

# The Seattle School

## OF THEOLOGY & PSYCHOLOGY

# ANNUAL SECURITY REPORT 2026:

## Calendar Years 2023-25

### Introduction

Each October 1st, in compliance with the Clery Act, The Seattle School publishes an Annual Security Report (ASR) for our campus from the previous three calendar years. This report includes crime statistics compiled from reports made to the responsible members of The Seattle School Campus Security Authorities (CSAs), including the Vice President of Administration & Operations, the Director of Student and Academic Services, the Manager of Student Life Programs, an Assistant Professor of Counseling, and the Director of Campus Services. In addition, statistics are compiled for crimes reported to the Seattle Police Department that occurred on or near our campus property.

*Notice of the availability of this Annual Security Report is also provided to prospective students via the Admissions portal and to prospective employees via employment listings, including a direct link to the report and instructions on requesting a printed copy.*

### Clery Geography

Federal regulations define "On Campus" as any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and any building or property that is within or reasonably contiguous to the said area and is owned by the institution but controlled by another person is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

"On adjacent public property" is defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that are within the campus or immediately adjacent to and accessible from the campus. In or on a "Non-Campus" building or property is defined as any building or property owned or controlled by a student organization that is officially recognized by the institution and any building or property owned or controlled by an institution that is used in direct support of, or relation to, the institution's educational purposes, is frequently used by students.

*The Seattle School does not own, operate, or control any on-campus student housing facilities. Therefore, the Missing Student Notification Policy (34 CFR § 668.46(b)) and the Annual Fire Safety Report / Fire Log requirements (34 CFR § 668.49) do not apply.*

### Requesting Reports

These statistics are made available to all students, employees, and the board of directors through a direct link to the public location on our website. The link is <http://theseattleschool.edu/community/safety/>. Printed copies of these statistics are available upon request from the Director of Campus Services.

In addition, this report contains detailed information about The Seattle School's policies and procedures for emergency management, emergency notifications, crime reporting and prevention, sexual harassment & sexual violence reporting and prevention, substance abuse policies, and measures The Seattle School is taking to educate students about their rights and responsibilities for a safe learning environment.

All of these and additional safety resources are available in the Student Handbook, in the Comprehensive Emergency Management Plan, and on the Safety section of The Seattle School website. Any questions or concerns regarding this report or related matters may be directed to the Director of Campus Services.

### **Campus Clery Crime Statistics 2025**

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on our campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2025 calendar year.

#### ***Reported Crimes in 2025 on The Seattle School Campus and Immediately Adjacent Public Property***

| <b>2025</b>                              | <b>On-Campus</b> | <b>Adjacent Public Property</b> |
|------------------------------------------|------------------|---------------------------------|
| <b>Murder/Non-Negligent Manslaughter</b> | 0                | 0                               |
| <b>Manslaughter by negligence</b>        | 0                | 0                               |
| <b>Rape</b>                              | 0                | 0                               |
| <b>Fondling</b>                          | 0                | 0                               |
| <b>Incest</b>                            | 0                | 0                               |
| <b>Statutory Rape</b>                    | 0                | 0                               |

|                            |   |   |
|----------------------------|---|---|
| <b>Robbery</b>             | 0 | 0 |
| <b>Aggravated Assault</b>  | 0 | 0 |
| <b>Burglary</b>            | 0 | 1 |
| <b>Motor Vehicle Theft</b> | 0 | 1 |
| <b>Arson</b>               | 0 | 0 |
| <b>Hazing</b>              | 0 | 0 |

(Figures are based on reports filed with The Seattle School CSAs or the Seattle Police Department.)

## VAWA Crimes 2025

### VAWA Definitions

Per Federal guidelines, the following definitions are used for crimes that fall under VAWA:

- Consent:** Knowing, voluntary, and explicit permission by word or action to engage in mutually agreed-upon sexual activity. Each party is responsible for ensuring that the other has consented before engaging in the activity. For consent to be valid, there must be, at the time of the act of sexual intercourse or sexual contact, actual words or conduct indicating a freely given agreement to have sexual intercourse or sexual contact. A person cannot consent if they cannot understand what is happening or are disoriented, helpless, asleep, or unconscious for any reason, including alcohol or other drugs. An individual who engages in sexual activity when the individual knows or should know that the other person is physically or mentally incapacitated has engaged in non-consensual conduct. Intoxication is not a defense against allegations that an individual has engaged in non-consensual sexual conduct.
- Sexual Violence:** Non-consensual sexual intercourse, non-consensual sexual contact, domestic violence, dating violence, and stalking are all types of sexual violence. Non-consensual sexual intercourse is any sexual intercourse (anal, oral, or vaginal), however slight, with any object, by a person upon another person, without consent and/or by force. Sexual intercourse includes anal or vaginal penetration by a penis, tongue, finger, or object, or oral copulation by mouth to genital contact or genital to mouth contact. Non-consensual sexual contact is intentional sexual touching, however slight, with any object, upon another person without consent and/or by force. Sexual touching includes any bodily contact with

the breasts, groin, mouth, another bodily orifice of another individual, or any other bodily contact in a sexual manner.

- **Domestic Violence:** Includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.
- **Dating Violence:** Violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction.
- **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or suffer substantial emotional distress. It also includes intentional and repeated harassment or following another person that places that person in reasonable fear that the perpetrator intends to injure, intimidate, or harass them, or where the perpetrator knows or reasonably should know that the person is frightened, intimidated, or harassed.

#### ***VAWA Crimes***

| 2025              | On-Campus | Adjacent Public Property |
|-------------------|-----------|--------------------------|
| Domestic Violence | 0         | 0                        |
| Dating Violence   | 0         | 0                        |
| Stalking          | 0         | 0                        |

#### ***Hate Crimes***

Crimes are classified as hate crimes when evidence shows that the victim was intentionally selected based on gender, sexual orientation, race, religion, ethnicity, or disability, gender identity, and national origin. If a hate crime occurs, it will be identified by the nature of the discrimination (i.e., gender, religion, etc.).

| 2025                              | On Campus | Adjacent Public Property |
|-----------------------------------|-----------|--------------------------|
| Murder/Non-Negligent Manslaughter | 0         | 0                        |

|                                                 |   |   |
|-------------------------------------------------|---|---|
| <b>Manslaughter by negligence</b>               | 0 | 0 |
| <b>Rape</b>                                     | 0 | 0 |
| <b>Fondling</b>                                 | 0 | 0 |
| <b>Incest</b>                                   | 0 | 0 |
| <b>Statutory Rape</b>                           | 0 | 0 |
| <b>Robbery</b>                                  | 0 | 0 |
| <b>Arson</b>                                    | 0 | 0 |
| <b>Simple Assault</b>                           | 0 | 0 |
| <b>Larceny</b>                                  | 0 | 0 |
| <b>Intimidation</b>                             | 0 | 0 |
| <b>Destruction/damage/vandalism of property</b> | 0 | 0 |
| <b>Aggravated Assault</b>                       | 0 | 0 |
| <b>Burglary</b>                                 | 0 | 0 |
| <b>Motor Vehicle Theft</b>                      | 0 | 0 |

### **Disciplinary Referrals and Arrests 2025**

Under federal law, institutions are required to report statistics for arrests and disciplinary referrals for liquor law violations, drug law violations, and illegal weapons possession occurring within Clery geography.

| 2025                              | On-Campus | Adjacent Public Property |
|-----------------------------------|-----------|--------------------------|
| <b>Liquor Law Violations</b>      |           |                          |
| Arrests                           | 0         | 0                        |
| Disciplinary Referral             | 0         | 0                        |
| <b>Drug Law Violations</b>        |           |                          |
| Arrests                           | 0         | 0                        |
| Disciplinary Referral             | 0         | 0                        |
| <b>Illegal Weapons Possession</b> |           |                          |
| Arrests                           | 0         | 0                        |
| Disciplinary Referral             | 0         | 0                        |

*Additional statistics for the 2024 and 2023 calendar years are included as an appendix at the end of this document.*

The Seattle School's emergency response and evacuation information are available in full and online in our Comprehensive Emergency Management Plan (CEMP), located at <https://theseattleschool.edu/safety>. This document is also available in print by request from the Director of Campus Services.

The following policies can be found in the CEMP:

### **Timely Warnings**

Whenever a Clery Act crime occurs on Clery geography that is reported to campus security authorities or local police and is determined to represent a serious or continuing threat to students and employees, a Timely Warning will be issued. Members of the Emergency Response Team and the Director of Campus Services evaluate threats on a case-by-case basis. Timely warnings are distributed to students, faculty, and staff via campus email, website banners, building intercom systems, and newsletter announcements. The names of victims are withheld as confidential.

## Emergency Notifications

In the event of a confirmed, significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on campus, The Seattle School will immediately issue an Emergency Notification. The Director of Campus Services, local first responders, or designated campus administrators will confirm the emergency, determine the appropriate message and audience, and initiate the emergency notification system without delay, unless issuing a notification would compromise efforts to contain the emergency, assist a victim, or mitigate the situation. Channels include automated SMS alerts, emergency emails, building alarms, and direct verbal instruction. Non-emergency but ongoing safety concerns will be communicated through safety updates in periodic emails and all-campus emails.

## Evacuation Plan

In an emergency requiring evacuation, The Seattle School will notify occupants via designated Safety Committee Team members, emergency SMS (text), or the automated fire alarm system. If these systems are not working, staff members who can safely do so will perform a walk-through of the building and provide verbal notification of evacuation.

When an evacuation is announced, everyone inside the building is required to leave immediately and proceed to the following designated area:

- **Assembly Area:** The cul-de-sac on the south side of the building: **Bush Place S**. The first priority is to quietly gather in this area and await further instructions.

Once at the Assembly Area, a representative from the Safety Committee Team will take a written roll-call of all present and identify emergency medical needs. This list will be delivered to the arriving Emergency Response Team immediately. All students and staff must remain in the Assembly Area until the roll call is completed and an all-clear is given. The Seattle School tests its emergency evacuation procedures annually.

## Building and Safety Policies

These policies may be found in the Student Handbook and Academic Catalog, available online at <https://theseattleschool.edu/students/catalog>, or in print by request from the office of the Registrar.

## Building Hours

Building hours are determined based on class schedules, onsite certificate programs, and other on-campus events. Building hours are posted on the Campus Information page of the website. The west side main entrance door is locked with card access/code only.

## Campus Security/Crime Awareness & Daily Crime Log

Students, staff, and faculty are encouraged to report any criminal or suspicious activity promptly. To file a report, contact the Director of Campus Services. When a person files a complaint or applies for assistance, all pertinent information is documented by completing an Accident/Injury/Crime

Incident Report, making a report at the Welcome Center, or speaking with a Campus Security Authority. In an emergency, always call 911.

The Seattle School maintains a Daily Crime Log at the Welcome Center recording the date, time, nature, general location, and disposition of all reported crimes. The log is open for public inspection during regular business hours upon request to the Director of Campus Services.

### **The Clery Act – Campus Security and Crime Statistics**

The federal government mandates that every college or institution that provides Title IV Financial Aid to its students must comply with the Clery Act. The Seattle School crime statistics are compiled by the Director of Campus Services every year. Data from local law enforcement is also requested and included to ensure comprehensive reporting. The Seattle School Security Report is posted on the website, and printed copies are available from the Welcome Center by request.

### **Fire**

In the case of a fire:

1. Pull the nearest fire alarm to alert other persons to exit the building.
2. Call 911 or designate another bystander to do so.
3. Give specific information as to the nature of the fire and its specific location.
4. Contact Welcome Center staff to locate the nearest fire extinguisher and follow the directions on the extinguisher. The three basic ways to put out a fire are (1) take away its fuel, (2) take away its air (smother it), and (3) cool it with water or fire extinguishing chemicals. Never use water on an electrical fire; instead, use only approved fire-extinguishing chemicals.

### **Health**

If a situation is obviously life-threatening, such as a heart attack, choking, or severe injury, call 911 immediately. Give specific information as to the nature of the problem and the specific location of the injured person.

- **First-Aid Kits:** Located at the Welcome Center and in the Campus Commons. A list of First-Aid Certified employees is posted at each station. If a situation is not life-threatening, contact the Welcome Center.
- **AED Units (Automated External Defibrillators):** The Seattle School building has two registered AED units. Located at the Welcome Center and in the Campus Commons. Contact 911 and contact the Welcome Center immediately if an AED is required.

### **Persons Exhibiting Threatening Behavior**

The Seattle School strives for an environment free from intimidation, threats, or violent acts. Such conduct includes any form of intimidating, threatening, or hostile behavior, physical altercations,

vandalism, arson, sabotage, use or display of weapons, carrying weapons onto school property, or any other act that The Seattle School deems inappropriate under this policy. Likewise, jokes or offensive comments about violence or weapons are not tolerated. Such conduct may result in discipline, including suspension, termination, or expulsion.

In the event that menacing, threatening, out of control, weapon display, or violent behavior is witnessed inside the school, contact 911 immediately. Give specific information to the police as to the nature of the situation and its specific location.

### **Search Policy**

The Seattle School wishes to discourage theft or unauthorized possession of school property and/or property of staff, faculty, students, and visitors and reserves the right to take appropriate measures to promote a safe, secure learning and working community.

### **Smoking**

Washington State law prohibits smoking in all places of employment. Persons may smoke outside provided they are not standing within 25 feet of a building entrance, exit, windows that open, or air intake equipment. Employees who observe a guest or visitor violating this policy should promptly and politely advise the individual of the policy. Any employee who violates this policy shall be subject to disciplinary action.

### **Solicitation and Sales**

The Seattle School policy prohibits distributing material or soliciting students, faculty, or staff on company premises at any time unless approved by the Vice President of Administration & Operations. Solicitation for any purpose or cause may include requests for subscriptions, donations, pools, gifts, charities, memberships, or other forms of requests. The Student Directory, staff and/or faculty rosters, and classroom time may not be used for solicitation purposes; such use is expressly forbidden.

### **Statement of Student Rights & Responsibilities**

All students enrolled at The Seattle School assume an obligation to conduct themselves at all times as responsible members of the campus community, to respect the personal and property rights of others, and to support the educational mission of The Seattle School. The Seattle School insists that its students demonstrate personal and professional integrity in addition to academic excellence.

The Seattle School's administrators, faculty, and staff encourage student involvement in decision-making. Student participation and input on institutional committees and teams are not only valued and encouraged at The Seattle School, but considered to be missionally imperative.

### **Entrances and Exits**

The school has three entrances: the north (at the courtyard of the 900 Building), south (loading dock and ADA), and west (off of Rainier). Each of these entrances has an audio/visual intercom, where they may communicate with the Welcome Center.

### **Weapons & Violence Policy**

The Seattle School has a zero-tolerance policy regarding firearms or weapons on campus. Expressly, students, employees, faculty, and others performing services for the school (including temporary employees, consultants, contractors, and vendors) are prohibited from carrying, possessing, or using guns or other dangerous weapons or devices for any purpose at any time on school premises.

Weapons and other dangerous devices are also prohibited off school premises while on Seattle School-related business or at The Seattle School-sponsored events. Persons who carry a concealed weapon permit cannot carry a weapon while on school premises or while representing The Seattle School.

Anyone who has knowledge of someone violating this policy should immediately report the incident to the Director of Campus Services or call 911. Complainants should be prepared to provide any relevant details. Designated school administrators have the right to confiscate weapons in violation of this policy. Failure to adhere to the weapons policy is grounds for immediate disciplinary action, up to and including suspension, termination, or expulsion.

### **Weather Closures**

For closures due to severe weather or natural disasters, The Seattle School will notify the community through various channels, including SMS alerts, website banner postings, email, and Populi messages. Closure notices will be posted by 6:00 a.m.

### **Hazing Policy, Prevention, and Reporting (Stop Campus Hazing Act)**

In compliance with the Stop Campus Hazing Act and the Clery Act (20 U.S.C. § 1092(f)), The Seattle School of Theology & Psychology strictly prohibits hazing in any form by any student, employee, group, or officially recognized student organization.

#### **Definition of Hazing:**

Hazing is defined as any intentional, knowing, or reckless act committed by a person, whether individually or in concert with other persons, against another person (regardless of that person's willingness to participate), in connection with an initiation into, an affiliation with, or the maintenance of membership in any organization or student group, that causes, or contributes to a substantial risk of causing, physical injury, mental harm, personal humiliation, or emotional distress. Hazing includes, but is not limited to:

- Any activity involving physical brutality, whipping, beating, branding, forced calisthenics, exposure to elements, or confinement.

- Forced or coerced consumption of alcohol, controlled substances, food, liquid, or other substances that subjects an individual to potential harm.
- Any activity that adversely affects the mental health, dignity, or personal safety of an individual, including sleep deprivation, forced exclusion, or public degradation.
- Any activity that induces, causes, or requires an individual to perform a duty or task that involves the violation of federal, state, or local law or institutional policy.

It is not a defense to a charge of hazing that the participant consented to the conduct, that the conduct was not part of an official group event, or that the conduct was not sanctioned by the institution.

**Washington State Law (Sam's Law — RCW 28B.10.901 & RCW 28B.10.902):**

Under Washington State law, "hazing" includes any act committed as part of an initiation into, affiliation with, or continued membership in any student organization, athletic team, or living group that causes or is likely to cause bodily danger, physical harm, or serious psychological or emotional harm. In Washington, hazing is classified as a misdemeanor, and hazing involving substantial bodily harm is classified as a Class C felony (RCW 28B.10.902). Institutional policy applies broader standards and may find violations even if conduct does not meet the statutory threshold for criminal prosecution.

**Reporting Hazing Violations:**

Any student, employee, or community member who observes, suspects, or experiences hazing is urged to report the incident immediately to:

- **Director of Campus Services:** Desk in the south office area | (206) 876-6148
- **Interim Title IX Coordinator / Student Life:** Welcome Center, 2nd Floor | (206) 876-6137
- **Vice President of Administration & Operations:** Office 218 | (206) 876-6115
- **Seattle Police Department:** In emergencies or situations involving immediate physical danger, contact **911**.

**Investigation, Disciplinary Procedures, & Sanctions:**

Allegations of hazing involving students or employees are evaluated promptly and impartially through institutional disciplinary procedures outlined in the Student Handbook and Employee Policy Handbook. Disciplinary sanctions for violations of this policy may include behavioral reprimands, educational sanctions, probation, suspension, expulsion (for students), or termination of employment (for employees). Suspected criminal violations will also be referred to local law enforcement authorities.

### **Prevention and Awareness Programming:**

Information regarding the institution's anti-hazing policy, behavioral expectations, and reporting mechanisms is provided to all students and employees during annual fall (Re)Orientation and published in official student and employee handbooks.

### **Campus Hazing Transparency Report:**

In accordance with the Stop Campus Hazing Act, The Seattle School maintains a public Campus Hazing Transparency Report on our community safety website at <https://theseattleschool.edu/safety>. This report documents any formal findings of responsibility involving hazing violations by student organizations. The report is updated at least twice annually and retains all documented violations for five calendar years. To date, The Seattle School has zero reported or substantiated hazing violations.

### **Sex Offender Registry Disclosure**

In accordance with federal regulations (34 CFR § 668.46(b)(12)), information regarding registered sex offenders in the state of Washington may be obtained through the Washington Association of Sheriffs and Police Chiefs (WASPC) database at: <https://www.waspc.org/sex-offender-information> via the King County Sheriff's Office sex offender registry website.

## **Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Prevention and Title IX Policies**

### **Federal Law**

To the extent required by federal law, it is the policy of The Seattle School of Theology & Psychology ("The Seattle School") not to discriminate on the basis of race, color, national origin, sex, age, religion (except in the case of employment), disability, or genetic information in its admissions, educational programs or activities, or employment.

Consistent with federal law, The Seattle School will provide reasonable accommodations to persons with disabilities. As a religious educational organization, The Seattle School reserves the right to prefer employees and prospective employees on the basis of religion. The phrase "educational programs or activities" includes instruction, grading, financial aid, training programs, internships, externships, social and recreational activities, and other aspects of the educational programs or activities at The Seattle School. Discrimination in employment prohibited by this policy includes discrimination in hiring, compensation, promotion, transfer, retirement, evaluation, discipline, benefits, termination, and other employment practices.

Further information may be found on the school's webpage:

<https://theseattleschool.edu/safety/nondiscrimination-and-title-ix-reporting-procedure/>

### **Other Prohibited Discrimination and Harassment**

It is also the policy of The Seattle School not to discriminate against its students and student applicants in its admissions or other educational programs or activities on the basis of sexual

orientation, marital status, or honorably discharged veteran or military status. The term "sexual orientation" includes heterosexuality, homosexuality, bisexuality, and gender expression or identity. As defined by the Washington Law Against Discrimination, the term "gender expression or identity" means "having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth."

### **Prohibition Against Sexual Harassment and Sexual Misconduct**

The Seattle School prohibits sex discrimination, sexual harassment, and sexual misconduct. This includes sexual assault, dating violence, domestic violence, and stalking.

### **No Retaliation**

The Seattle School not only prohibits discrimination and harassment (including sexual harassment), but it also prohibits retaliation against any person for making a complaint about discrimination or harassment; assisting, testifying, or otherwise participating in any discrimination or harassment investigation; or otherwise opposing discrimination or harassment prohibited by this policy. This includes any retaliation against any witness or bystander who reports or provides any information about alleged discrimination or harassment, or who intervenes to stop or attempt to stop any discrimination, harassment, or sexual misconduct. "Retaliation" means any adverse action that might dissuade or deter a reasonable person from making or supporting a complaint of discrimination or harassment. Examples of retaliation include intimidation, threats, coercion, termination of employment, unjustified negative grades or evaluation, reduction in pay, denial of a promotion, physical assault, and any other conduct that constitutes prohibited discrimination or harassment under this policy. Retaliation is prohibited even in the case where an underlying complaint has no merit. Retaliation against any person thought to have engaged in any activity protected by this section, whether or not the person actually engaged in any protected activity, is also prohibited by this policy.

### **Title IX Coordinator and Reporting Violations**

Any student or employee who believes they have experienced discrimination, harassment (including sexual harassment or sexual misconduct), or retaliation should contact the Title IX Coordinator or a designated reporting officer:

#### **Interim Title IX Coordinator:** Manager of Student Life Programs

- Location: 2nd Floor, Welcome Center
- Phone: (206) 876-6137
- Email: [rshirley@theseattleschool.edu](mailto:rshirley@theseattleschool.edu)

#### **Grievance/Human Resources Officer:** Vice President of Administration & Operations

- Office: 218
- Phone: (206) 876-6115

- Email: [qbrown@theseattleschool.edu](mailto:qbrown@theseattleschool.edu)

### **Supportive Measures**

Upon receiving a report of sex discrimination, harassment, sexual assault, dating violence, domestic violence, or stalking, the Title IX Coordinator will promptly contact the complainant to discuss and offer supportive measures. Supportive measures are non-disciplinary, individualized services offered without fee or charge, whether or not a formal complaint is filed. Measures may include mutual no-contact directives, course schedule adjustments, academic deadline extensions, workplace modifications, or referrals to counseling and health services.

### **Evidence Preservation**

Victims of sexual assault, domestic violence, dating violence, or stalking are strongly encouraged to preserve all evidence that may assist in proving an offense occurred or in obtaining a protection order. Victims should seek immediate medical attention (e.g., at Harborview Medical Center) for a forensic exam before washing, bathing, douching, changing clothes, or disturbing the incident scene. Physical items, text messages, emails, photos, and electronic communications should be preserved.

### **Grievance Procedures & Evidentiary Standard**

Violations of this policy will be addressed through the Discrimination Grievance Procedures. These proceedings provide a prompt, fair, and impartial process from initial investigation to final outcome, conducted by trained officials.

- **Standard of Evidence:** The Seattle School applies the **preponderance of the evidence** standard (i.e., whether it is more likely than not that the conduct occurred) in resolving all formal complaints.
- **Rights of the Parties:** Both the complainant and respondent receive written notice of allegations, equal opportunities to present witnesses and evidence, and the right to be accompanied by an advisor of their choice at all meetings and proceedings. Both parties are notified simultaneously in writing of the outcome and appeal rights.
- **Sanctions:** Sanctions may include reprimands, no-contact orders, course reassignment, disciplinary suspension, termination of employment, or expulsion.

### **Mandatory and Confidential Reporting**

All employees who receive information regarding alleged sexual harassment, sexual assault, dating violence, domestic violence, or stalking involving students are mandatory reporters and must notify the Title IX Coordinator or Human Resources within 24 hours.

*Confidential Resource Exception:* Licensed mental health counselors acting within their professional capacity are statutorily exempt from mandatory reporting and may maintain confidentiality.

### **Policy on Drug or Alcohol Use by Students**

The Seattle School prohibits the illegal and irresponsible use of alcohol and other drugs by students. Students have the responsibility to conduct themselves in a lawful and appropriate manner consistent with the mission of the school. Each student has the responsibility to know the risks associated with the use and abuse of alcohol and other drugs and to assist the school in creating an environment that promotes health-enhancing attitudes and activities.

### **Drugs**

The school strictly prohibits the manufacture, sale, possession, distribution, dispensing, or use by a student of a controlled or illegal substance not medically authorized. The school strictly prohibits the manufacture, sale, possession, distribution, or dispensing by a student of drug paraphernalia.

A student who is convicted of any offense under any Federal or State law involving the possession or sale of a controlled substance for conduct that occurred during a period of enrollment for which the student was receiving any grant, loan, or work assistance (financial aid, work-study, student loans, PLUS loans, etc.) shall not be eligible to receive any grant, loan, or work assistance.

### **Alcohol**

The possession, sale, distribution, and consumption of alcoholic beverages on the school's campuses or in connection with school-sponsored or related events is permitted only within the limits prescribed by Washington state and federal laws and in accordance with the Campus Policy for Alcohol Use at Events. In addition, no open containers of alcohol are permitted on school property at any time except within the area covered by a valid liquor permit.

The school strictly prohibits students from appearing on campus obviously under the influence of alcohol. Alcohol will not be allowed to interfere with co-curricular activities, campus safety or security, or classroom learning. The school will not excuse acts of misconduct committed by students whose judgment is impaired by the consumption of alcohol or drugs. Students are expected to assume responsibility for their own behavior and must understand that being under the influence of drugs or alcohol in no way lessens their accountability. Violations will result in disciplinary sanctions up to and including dismissal, as described in the Student Code of Conduct.

### **Campus Policy on Alcohol Use At Events**

To serve alcohol on campus, the event sponsor must complete an Alcohol Service Request Form (available on Google Drive) and submit it to Institutional Support for approval from the Executive Council at least two weeks prior to the event. The Seattle School reserves the right to deny authorization at any time. If approval is granted, the event's sponsor is responsible for providing a licensed vendor/caterer to provide and serve the alcohol. The event sponsor is responsible, along with individuals directed to serve the alcohol, for compliance with all applicable laws, ordinances, and school policies pertaining to the use, furnishing, or possession of alcohol.

Alcohol may not be served to any person under the age of 21. A separate alcohol serving area is required at events where persons under 21 will be present. The event's sponsor will also be required to devise a system by which picture identification will be checked to verify legal age.

Alcohol must be served and monitored and may not be left unattended to allow free access. Event sponsors and the individuals directed to serve the alcohol are responsible and obligated to refuse alcohol to anyone whom they believe has had too much to drink. All service of alcohol to guests must stop 30 minutes prior to the ending time of the event. Non-alcoholic beverages and food must be available and featured prominently at the event.

### **Health Risks of Alcohol and Other Drug Use**

Alcohol and illicit drug use can pose many health risks to students, faculty, and staff. Use may result in impaired judgment and coordination; physical and psychological dependence; damage to vital organs such as the heart, stomach, liver, and brain; inability to learn and remember information; psychosis and severe anxiety; unwanted or unprotected sex resulting in pregnancy and sexually transmitted diseases (including HIV and AIDS); and injury and death. Negative consequences of alcohol and other drug use can be immediate.

### **Resources for Education and Treatment**

Faculty and staff who suspect they may have a drug or alcohol abuse problem are encouraged to seek assistance before the problem affects their employment status. The school provides benefit-eligible employees access to an independent, confidential Employee Assistance Program (EAP) that offers confidential assessment, counseling, and referral assistance. The EAP can be reached by calling 1-800-316-2796. Please contact the Human Resources Office for further information.

### **Community Services**

A variety of community organizations in the greater Seattle area can be resources for students, faculty, or staff. These resources have not been screened by The Seattle School, and the school makes no specific endorsement of any one program.

| <b>Emergency Numbers</b>                                   |                                                                  |
|------------------------------------------------------------|------------------------------------------------------------------|
| <a href="#">SAMSHA's National Helpline</a>                 | 206-622-HELP (4357)                                              |
| <a href="#">National Domestic Violence Hotline</a>         | 1-800-799-SAFE (7233)                                            |
| <a href="#">HIV/AIDS Hotline</a>                           | 1-800-272-2437                                                   |
| <a href="#">24-Hour Crisis Line</a> (Mental Health)        | 1-866-427-4747 (King County) ; 1-866-789-1511 (Washington state) |
| <a href="#">King County Sexual Assault Resource Center</a> | 1-888-998-6423                                                   |
| <b>Local Self-Help Groups</b>                              |                                                                  |
| <a href="#">Alanon Family Group</a>                        | 206-625-0000                                                     |
| <a href="#">Alcoholics Anonymous (AA)</a>                  | 206-587-2838                                                     |
| <a href="#">Marijuana Anonymous</a>                        | 206-548-9034                                                     |
| <a href="#">Nar-Anon (Pacific NW)</a>                      | 206-626-7171                                                     |
| <a href="#">Narcotics Anonymous</a>                        | 206-790-8888                                                     |
| <b>Alcohol and Drug Treatment Resources</b>                |                                                                  |

|                                                        |                                                          |              |
|--------------------------------------------------------|----------------------------------------------------------|--------------|
| <a href="#">A Positive Alternative</a>                 | 4649 Sunnyside Ave. N., Suite 200, Seattle, WA 98103     | 206-547-1955 |
| <a href="#">Catholic Community Services</a>            | 100 23rd Ave. South, Seattle, WA 98122                   | 206-328-5097 |
| <a href="#">Consejo Counseling and Referral</a>        | 3808 South Angeline, Seattle, WA 98118                   | 206-461-4880 |
| <a href="#">Lakeside Milan Recovery Center Inc.</a>    | 10322 NE 132nd St., Kirkland, WA 98034                   | 425-823-3116 |
| <a href="#">Northpoint Washington</a>                  | 2111 N Northgate Way, Suite 101, Seattle, WA 98133       | 855-981-9549 |
| <a href="#">Northwest Recovery Centers</a>             | 2000 Benson Road S., Suite 250, Renton, WA 98055         | 425-434-5236 |
| <a href="#">Providence Recovery Program</a>            | 916 Pacific Ave, Everett, WA 98206                       | 425-258-7390 |
| <a href="#">Newport Academy (women only)</a>           | 12029 113th Ave. NE, Kirkland, WA 98034                  | 425-823-8844 |
| <a href="#">Seattle Indian Health Board</a>            | 611 12th Ave South, Seattle, WA 98144                    | 206-324-9360 |
| <a href="#">Swedish Addiction Recovery Services</a>    | 5300 Tallman Ave. NW, Seattle, WA 98107                  | 206-781-6209 |
| <a href="#">Therapeutic Health Services</a>            | 1901 Martin Luther King Jr. Way South, Seattle, WA 98144 | 206-322-7676 |
| <a href="#">Recovery Center, Evergreen Health</a>      | 17800 147th St. SE, Monroe, WA 98272                     | 360-794-1405 |
| <a href="#">Veterans Administration Medical Center</a> | 1660 S. Columbian Way, Seattle, WA 98108                 | 206-277-2318 |

### Education and Programming for Campus Safety and Violence Prevention

In addition to publishing an Annual Security Report, The Seattle School conducts campus safety and Title IX awareness programming for all incoming and returning students during annual fall (Re)Orientation. Each student is provided access to this report and informed of their rights and responsibilities afforded by the Clery Act, Title IX, and the policies of The Seattle School.

The Seattle School is committed to the ongoing review of our emergency management, safety, and violence prevention policies to ensure compliance with Department of Education regulations. We conduct annual employee safety training, fire drills, and Comprehensive Emergency Management Plan exercises to maintain community preparedness. Questions or concerns regarding these programs may be directed to the Director of Campus Services.

## Appendix A: Prior Year Statistics

### 2024 Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2024 calendar year.

#### *Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property*

| 2024                                     | On-Campus | Adjacent Public Property |
|------------------------------------------|-----------|--------------------------|
| <b>Murder/Non-Negligent Manslaughter</b> | 0         | 0                        |
| <b>Manslaughter by negligence</b>        | 0         | 0                        |
| <b>Rape</b>                              | 0         | 0                        |
| <b>Fondling</b>                          | 0         | 0                        |
| <b>Incest</b>                            | 0         | 0                        |
| <b>Statutory Rape</b>                    | 0         | 0                        |
| <b>Robbery</b>                           | 0         | 0                        |
| <b>Aggravated Assault</b>                | 0         | 1                        |
| <b>Burglary</b>                          | 0         | 1                        |
| <b>Motor Vehicle Theft</b>               | 0         | 3                        |
| <b>Arson</b>                             | 0         | 0                        |
| <b>Hazing</b>                            | 0         | 0                        |

(Figures based on reports filed with The Seattle School and may or may not correspond to reports filed with police.)

| 2024                     | On-Campus | Adjacent Public Property |
|--------------------------|-----------|--------------------------|
| <b>Domestic Violence</b> | 0         | 0                        |
| <b>Dating Violence</b>   | 0         | 0                        |
| <b>Stalking</b>          | 0         | 0                        |

*Reported Hate Crimes on The Seattle School Campus and Immediately Adjoining Public Property*

| 2024                                            | On-Campus | Adjacent Public Property |
|-------------------------------------------------|-----------|--------------------------|
| <b>Murder/Non-Negligent Manslaughter</b>        | 0         | 0                        |
| <b>Manslaughter by negligence</b>               | 0         | 0                        |
| <b>Rape</b>                                     | 0         | 0                        |
| <b>Fondling</b>                                 | 0         | 0                        |
| <b>Incest</b>                                   | 0         | 0                        |
| <b>Statutory Rape</b>                           | 0         | 0                        |
| <b>Robbery</b>                                  | 0         | 0                        |
| <b>Arson</b>                                    | 0         | 0                        |
| <b>Simple Assault</b>                           | 0         | 0                        |
| <b>Larceny</b>                                  | 0         | 0                        |
| <b>Intimidation</b>                             | 0         | 0                        |
| <b>Destruction/damage/vandalism of property</b> | 0         | 0                        |
| <b>Aggravated Assault</b>                       | 0         | 0                        |
| <b>Burglary</b>                                 | 0         | 0                        |
| <b>Motor Vehicle Theft</b>                      | 0         | 0                        |

### Disciplinary Referrals and Arrests 2024

Under federal law, institutions are required to report statistics for arrests and disciplinary referrals for liquor law violations, drug law violations, and illegal weapons possession occurring within Clery geography.

| 2024                         | On-Campus | Adjacent Public Property |
|------------------------------|-----------|--------------------------|
| <b>Liquor Law Violations</b> |           |                          |

|                                   |   |   |
|-----------------------------------|---|---|
| Arrests                           | 0 | 0 |
| Disciplinary Referral             | 0 | 0 |
| <b>Drug Law Violations</b>        |   |   |
| Arrests                           | 0 | 0 |
| Disciplinary Referral             | 0 | 0 |
| <b>Illegal Weapons Possession</b> |   |   |
| Arrests                           | 0 | 0 |
| Disciplinary Referral             | 0 | 0 |

## 2023 Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2023 calendar year.

### *Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property*

| 2023                                     | On-Campus | Adjacent Public Property |
|------------------------------------------|-----------|--------------------------|
| <b>Murder/Non-Negligent Manslaughter</b> | 0         | 0                        |
| <b>Manslaughter by negligence</b>        | 0         | 0                        |
| <b>Rape</b>                              | 0         | 0                        |
| <b>Fondling</b>                          | 0         | 0                        |
| <b>Incest</b>                            | 0         | 0                        |
| <b>Statutory Rape</b>                    | 0         | 0                        |
| <b>Robbery</b>                           | 0         | 2                        |

|                            |   |   |
|----------------------------|---|---|
| <b>Aggravated Assault</b>  | 0 | 0 |
| <b>Burglary</b>            | 6 | 6 |
| <b>Motor Vehicle Theft</b> | 0 | 4 |
| <b>Arson</b>               | 0 | 2 |
| <b>Hazing</b>              | 0 | 0 |

(Figures based on reports filed with The Seattle School and may or may not correspond to reports filed with police.)

| <b>2023</b>              | <b>On-Campus</b> | <b>Adjacent Public Property</b> |
|--------------------------|------------------|---------------------------------|
| <b>Domestic Violence</b> | 0                | 0                               |
| <b>Dating Violence</b>   | 0                | 0                               |
| <b>Stalking</b>          | 0                | 0                               |

***Reported Hate Crimes on The Seattle School Campus & Immediately Adjoining Public Property***

| <b>2023</b>                              | <b>On-Campus</b> | <b>Adjacent Public Property</b> |
|------------------------------------------|------------------|---------------------------------|
| <b>Murder/Non-Negligent Manslaughter</b> | 0                | 0                               |
| <b>Manslaughter by negligence</b>        | 0                | 0                               |
| <b>Rape</b>                              | 0                | 0                               |
| <b>Fondling</b>                          | 0                | 0                               |
| <b>Incest</b>                            | 0                | 0                               |
| <b>Statutory Rape</b>                    | 0                | 0                               |
| <b>Robbery</b>                           | 0                | 0                               |
| <b>Arson</b>                             | 0                | 0                               |

|                                                 |   |   |
|-------------------------------------------------|---|---|
| <b>Simple Assault</b>                           | 0 | 0 |
| <b>Larceny</b>                                  | 0 | 0 |
| <b>Intimidation</b>                             | 0 | 0 |
| <b>Destruction/damage/vandalism of property</b> | 0 | 0 |
| <b>Aggravated Assault</b>                       | 0 | 0 |
| <b>Burglary</b>                                 | 0 | 0 |
| <b>Motor Vehicle Theft</b>                      | 0 | 0 |

### Disciplinary Referrals and Arrests 2023

Under federal law, institutions are required to report statistics for arrests and disciplinary referrals for liquor law violations, drug law violations, and illegal weapons possession occurring within Clery geography.

| <b>2023</b>                       | <b>On-Campus</b> | <b>Adjacent Public Property</b> |
|-----------------------------------|------------------|---------------------------------|
| <b>Liquor Law Violations</b>      |                  |                                 |
| Arrests                           | 0                | 0                               |
| Disciplinary Referral             | 0                | 0                               |
| <b>Drug Law Violations</b>        |                  |                                 |
| Arrests                           | 0                | 0                               |
| Disciplinary Referral             | 0                | 0                               |
| <b>Illegal Weapons Possession</b> |                  |                                 |
| Arrests                           | 0                | 0                               |
| Disciplinary Referral             | 0                | 0                               |

