions provided by Campus Safety & Security, law enforcement, fire department personnel, and other authorized emergency personnel.

Individuals should remain at the designated assembly area until released or otherwise directed by authorized personnel.

IX. Compliance

Compliance with fire safety procedures is an important component of maintaining a safe campus environment. Violations of College fire safety requirements, including tampering with or disabling fire safety equipment, activating a fire alarm without justification, obstructing emergency exits, or refusing to comply with lawful emergency instructions, may result in disciplinary action and/or referral to appropriate authorities, consistent with College policy and applicable law.

X. Related Annual Security and Fire Safety Report Information

This Fire Safety Plan is provided as a supporting document to the Stillman College Annual Security and Fire Safety Report (ASR). The ASR contains the College's required fire safety disclosures, including applicable fire safety policies, fire statistics, fire drill information, and other information required by federal law.

The College may update this Fire Safety Plan as necessary to reflect changes in College operations, facilities, emergency procedures, or applicable requirements.

XI. FIRE SAFETY STATISTICS TABLES

1. 2023, 2024, and 2025 FIRE SAFETY STATISTICS – Residence Halls

FIRE SAFETY STATISTICS | RESIDENCE HALLS

2023 Stillman College Fire Statistics – Residence Halls

Name of Facility	Total Fires	Fire Number	Cause of Fire	# of Fire Related Injuries	# of Fire Related Deaths	Damage
Roulhac Hall	0	0	0	0	0	0
Knox Hall	0	0	0	0	0	0
Wynn Hall	0	0	0	0	0	0
Hay Hall	0	0	0	0	0	0
King & Williams Hall (No Longer in use)	0	0	0	0	0	0

2024 Stillman College Fire Statistics – Residence Halls

Name of Facility	Total Fires	Fire Number	Cause of Fire	# of Fire Related Injuries	# of Fire Related Deaths	Damage
Roulhac Hall	0	0	0	0	0	0
Knox Hall	0	0	0	0	0	0
Wynn Hall	0	0	0	0	0	0
Hay Hall	0	0	0	0	0	0
King & Williams Hall (No Longer in use)	0	0	0	0	0	0

2025 Stillman College Fire Statistics – Residence Halls

Name of Facility	Total Fires	Fire Number	Cause of Fire	# of Fire Related Injuries	# of Fire Related Deaths	Damage
Roulhac Hall	0	0	0	0	0	0
Knox Hall	0	0	0	0	0	0
Wynn Hall	0	0	0	0	0	0
Hay Hall	0	0	0	0	0	0
King & Williams (no longer in use)	0	0	0	0	0	0

2. **2023, 2024, and 2025 FIRE SAFETY EQUIPMENT – Residence Halls**

STILLMAN COLLEGE

FIRE SAFETY EQUIPMENT | ON-CAMPUS HOUSING FACILITIES

2023 Residence Hall Fire Safety Equipment

ON CAMPUS RESIDENCE HALLS	FIRE ALARM ON SITE	FULL SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTIN. DEVICES	EVAC. PLAN PLACARDS	# EVAC. FIRE DRILLS 2023
Roulhac Hall	Yes	Yes	Yes	Yes	Yes	4
Knox Hall	Yes		Yes	Yes	Yes	4
Wynn Hall	Yes	Yes	Yes	Yes	Yes	4
Hay Hall	Yes		Yes	Yes	Yes	4
King & Williams Hall (No Longer in use)	Yes	Yes	Yes	Yes	Yes	0

2024 Residence Hall Fire Safety Equipment

ON CAMPUS RESIDENCE HALLS	FIRE ALARM ON SITE	FULL SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTIN. DEVICES	EVAC. PLAN PLACARDS	# EVAC. FIRE DRILLS 2024
Roulhac Hall	Yes	Yes	Yes	Yes	Yes	4
Knox Hall	Yes		Yes	Yes	Yes	4
Wynn Hall	Yes	Yes	Yes	Yes	Yes	4
Hay Hall	Yes		Yes	Yes	Yes	4
King & Williams Hall (No Longer in use)	Yes	Yes	Yes	Yes	Yes	0

2025 Residence Hall Fire Safety Equipment

ON CAMPUS RESIDENCE HALLS	FIRE ALARM ON SITE	FULL SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTIN. DEVICES	EVAC. PLAN PLACARDS	# EVAC. FIRE DRILLS 2025
Roulhac Hall	Yes	Yes	Yes	Yes	Yes	4
Knox Hall	Yes		Yes	Yes	Yes	4
Wynn Hall	Yes	Yes	Yes	Yes	Yes	4
Hay Hall	Yes		Yes	Yes	Yes	4
King & Williams Hall (No Longer in use)	Yes	Yes	Yes	Yes	Yes	0

3. **2023 FIRE SAFETY STATISTICS – Non-Residential Campus Buildings**

2023 FIRE SAFETY STATISTICS

Non-Residential Campus Buildings

Name of Facility	Total Fires	Fire Number	Cause of Fire	# Fire Related Injuries	# Fire Related Deaths	Damage
Birthright Alumni Hall	0	0	0	0	0	0
Batchelor Building	0	0	0	0	0	0
Stinson Building	0	0	0	0	0	0
Sheppard Library	0	0	0	0	0	0
Hay Center	0	0	0	0	0	0
Winsborough Hall	0	0	0	0	0	0
Snedecor Hall	0	0	0	0	0	0
President Home	0	0	0	0	0	0
Williams Prayer Chapel	0	0	0	0	0	0
Geneva Hall	0	0	0	0	0	0
Campus Houses	0	0	0	0	0	0
Faculty Apartments	0	0	0	0	0	0
Harte Building	0	0	0	0	0	0
Wynn Center	0	0	0	0	0	0
Johnson Robinson	0	0	0	0	0	0
Stadium Complex	0	0	0	0	0	0
Weight Room	0	0	0	0	0	0
Plant Operations	0	0	0	0	0	0

4. **2024 FIRE SAFETY STATISTICS – Non-Residential Campus Buildings**

2024 FIRE SAFETY STATISTICS

Non-Residential Campus Buildings

Name of Facility	Total Fires	Fire Number	Cause of Fire	# Fire Related Injuries	# Fire Related Deaths	Damage
Birthright Alumni Hall	0	0	0	0	0	0
Batchelor Building	0	0	0	0	0	0
Stinson Building	0	0	0	0	0	0
Sheppard Library	0	0	0	0	0	0
Hay Center	0	0	0	0	0	0
Winsborough Hall	0	0	0	0	0	0
Snedecor Hall	0	0	0	0	0	0
President Home	0	0	0	0	0	0
Williams Prayer Chapel	0	0	0	0	0	0
Geneva Hall	0	0	0	0	0	0
Campus Houses	0	0	0	0	0	0
Faculty Apartments	0	0	0	0	0	0
Harte Building	0	0	0	0	0	0
Wynn Center	0	0	0	0	0	0
Johnson Robinson	0	0	0	0	0	0
Stadium Complex	0	0	0	0	0	0
Weight Room	0	0	0	0	0	0
Plant Operations	0	0	0	0	0	0

5. **2025 FIRE SAFETY STATISTICS – Non-Residential Campus Buildings**

2025 FIRE SAFETY STATISTICS

Non-Residential Campus Buildings

Name of Facility	Total Fires	Fire Number	Cause of Fire	# Fire Related Injuries	# Fire Related Deaths	Damage
Birthright Alumni Hall	0	0	0	0	0	0
Batchelor Building	0	0	0	0	0	0
Stinson Building	0	0	0	0	0	0
Sheppard Library	0	0	0	0	0	0
Hay Center	0	0	0	0	0	0
Winsborough Hall	0	0	0	0	0	0
Snedecor Hall	0	0	0	0	0	0
President Home	0	0	0	0	0	0
Williams Prayer Chapel	0	0	0	0	0	0
Geneva Hall	0	0	0	0	0	0
Campus Houses	0	0	0	0	0	0
Faculty Apartments	0	0	0	0	0	0
Harte Building	0	0	0	0	0	0
Wynn Center	0	0	0	0	0	0
Johnson Robinson	0	0	0	0	0	0
Stadium Complex	0	0	0	0	0	0
Weight Room	0	0	0	0	0	0
Plant Operations	0	0	0	0	0	0

6. 2023 FIRE SAFETY EQUIPMENT – Non-Residential Campus Buildings

FIRE SAFETY EQUIPMENT | NON-RESIDENTIAL CAMPUS BUILDINGS

2023 Non-Residential Fire Safety Equipment

NON-RESIDENTIAL CAMPUS BUILDINGS	FIRE ALARM ON SITE	FULL SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTINGUISHERS	EVACUATION PLACARDS
Birthright Alumni Hall	Yes	Yes	Yes	Yes	Yes
Batchelor Building	Yes	Yes	Yes	Yes	Yes
Stinson Building	Yes	Yes	Yes	Yes	Yes
Sheppard Library	Yes	Yes	Yes	Yes	Yes
Hay Center	Yes	Yes	Yes	Yes	Yes
Winsborough Hall (Not in Use)	N/A	N/A	N/A	N/A	N/A
Snedecor Hall	Yes	Yes	Yes	Yes	Yes
Knox Hall	Yes	Yes	Yes	Yes	Yes
President Home	Yes	Yes	Yes	Yes	Yes
Williams Prayer Chapel	N/A	N/A	N/A	N/A	N/A
Geneva Hall	Yes	Yes	Yes	Yes	Yes
Campus Houses	Yes	Yes	Yes	Yes	Yes
Faculty Apartments	Yes	Yes	Yes	Yes	Yes
Harte Building	Yes	Yes	Yes	Yes	Yes
Wynn Center	Yes	Yes	Yes	Yes	Yes
Johnson Robinson	Yes	Yes	Yes	Yes	Yes
Stadium Complex	Yes	Yes	Yes	Yes	Yes
Weight Room	N/A	N/A	N/A	Yes	N/A
Plant Operations	Yes	Yes	Yes	Yes	Yes

7. 2024 FIRE SAFETY EQUIPMENT – Non-Residential Campus Buildings

FIRE SAFETY EQUIPMENT | NON-RESIDENTIAL CAMPUS BUILDINGS

2024 Non-Residential Fire Safety Equipment

NON-RESIDENTIAL CAMPUS BUILDINGS	FIRE ALARM ON SITE	FULL SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTINGUISHERS	EVACUATION PLACARDS
Birthright Alumni Hall	Yes	Yes	Yes	Yes	Yes
Batchelor Building	Yes	Yes	Yes	Yes	Yes
Stinson Building	Yes	Yes	Yes	Yes	Yes
Sheppard Library	Yes	Yes	Yes	Yes	Yes
Hay Center	Yes	Yes	Yes	Yes	Yes
Winsborough Hall (Not in Use)	N/A	N/A	N/A	N/A	N/A
Snedecor Hall	Yes	Yes	Yes	Yes	Yes
Knox Hall	Yes	Yes	Yes	Yes	Yes
President Home	Yes	Yes	Yes	Yes	Yes
Williams Prayer Chapel	N/A	N/A	N/A	N/A	N/A
Geneva Hall	Yes	Yes	Yes	Yes	Yes
Campus Houses	Yes	Yes	Yes	Yes	Yes
Faculty Apartments	Yes	Yes	Yes	Yes	Yes
Harte Building	Yes	Yes	Yes	Yes	Yes
Wynn Center	Yes	Yes	Yes	Yes	Yes
Johnson Robinson	Yes	Yes	Yes	Yes	Yes
Stadium Complex	Yes	Yes	Yes	Yes	Yes
Weight Room	N/A	N/A	N/A	Yes	N/A
Plant Operations	Yes	Yes	Yes	Yes	Yes

8. 2025 FIRE SAFETY EQUIPMENT – Non-Residential Campus Buildings

FIRE SAFETY EQUIPMENT | NON-RESIDENTIAL CAMPUS BUILDINGS

2025 Non-Residential Fire Safety Equipment

NON-RESIDENTIAL CAMPUS BUILDINGS	FIRE ALARM ON SITE	FULL SPRINKLER SYSTEM	SMOKE DETECTION	FIRE EXTINGUISHERS	EVACUATION PLACARDS
Birthright Alumni Hall	Yes	Yes	Yes	Yes	Yes
Batchelor Building	Yes	Yes	Yes	Yes	Yes
Stinson Building	Yes	Yes	Yes	Yes	Yes
Sheppard Library	Yes	Yes	Yes	Yes	Yes
Hay Center	Yes	Yes	Yes	Yes	Yes
Winsborough Hall (Not in Use)	N/A	N/A	N/A	N/A	N/A
Snedecor Hall	Yes	Yes	Yes	Yes	Yes
Knox Hall	Yes	Yes	Yes	Yes	Yes
President Home	Yes	Yes	Yes	Yes	Yes
Williams Prayer Chapel	N/A	N/A	N/A	N/A	N/A
Geneva Hall	Yes	Yes	Yes	Yes	Yes
Campus Houses	Yes	Yes	Yes	Yes	Yes
Faculty Apartments	Yes	Yes	Yes	Yes	Yes
Harte Building	Yes	Yes	Yes	Yes	Yes
Wynn Center	Yes	Yes	Yes	Yes	Yes
Johnson Robinson	Yes	Yes	Yes	Yes	Yes
Stadium Complex	Yes	Yes	Yes	Yes	Yes
Weight Room	N/A	N/A	N/A	Yes	N/A
Plant Operations	Yes	Yes	Yes	Yes	Yes

APPENDICES

Appendix A – Emergency Contact Information

Appendix B – Emergency and Evacuation Procedures Policy

Appendix C – Campus Map

Appendix D – Crime Statistics Tables

Appendix E – Clery Act Hazing Incident Report and College Response Magnolia Apartments — Calendar Year 2025

Appendix F – Key Campus Safety, Compliance, Training, and Support Resources

Appendix G – Campus Safety Resources

APPENDIX A


STILLMAN
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Safety Today.
A Stronger Tomorrow.
APPENDIX A
CAMPUS EMERGENCY CONTACTS
IMPORTANT NUMBERS | QUICK ACCESS | YOUR SAFETY MATTERS
CAMPUS POLICE / SECURITY
Emergency Line & Main Desk
Office Numbers
(205) 366-8927
Dean of Students / Office of Student Affairs
Dr. Bettye Mullen (Main Office & Cell/Emergency Line)
(205) 952-2046
Title IX Office / Coordinator
Dr. Bettye Mullen
(205) 952-2046
Housing & Residence Life
Director of Housing / On-Call Resident Director (RD)
Max Kimbrough
(205) 366-8856
(Mr. Kimbrough)
Counseling & Health Services
Director of Student Development – Ms. Ashlee Smith
(205) 377-5939 ext. 3420
LOCAL EMERGENCY SERVICES (Tuscaloosa)
Emergency Responders
911
Tuscaloosa Police Department (Non-Emergency)
(205) 349-2121
DCH Regional Medical Center (Emergency Room)
(205) 759-7111
Tuscaloosa Crisis Center / Hotline
(205) 345-1600
NATIONAL / CRISIS HOTLINES
988 Suicide & Crisis Lifeline
Call or Text
988
National Domestic Violence Hotline
1-800-799-SAFE (7233)
SAMHSA National Helpline
(Substance Abuse/Mental Health)
1-800-662-4357
In Case of Emergency, Call 911
STILLMAN COLLEGE | TUSCALOOSA, ALABAMA

APPENDIX B
EMERGENCY AND EVACUATION PROCEDURES POLICY

Effective Date: July 1, 2026
Administered by: Office of Residence Life and Housing; Campus Safety & Security

I. Purpose

Stillman College is committed to maintaining a safe residential environment and to providing procedures for responding to emergencies that may affect students, employees, and visitors in College residence halls.

This policy establishes general emergency response, evacuation, and shelter-in-place procedures for residential facilities. Emergency procedures may vary depending upon the nature and severity of the emergency and instructions issued by authorized emergency personnel.

II. Scope

This policy applies to students, employees, and guests residing in or visiting College-operated or College-controlled residential facilities.

III. Emergency Situations Covered

This policy provides general guidance for responding to emergencies that may include:

- Fire or smoke emergencies;
- Severe weather, including tornadoes and other hazardous weather conditions;
- Hazardous materials releases, spills, or suspected gas leaks;
- Active threats or dangerous persons;
- Medical emergencies; and
- Power outages or other utility failures.

The College may issue additional emergency instructions or procedures when circumstances require.

IV. General Emergency Response and Evacuation Procedures

When an emergency requires evacuation, residents and other occupants should:

1. Remain calm and follow instructions issued by Residence Life staff, Campus Safety & Security, law enforcement, fire officials, or other authorized emergency personnel.
2. Leave the building promptly when an alarm sounds or when instructed to evacuate.
3. Use the nearest safe exit or designated evacuation route.
4. Do not use elevators during a fire or other emergency evacuation unless specifically directed to do so by authorized emergency personnel.
5. Close doors behind you when leaving, if safe and practical to do so.
6. Proceed to the designated assembly area or other location identified by emergency personnel.
7. Remain at the designated location until additional instructions are provided.
8. Do not re-enter an evacuated building until authorized emergency personnel have determined that it is safe to do so.

V. Accountability During Evacuations

The College may use Residence Life personnel and other available resources to assist with resident accountability during an evacuation.

Residence Life staff may provide information concerning residents who are believed to be present, missing, or in need of assistance to Campus Safety & Security or emergency responders.

Residents should cooperate with reasonable accountability procedures and should promptly notify College personnel if they have information that may assist in identifying individuals who may remain inside an evacuated facility.

Residents should not place themselves in danger or re-enter an evacuated building in an attempt to locate another person.

VI. Fire Drills

The College conducts fire drills in residential facilities in accordance with applicable requirements and College procedures.

Residents are expected to participate in required fire drills and to treat every fire alarm as a potential emergency.

Failure to comply with fire evacuation requirements or interference with a required fire drill may result in disciplinary action consistent with College policy.

Detailed fire safety and evacuation procedures are provided in the **Fire Safety Plan** section and the College's Annual Security and Fire Safety Report.

VII. Shelter-in-Place Procedures

Certain emergencies may require individuals to remain inside a building or designated area rather than evacuate. These circumstances may include severe weather, an active threat, hazardous materials incidents, or other situations identified by emergency personnel.

When directed to shelter in place, individuals should:

- Remain inside the building or proceed to the designated shelter location;
- Follow instructions issued by authorized emergency personnel;
- Move away from windows, exterior doors, and other areas of potential danger when appropriate;
- Secure doors when directed or when appropriate to the emergency;
- Silence or minimize electronic devices when appropriate;
- Remain in the designated shelter location until authorized personnel provide further instructions; and
- Avoid leaving the shelter area unless directed to do so or necessary to address an immediate safety concern.

Shelter-in-place procedures may differ depending on the nature of the emergency. Individuals should follow the specific instructions issued for the situation.

VIII. Severe Weather

During severe weather, including a tornado warning, residents should follow College emergency notifications and instructions from authorized personnel.

When directed to seek shelter, residents should move to an appropriate interior location away from windows and exterior doors and remain there until the threat has passed or further instructions are provided.

Residents should not leave a designated shelter area during an active severe-weather emergency unless directed by authorized personnel or necessary to address an immediate safety concern.

IX. Active Threat or Dangerous Person

If an active threat or dangerous person presents an immediate safety concern, individuals should follow instructions issued through College emergency notifications and by law enforcement or other authorized emergency personnel.

Depending upon the circumstances, individuals may be directed to evacuate, shelter in place, secure themselves in an appropriate location, or take other protective measures.

Individuals should prioritize their immediate safety and should not attempt to confront or apprehend a dangerous person unless specifically authorized and trained to do so.

X. Medical Emergencies

Medical emergencies should be reported promptly to emergency services and/or Campus Safety & Security, as appropriate.

Individuals should provide the emergency dispatcher or College personnel with the location and nature of the emergency to the extent known.

Students and employees should not delay emergency medical assistance while attempting to manage a medical emergency beyond their training or capabilities.

XI. Hazardous Materials, Gas Leaks, or Chemical Emergencies

Individuals who observe a suspected hazardous materials release, chemical spill, unusual odor, gas leak, or other potentially hazardous condition should immediately move away from the affected area when safe to do so and report the condition to Campus Safety & Security and/or emergency services.

Individuals should not enter or re-enter an affected area unless authorized emergency personnel determine that it is safe to do so.

Specific evacuation or shelter-in-place instructions may be issued depending upon the nature of the hazard.

XII. Power Outages and Utility Failures

During a power outage or other utility failure, residents should remain calm and follow instructions issued by Residence Life, Campus Safety & Security, facilities personnel, or emergency responders.

Residents should use flashlights or other appropriate sources of illumination rather than open flames whenever possible.

Residents should report unsafe conditions, including blocked exits, exposed electrical hazards, flooding, or other dangerous conditions, to appropriate College personnel.

XIII. Resident Responsibilities

Residents are expected to:

- Become familiar with emergency exits and evacuation routes in their residence hall;
- Follow posted emergency procedures and College emergency notifications;
- Keep hallways, stairwells, exits, and other means of egress free of personal belongings and obstructions;
- Report fire safety hazards and other dangerous conditions promptly;
- Maintain current emergency contact information with the College;
- Participate in required emergency drills and training activities;
- Follow instructions issued by authorized College officials and emergency responders; and
- Avoid actions that could interfere with emergency response or place themselves or others at unnecessary risk.

XIV. Prohibited Conduct

The following conduct may result in disciplinary action under applicable College policy:

- Failure to evacuate when required;
- Interfering with an emergency evacuation or emergency response;
- Tampering with, disabling, or damaging fire alarms or other emergency equipment;
- Blocking or obstructing emergency exits or evacuation routes;
- Activating an emergency alarm without legitimate cause; or
- Refusing to comply with lawful instructions issued by authorized emergency personnel.

XV. Compliance and Disciplinary Action

Failure to comply with applicable emergency procedures or College fire and life-safety requirements may result in disciplinary action, including housing-related sanctions, consistent with College policy and applicable law.

Nothing in this policy requires a student, employee, or guest to place themselves in danger in order to comply with an emergency procedure or assist another person.

XVI. Questions and Additional Information

Questions regarding residential emergency procedures should be directed to the following:

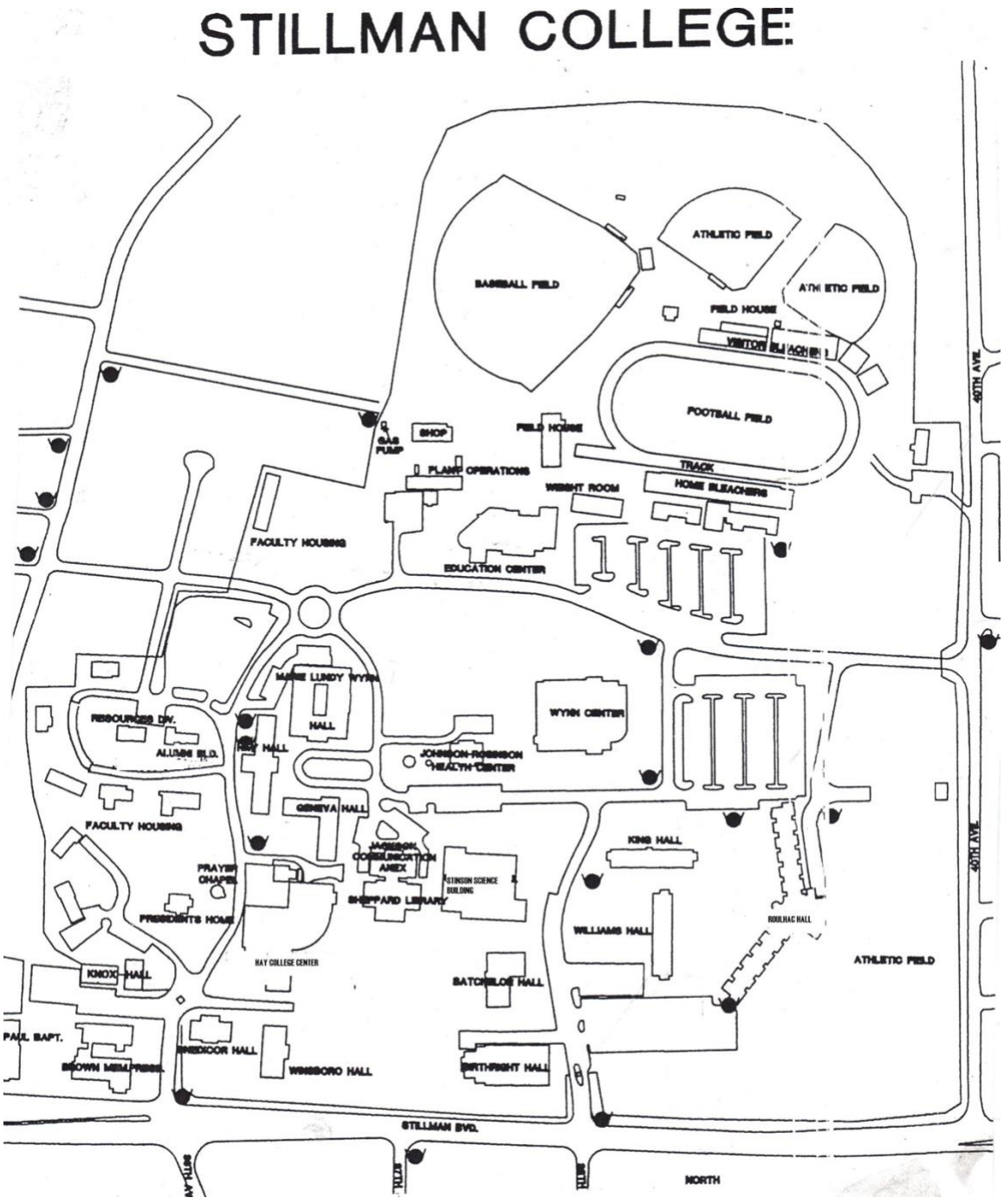
Office of Residence Life and Housing
Stillman College
(205) 366-8856

Questions regarding campus emergency response and security procedures should be directed to:

Campus Safety & Security
Stillman College
(205) 366-8927

The College may revise this policy as necessary to reflect changes in facilities, emergency response practices, applicable requirements, or College operations.

APPENDIX C
CAMPUS MAP



APPENDIX D

CRIME STATISTICS TABLES

VAWA Offenses and Arrests and Referrals for Disciplinary Action

VAWA Offenses					
Offense	Year	On Campus	Non Campus	Public Property	Residential Facilities
Domestic Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Dating Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	2	0	0	0
Stalking	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Arrest and Referrals for Disciplinary Action						
Offense	Action	Year	On Campus	Non Campus	Public Property	Residential Facilities
Weapons Law Violations	Criminal Arrest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Student Conduct Disciplinary Referrals	2023	0	0	0	0
		2024	0	0	0	0
		2025	1	0	0	0
Drug Abuse Violations	Criminal Arrest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Student Conduct Disciplinary Referrals	2023	0	0	0	0
		2024	2	0	0	0
		2025	2	0	0	0
Liquor Law Violations	Criminal Arrest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Student Conduct Disciplinary Referrals	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0

APPENDIX D
CRIME STATISTICS TABLES (CONTINUED)

Primary Criminal Offenses

Primary Criminal Offenses					
Offense	Year	On Campus	Non Campus	Public Property	Residential Facilities
Murder & Non-Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Rape	2023	0	0	0	0
	2024	1	0	0	0
	2025	0	0	0	0
Fondling	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	1	0	1	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	1	0	1	0
	2024	1	0	0	0
	2025	0	0	0	0
Burglary	2023	5	0	0	0
	2024	8	0	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Larceny-Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Simple Assault	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Vandalism	2023	0	0	0	0
	2025	0	0	0	0
Hazing	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	1	0	0

APPENDIX D
CRIME STATISTICS TABLES (CONTINUED)

Hate Crimes

Hate Crimes								
Offense	**Race**	**Religion**	**Sexual Orientation**	**Gender**	**Gender Identity**	**Disability**	**Ethnicity**	**National Origin**
Murder and non negligent manslaughter	0	0	0	0	0	0	0	0
Manslaughter by negligence	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0

APPENDIX E
CLERY ACT HAZING INCIDENT REPORT AND COLLEGE RESPONSE

Magnolia Apartments — Calendar Year 2025

Incident Location:
Magnolia Apartments, Highway 69 South, Tuscaloosa, Alabama

Incident Period:
Approximately September 7–20, 2025

Date Reported to the College:
October 2, 2025

Reporting Source:
Stillman College Chief of Police, a designated Campus Security Authority (CSA)

Number of Stillman Students Involved:
10

Student Organization Associated with the Reported Conduct:
Omega Psi Phi Fraternity, Inc.

Clery Geography Classification:
Non-campus property

I. Incident Summary

On October 2, 2025, Stillman College received a report concerning hazing involving 10 Stillman residential students. The report was received through the Stillman College Chief of Police, who serves as a designated Campus Security Authority (CSA).

The reported conduct occurred approximately between September 7 and September 20, 2025. The exact dates of the conduct were not established in the information available for this report.

The reported conduct included paddling and intimidation associated with hazing. The students involved were associated with Omega Psi Phi Fraternity, Inc. The College investigated the reported conduct pursuant to its student conduct policies and hazing prohibition.

The association of students with a student organization does not, by itself, establish organizational responsibility. The College made no finding of responsibility against Omega Psi Phi Fraternity, Inc. in connection with this incident.

II. Incident Location and Clery Geography Classification

The reported incident occurred at Magnolia Apartments on Highway 69 South in Tuscaloosa, Alabama, off Stillman College's main campus.

Stillman College maintains a contract for seven residential units at Magnolia Apartments designated for Stillman student housing during the academic year. The specific unit in which the reported hazing occurred was covered by the College's housing contract.

For purposes of Clery Act reporting, the specific unit in which the incident occurred is classified as **non-campus property**. This classification applies to the contracted unit and does not automatically extend to the entire Magnolia Apartments complex.

III. Nature of the Reported Conduct

The reported conduct included:

- Paddling;
- Intimidation; and
- Conduct determined by the College to constitute hazing under applicable College policy and the applicable federal definition of hazing.

The conduct involved students associated with Omega Psi Phi Fraternity, Inc. However, the College's student conduct proceedings did **not** result in a finding of responsibility against Omega Psi Phi Fraternity, Inc. as an organization.

The College's findings and sanctions are therefore reported according to the actual outcomes of its student conduct proceedings.

IV. Investigation and Student Conduct Outcomes

The College investigated the reported conduct under its applicable policies and procedures. The investigation and related student conduct proceedings extended into Spring 2026.

The College made findings against individual students. **One student was expelled, and other students received campus suspensions.**

No finding of responsibility was made against Omega Psi Phi Fraternity, Inc. as an organization. The fraternity was not found responsible for wrongdoing in connection with this incident.

Accordingly, this matter shall not be characterized as a finding that Omega Psi Phi Fraternity, Inc. violated the College's hazing policy. The findings and sanctions resulting from the proceedings applied to individual students.

V. Clery Act Reporting and Statistical Treatment

The Magnolia Apartments incident meets the applicable criteria for inclusion in Stillman College's **2025 Clery hazing statistics**.

The incident:

1. Was reported to the Stillman College Chief of Police, a designated Campus Security Authority (CSA);
2. Occurred at a contracted Stillman College student-housing unit classified as non-campus property; and
3. Was determined through the College's review to constitute a reportable hazing incident under the applicable federal definition.

Accordingly, the incident shall be included in the College's **2025 hazing-statistics count under non-campus property** in the Annual Security Report (ASR), consistent with applicable Clery Act and Stop Campus Hazing Act requirements. Federal law requires hazing statistics to be compiled by individual hazing incident.

The conduct occurred in approximately September 2025 and was reported to the College on October 2, 2025. The investigation and student conduct proceedings extended into Spring 2026. The incident is reported in the **2025 statistical year because the conduct occurred during calendar year 2025**.

The statistical entry and accompanying narrative must accurately reflect the hazing incident and must not imply that Omega Psi Phi Fraternity, Inc. was found responsible. The findings and sanctions applied to individual students only.

VI. Relationship to the Campus Hazing Transparency Report

The Clery Act Annual Security Report and the Campus Hazing Transparency Report (CHTR) serve different purposes and have distinct reporting requirements.

The Magnolia Apartments incident **shall not be presented in the CHTR as an organizational hazing finding against Omega Psi Phi Fraternity, Inc.**, because the College made no finding of responsibility against the fraternity as an organization.

The findings in this matter were against individual students. Omega Psi Phi Fraternity, Inc. was not found responsible for wrongdoing.

The CHTR is intended to summarize findings concerning student organizations established or recognized by the institution that are found responsible for violations of institutional standards of conduct relating to hazing.

Accordingly, this individual-student matter does not constitute an organizational hazing finding for purposes of the CHTR.

VII. Documentation and Record Retention

The College shall retain documentation supporting its Clery review and student conduct outcomes, including, as applicable:

- The original report received on October 2, 2025;
- Documentation identifying the location of the incident;
- The applicable housing contract and documentation identifying the contracted unit;
- Documentation supporting the non-campus-property classification;
- The investigation record and final findings;
- Records of individual student sanctions;
- Documentation supporting inclusion of the incident in the 2025 hazing-statistics count; and
- Records demonstrating that the College distinguished individual student responsibility from organizational responsibility.

Access to student conduct records shall be limited to authorized personnel, consistent with applicable privacy requirements and institutional policy.

VIII. Final Review and Approval

Based on the information reviewed, the Magnolia Apartments incident is classified as a **hazing incident occurring on non-campus property for purposes of Stillman College's 2025 Clery hazing statistics**.

The incident was reported to a designated Campus Security Authority (CSA), occurred at a contracted non-campus housing unit, and was determined to meet the applicable criteria for Clery hazing reporting.

The incident shall be included in the **2025 hazing-statistics count under non-campus property** in the College's Annual Security Report (ASR).

The College's records and public reporting shall distinguish the findings against individual students from the outcome concerning the associated student organization.

Note: Omega Psi Phi Fraternity, Inc. was not found responsible for wrongdoing in connection with this incident. No organizational finding shall be attributed to the fraternity in connection with this incident.

APPENDIX F
KEY CAMPUS SAFETY, COMPLIANCE, TRAINING, AND SUPPORT RESOURCES

This appendix identifies selected federal agencies, professional organizations, training resources, and national support services that provide information relevant to campus safety, emergency preparedness, Clery Act compliance, Title IX, student support, and higher education risk management.

These resources are provided for informational and professional-development purposes. Inclusion in this appendix does not constitute an endorsement by Stillman College of any organization, program, service, or commercial provider.

I. Federal Compliance and Regulatory Resources

U.S. Department of Education – Federal Student Aid (FSA)

The U.S. Department of Education's Federal Student Aid resources provide official guidance concerning institutional reporting and disclosure requirements under the Clery Act. Resources include the Clery Act Appendix to the Federal Student Aid Handbook**,** institutional reporting guidance, and information concerning campus safety and security reporting.

The Department also maintains the Campus Safety and Security Data Analysis Cutting Tool**,** through which publicly reported campus crime and fire-safety data may be accessed.

U.S. Department of Education – Office for Civil Rights (OCR)

The Office for Civil Rights enforces federal civil rights laws applicable to educational institutions receiving federal financial assistance, including Title IX of the Education Amendments of 1972**,** which prohibits discrimination on the basis of sex in education programs and activities.

OCR provides information concerning Title IX, sex discrimination, complaint procedures, regulatory requirements, and related civil rights matters.

Clery Center

The Clery Center is a national nonprofit organization that provides Clery Act education, training, compliance resources, and professional-development opportunities for colleges and universities.

Its resources include guidance concerning Annual Security Reports, Campus Security Authorities, Clery geography, emergency notifications, timely warnings, crime statistics, and related Clery Act requirements.

II. Emergency Management and Campus Safety Training

Federal Emergency Management Agency (FEMA) – Emergency Management Institute (EMI)

FEMA's Emergency Management Institute provides emergency management and National Incident Management System training resources that may be applicable to higher education emergency preparedness and response.

Relevant Independent Study courses include:

- **IS-100 – Introduction to the Incident Command System**
- **IS-200 – Basic Incident Command System for Initial Response**
- **IS-700 – An Introduction to the National Incident Management System**
- **IS-800 – National Response Framework, An Introduction**

Course availability and course versions may change as FEMA updates its training program.

Campus Emergency Notification and Mass Notification Systems

Institutions of higher education may use emergency notification systems to distribute urgent safety information through methods, such as text messaging, email, telephone notification, desktop alerts, websites, and other communication channels.

Stillman College's emergency notification procedures are governed by the College's applicable emergency notification and campus safety policies. Specific technology platforms or vendors may change based on institutional needs and procurement decisions.

ANNUAL INSTITUTIONAL SAFETY & PREVENTION PROGRAM SCHEDULE

Program / Seminar Title	Target Audience	Frequency / Dates	Primary Focus & Topics Covered
New Student Orientation Safety Briefing	Incoming Students & Parents	August & January (Bi-annually)	Campus security policies, emergency alerts, reporting options, and personal safety practices.
Let's Get Real with Consent	Undergraduate Students	August (Fall Semester)	Affirmative consent, healthy relationships, and Title IX reporting procedures.
Young Women & Men in Danger	All Students / Residence Halls	October & February (Bi-annually)	Personal safety, risk reduction, assault prevention, and bystander intervention.
Intimate Partner & Domestic Violence Education	All Students, Faculty & Staff	Online via Vector Solutions (Ongoing)	Recognizing abusive dynamics, VAWA rights, supportive measures, and emergency resources.
Not My Daughter / Not My Son	Residence Life & Student Groups	December & April (Bi-annually)	Domestic violence awareness, stalking prevention, and victim advocacy resources.
Student Organization Anti-Hazing Summit	Greek Life & Student Club Leaders	September & January (Bi-annually)	Hazing prohibition, legal consequences under AL state law, ethical leadership, and mandatory reporting obligations.
Bystander Intervention Training	All Enrolled Students	October, February, & April	Empowering community members to recognize risky situations and intervene safely.
Gold and Black Corporate Law Firm Presentation	Staff	Scheduled Annually / Orientation	Divine 9 affiliation awareness, hazing recognition, legal obligations, and institutional anti-hazing compliance.
Ready, Set, Go	Students	Fall / Spring Semester	Overview of Title IX and Clery Act requirements, definition and importance of consent, and how Title IX functions on and off campus.
Staff Title IX Training	Staff & Faculty	Ongoing / Annual Compliance	Mandatory employee Title IX responsibilities, reporting requirements, institutional procedures, and employee rights/obligations.
Title IX Welcome Week	All Enrolled Students	August (Welcome Week)	Introduction to campus safety, Title IX awareness, support resources, and reporting channels for new and returning students.
Title IX Netflix & Chill	All Enrolled Students	Fall Semester	Interactive student dialogue introducing Title IX concepts, relationship dynamics, boundaries, and consent awareness.
Who Got the Tea?	All Enrolled Students	Fall & Spring Semesters	Breakdown of the Title IX reporting process, investigation steps, formal vs. informal options, and student rights.
Law & Order (Pt. 1 & Pt. 2)	All Enrolled Students	August (Welcome Week) / Fall	Pt. 1: Welcome Week introduction to campus regulations and legal standards. Pt. 2: Deep dive into consent ("Yes means Yes, No means No") and legal definitions.
Title IX Orientation & Training for Freshmen and Transfer Students	Freshmen & Transfer Students	August & January (Orientation)	Mandatory introductory overview of Title IX policies, reporting resources, rights, and responsibilities for incoming students.
What Is Consent?	Freshmen & Transfer Students	August & January	Comprehensive workshop defining affirmative consent, communication boundaries, and practical application in college life.

III. Professional Associations and Higher Education Safety Resources

International Association of Campus Law Enforcement Administrators (IACLEA)

IACLEA is a professional association focused on campus public safety and law enforcement in higher education. It provides professional development, education, training, and standards-related resources for campus public safety professionals.

IACLEA also maintains accreditation programs addressing professional standards and accountability for campus public safety agencies.

Association of Title IX Administrators (ATIXA)

ATIXA is a professional association that provides training, professional development, credentialing, and resources for Title IX and civil rights professionals in higher education and other educational settings.

Resources include Title IX coordinator training, investigation training, professional credentials, and policy and procedural tools.

Higher Education Case Managers Association (HECMA)

HECMA is a professional association supporting case managers and other higher education professionals working with student concerns and complex individual circumstances.

Its professional resources address areas including case management, campus threat assessment, behavioral intervention teams, CARE systems, professional development, and student well-being.

IV. National Victim Support and Crisis Resources

RAINN – National Sexual Assault Hotline

RAINN (Rape, Abuse & Incest National Network) operates the National Sexual Assault Hotline and provides confidential, trauma-informed support and information for survivors of sexual violence and their loved ones.

National Sexual Assault Hotline:
800-656-HOPE (4673)

RAINN also provides online support and informational resources.

988 Suicide & Crisis Lifeline

The **988 Suicide & Crisis Lifeline** provides free, confidential crisis support by telephone, text, and online services for individuals experiencing a mental health or emotional crisis, including concerns involving suicide.

Call or Text: 988

National Domestic Violence Hotline

The National Domestic Violence Hotline provides confidential crisis intervention, information, safety planning, and referrals for individuals affected by domestic violence.

National Domestic Violence Hotline:
1-800-799-SAFE (7233)

SAMHSA National Helpline

The Substance Abuse and Mental Health Services Administration (SAMHSA) provides information and referral services concerning mental health and substance-use treatment and support.

SAMHSA National Helpline:
1-800-662-HELP (4357)

V. Use of External Resources

Stillman College may consult federal agencies, professional associations, training organizations, and national support services as appropriate in developing, reviewing, and implementing campus safety, emergency preparedness, Clery Act, Title IX, student support, and related compliance practices.

The College's policies, procedures, and official reporting obligations are governed by applicable federal and state law and College policy. External resources identified in this appendix do not replace or supersede applicable legal requirements or official College policies and procedures.

Stillman College may periodically review and update this appendix to maintain current resource information.

APPENDIX G
CAMPUS SAFETY RESOURCES

Safety Today. A Stronger Tomorrow.

Stillman College encourages students, employees, and visitors to promptly report crimes, emergencies, suspicious activity, threats to safety, and other concerns. **In an emergency, call 911.**

🚓 EMERGENCY & LAW ENFORCEMENT

Resource	Contact
Emergency — Police, Fire, Medical	**911**
Stillman College Police Department	**(205) 366-8927**
Tuscaloosa Police Department — Non-Emergency	**(205) 349-2121**
Tuscaloosa County Sheriff's Office	**(205) 752-0616**
Tuscaloosa Fire Department — Non-Emergency	**(205) 248-5420**
DCH Regional Medical Center	**(205) 759-7111**

To report a crime or safety concern: Contact Stillman College Police, even if you are uncertain whether you want to pursue an investigation. Reporting allows the College to assess potential safety concerns and determine whether additional action or notification may be necessary.

🏫 CAMPUS RESOURCES

Resource	Contact
Dean of Students / Office of Student Success	**(205) 952-2046**
Title IX Coordinator — Dr. Bettye Mullen	**(205) 952-2046**
Housing & Residence Life — Mr. Derrick Steverson	**(205) 248-3890**
Counseling & Student Development — Ms. Ashlee' Smith	**(205) 377-5939 ext. 3420**
Stillman College Campus Police/Safety	**(205) 366-8927**

The College's current Title IX materials also direct individuals experiencing sexual assault or another immediate safety concern to seek a safe location, contact Campus Police, seek medical attention, and contact the Title IX Coordinator regarding supportive measures and reporting options.

🛡️ SEXUAL ASSAULT, DOMESTIC VIOLENCE & STALKING RESOURCES

Students and employees may seek assistance through **Stillman College**, **law enforcement**, **medical providers**, and community resources. Individuals may receive information about available rights, resources, and reporting options without being required to make an immediate decision about every available option.

Immediate danger: Call **911**
Campus Police/Safety: (205) 366-8927
Title IX Coordinator: (205) 952-2046

Community Resources

- **DCH Regional Medical Center:** (205) 759-7111
- **Tuscaloosa SAFE Center:** (205) 860-7233
- **Turning Point:** (205) 758-0808
- **Maude Whatley Health Services:** (205) 349-3250

These community resources appear in the College's existing ASR resource material.

NATIONAL CRISIS RESOURCES

988 Suicide & Crisis Lifeline
Call or text **988**

National Domestic Violence Hotline
1-800-799-SAFE (7233)

SAMHSA National Helpline
1-800-662-HELP (4357)

⚠ EMERGENCY PREPAREDNESS

For a significant emergency or dangerous situation involving an immediate threat to the health or safety of the campus community, Stillman College may use emergency notifications, institutional email, the College website, official social media, text/voice alerts, public-address systems, building alarms, and other appropriate communication methods.

Follow official College instructions during an emergency. Evacuate or shelter as directed.

Stillman College

3601 Stillman Boulevard
Tuscaloosa, Alabama 35401

Campus Police & Safety: (205) 366-8927
Emergency: 911