

The Seattle School

OF THEOLOGY & PSYCHOLOGY

ANNUAL SECURITY REPORT 2021: Calendar Years 2018-20

Introduction

Each October 1st, in compliance with the [Clery Act](#), The Seattle School publishes an Annual Security Report 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 Student & Alumni Development, an Assistant Professor of Counseling, Director of Human Resources, the Manager of Student Life Programs, the Manager of Accessibility & Vocational Programs, and the Safety & Facility Manager. In addition, statistics are compiled for crimes reported to the Seattle Police Department that occurred on or near our campus property.

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).¹

- "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.²
- 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

¹ Ref. 34 CFR 668.46(a)

² Ref. 34 CFR 668.46(a)

support of, or relation to, the institution's educational purposes, is frequently used by students.

This year the Seattle Police department has provided statistics for [our campus geography](#). In years past, this level of detailed statistics specific to our campus geography was unavailable. For this reason, previous annual reports show a breakdown of crimes by category for our campus and crimes for the Belltown neighborhood, which is tracked as beat M1 of the Seattle Police Department's West Precinct. Current and historic detailed neighborhood crime statistics are available online at <https://www.seattle.gov/police/information-and-data/crime-dashboard>.

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 [Safety & Facility Manager](#).

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 [Safety & Facility Manager](#).

Campus Clery Crime Statistics 2020

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 2020 calendar year.

Reported Crimes in 2020 on The Seattle School Campus & Immediately Adjacent Public Property

| 2020 | On-Campus | Adjacent Public Property |
|-----------------------------------|-----------|--------------------------|
| Murder/Non-Negligent Manslaughter | 0 | 0 |

| | | |
|-----------------------------------|---|---|
| Manslaughter by negligence | 0 | 0 |
| Rape | 0 | 0 |
| Fondling | 0 | 0 |
| Incest | 0 | 0 |
| Statutory Rape | 0 | 0 |
| Robbery | 0 | 0 |
| Aggravated Assault | 0 | 0 |
| Burglary | 0 | 2 |
| Motor Vehicle Theft | 0 | 0 |
| Arson | 0 | 0 |

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

VAWA Crimes 2020

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 has the responsibility to make sure 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 means 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 means intentional and repeated harassment or following another person, which places that person in reasonable fear that the perpetrator intends to injure, intimidate, or harass that person. Stalking also includes instance 14, where the perpetrator knows or reasonably should know that the person is frightened, intimidated, or harassed, even if the perpetrator lacks such intent.

VAWA Crimes

| 2020 | 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 that the victim was intentionally selected based on gender, sexual orientation, race, religion, ethnicity, or disability. If a hate crime occurs, it will be identified by the nature of the discrimination (i.e., gender, religion, etc.).

| 2020 | On Campus | Adjacent Public Property |
|---|------------------|---------------------------------|
| Murder/Non-Negligent Manslaughter | 0 | 0 |
| Manslaughter by negligence | 0 | 0 |
| Rape | 0 | 0 |
| Fondling | 0 | 0 |
| Incest | 0 | 0 |
| Statutory Rape | 0 | 0 |
| Robbery | 0 | 0 |
| Arson | 0 | 0 |
| Simple Assault | 0 | 0 |
| Larceny | 0 | 0 |
| Intimidation | 0 | 0 |
| Destruction/damage/vandalism of property | 0 | 0 |

The City of Seattle does not currently distinguish hate crimes in its available crime statistics sorted by neighborhood.

Additional statistics for the 2018 and 2019 calendar years are included as an appendix at the end of this document.

The Seattle School Safety Policies and Procedures

Notifications and Evacuation

The Seattle School's emergency response and evacuation information are available in full, online in our Comprehensive Emergency Management Plan (CEMP), located at: <http://theseattleschool.edu/docs/Comprehensive+Emergency+Management+Plan.pdf>. This document is also available in print by request from the [Safety & Facility Manager](#).

The following policies can be found in the CEMP.

Timely Warnings and Emergency Notifications

Whenever there is an active, ongoing threat to the safety of individuals on or in the vicinity of The Seattle School campus, members of the Emergency Response Team are responsible for distributing clear information to all students, faculty, and staff in a timely manner so that each person can make adequately informed decisions about their safety. These are known as Timely Warnings and are issued to all the Seattle School campus constituents (students, faculty, staff, and board members).

- Depending on the nature of the emergency, timely warnings will include the use of email notification via campus email addresses, building intercom systems, fire evacuation alarms, and newsletter announcements. In certain circumstances, text may be used instead of or in addition to email, but only with permission.
- Non-emergency but ongoing safety concerns will be communicated to all constituents through safety updates in weekly newsletters and special all-campus emails as necessary.

Evacuation Plan

In an emergency requiring evacuation, The Seattle School will notify to evacuate via designated Floor Coordinators, an 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 one of the following two areas:

- **Assembly Area #1:** The sidewalk across Wall Street and along Elliott Ave – Elliott & Wall. The first priority is to quietly gather in this area and await further instructions. In the unlikely event that Assembly Area #1 is compromised, proceed directly to

- Assembly Area #2: On Elliott Ave, the parking lot is across from the school (NE corner of Elliott and Wall). If neither Assembly Area is available, faculty and staff are to use their discretion in directing people at least 50 feet away from the building.

Once at the Assembly Area, an "Floor Coordinator" will be selected. The Floor Coordinator will then commence taking a written roll-call of all present and meeting emergency medical needs. This list will be delivered to the Emergency Response Team as soon as possible. All students and staff must remain in the Assembly Area until roll call is completed.

Building and Safety Policies

These policies may be found in the Student Handbook, available online at <http://theseattleschool.edu/wp-content/uploads/2021/09/2021-2022-Student-Handbook-09122021.pdf>, or in print, by request from the office of the [Registrar](#).

Building Hours

The building hours continue to vary due to the exceptional circumstances brought upon by COVID-19. At the time of this report's publishing, the building is open Monday from 7:30 am to 8:00pm; Tuesdays from 8am to 7:00pm; and Wednesday and Thursdays from 9:00am to 6:00pm.

The COVID-19 Planning Team will continue to assess, evaluate, and make recommendations regarding facility access.

Campus Security/Crime Awareness

Students, staff, and faculty are encouraged to report any criminal or suspicious activity. To file a report, contact the [Safety & Facility Manager](#). When a person files a complaint or applies for assistance, all pertinent information is obtained and officially documented by completing an Accident/Injury/Crime Incident Report, making a report at the Front Desk, or speaking with a Campus Security Authority.

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 new name for the Student Right-to-Know and Campus Security Act. The Seattle School crime statistics are compiled by the Safety & Facility Manager every year. Data from local law enforcement is also included when applicable to ensure that all crimes are reported. The Seattle School Security Report is posted on the website. Printed versions of this report are readily available from the Front Desk by request.

COVID-19 Planning Team

The Seattle School's COVID-19 Planning Team membership consists of Kartha Heinz, Mike Anderson, Daniel Walkup, Misty Anne Winzenried, and Daniel Tidwell-Davis. The team meets

weekly on Wednesday to assess updates from the King County Health Department and CDC, respond accordingly to questions and concerns, work collaboratively with community health partners, and guide protocol and policy related to the pandemic.

COVID-19 Protocols

- [COVID-19 protocols \(contact tracing, etc\)](#)
- [Community health and cleanliness rhythms](#)
- [Frequently Asked Questions](#)

Fire

In the case of a fire:

- Pull the nearest fire alarm to alert other persons to exit the building.
- Call 911 or designate another bystander to do so.
- Give specific information as to the nature of the fire and its specific location.
- **The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100.**

Contact front desk 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 fire extinguishing chemicals such as HALON.

Health

If a situation is obviously life-threatening, such as a heart attack, choking, or severe injury, call 911. Give specific information as to the nature of the problem and the specific location of the injured person. **The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100.**

First-Aid kits are located on all floors: 2nd/Ground floor kit is near the front desk, the 3rd-floor kit is located outside the Large Classroom, and the 4th-floor kit is located in the northwest corner in the kitchen area. A list of First-Aid Certified employees is posted on each First Aid station. If a situation is not life-threatening: contact the Front Desk.

AED units - Automated External Defibrillators - The Seattle School building has three (3) registered AED units. One is mounted on the post by the front desk, just inside the main entrance, and the second is mounted on the 4th floor in the Northwest corner, near the kitchen. Dial 911 and contact the front desk immediately if an AED is required or requested.

Persons Exhibiting Threatening Behavior

The Seattle School strives to have 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 which 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 of menacing, threatening, out of control, displaying a weapon, or other violent behavior is witnessed inside the school, contact 911. Give specific information to the police as to the nature of the situation and its specific location. **The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100.**

Search Policy

The Seattle School wishes to discourage theft or unauthorized possession of school property and/or property of staff, faculty, students, and visitors. To facilitate enforcement of this policy, a school representative may inspect desks and offices and persons entering and/or leaving the premises and any packages or other belongings.

Smoking

Washington State law prohibits smoking in all places of employment. You may smoke outside provided you are not standing within 25 feet of a building entrance or exit, windows that open, or air intake equipment. Employees who observe a guest or visitor who violates this policy should promptly and politely advise the policy's individual. 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 Chief Financial Officer. 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.

Student Entrances and Exits

Students may enter/exit the building by using the main entrance. During business hours, students and staff may use their school-provided ID cards to access the building. **Note: the main entrance is locked at all times.** To access the building before or after hours, you must contact the [Safety & Facility Manager](#). Students and staff must use their Seattle School badge to access stairwells and the elevator during business hours.

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, but not limited to, 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. People 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 [Safety & Facility Manager](#). The complainant should be prepared to provide any relevant information that prompted them to observe or suspect a violation. The front desk staff or any school administrator has the right to confiscate weapons from people in violation of this policy. Failure to adhere to the weapons policy or failure to cooperate in an investigation is grounds for disciplinary action, up to and including suspension, termination or expulsion.

Weather Closures

For closures because of weather or natural disaster, The Seattle School will notify the community through various channels, including SMS, posting to the website banner, email, and Populi message. The website will also list closures. These messages will be posted by 6:00 a.m.

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.

The Seattle School [Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence](#) Policy is available online or by request in person.

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. "**Discrimination**" is defined below. "**Harassment**" is a form of discrimination and is also prohibited by this policy.

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**" means 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

Although covered above by the prohibition against sex discrimination, The Seattle School emphasizes that it prohibits sexual harassment, a form of sex discrimination. Sexual harassment also includes sexual misconduct, which is also prohibited by this policy. These terms are defined below, and those sections include examples of sexual harassment and sexual misconduct.

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 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 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.

Reporting Violations; Discrimination Grievance Procedures

Where to File a Complaint

Any student or employee who believes they have suffered discrimination, harassment (including sexual harassment or sexual misconduct), or retaliation in violation of this policy, should contact one of the following individuals to file a complaint:

Manager of Student Life Programs (currently Becca Shirley) (206) 876-6137

rshirley@theseattleschool.edu

2501 Elliott Avenue

Seattle, WA 98121

Director of Human Resources (currently Kartha Heinz) (206) 876-6131

kheinz@theseattleschool.edu

2501 Elliott Avenue

Seattle, WA 98121

Discrimination Grievance Procedures

Violations of this policy will be addressed through the Discrimination Grievance Procedures. Hard copies of the Discrimination Grievance Procedures are also available from the Title IX Coordinator and the Director of Human Resources.

The [Seattle School Discrimination Grievance Procedures](#) is available online or by request in person.

Consequences of Violating this Policy

Consequences for violating this policy will depend on the facts and circumstances of each particular situation.

- Sanctions and corrective action could include the following: a requirement not to repeat or continue the discriminatory, harassing, or retaliatory conduct; a reprimand; a no-contact order; denial of a merit pay increase; reassignment; removal from class; suspension; termination or expulsion, or other appropriate sanction, remedy, or response.
- The severity of the sanction or corrective action may depend on the frequency and severity of the offense and any history of past discriminatory, harassing, or retaliatory conduct.
- A finding of discrimination, harassment that creates a hostile environment or resulted in any tangible action (either in the employment or educational setting), or sexual misconduct may be cause for disciplinary action, up to and including discharge in the case of an employee and expulsion in the case of a student. The Seattle School may also report any criminal conduct to a law enforcement agency.
- The Seattle School may take immediate steps to protect the complainant from further discrimination, harassment, or retaliation before completing its investigation or the process outlined in the Discrimination Grievance Procedures. For example, in the case of a sexual harassment or sexual misconduct complaint, The Seattle School may take steps to separate the accused harasser from the complainant.
- The Seattle School may also take appropriate action even if it does not find discrimination or harassment that creates a hostile environment or results in tangible action. Still, The Seattle School finds that the respondent engaged in disruptive behavior or determines that action is necessary or appropriate to prevent the creation of a hostile environment or a situation that may result in a tangible action or other forms of unlawful discrimination or harassment.

Off-Campus Conduct

Conduct that occurs off campus can be the subject of a complaint or report and will be evaluated to determine whether it violates this policy. For example, suppose off-campus discrimination or harassment has continuing effects that create a hostile environment on campus. In that case, the discrimination or harassment violates this policy. Allegations of off-campus sexual misconduct are of particular concern, and they should be brought to the attention of The Seattle School administrators.

Mandatory Reporting by Employees of any sex-based discrimination, sexual harassment, or sexual misconduct involving students

The Seattle School wants to stop and respond effectively to instances of sex-based discrimination, sexual harassment, and sexual misconduct involving its students. Therefore, any employee receiving any information about any alleged or possible sex-based discrimination, sexual harassment, or sexual misconduct involving students must report that information to the Title IX Coordinator or the Director of Human Resources (each a "Complaint Officer") within 24 hours of receiving that information. Employees who are statutorily prohibited from reporting that information are exempt from this reporting requirement, including any licensed counselor who receives the information in their capacity as a licensed counselor. After receiving a report of alleged or possible sex-based discrimination, sexual harassment, or sexual misconduct, the Complaint Officer will evaluate the information received and determine what further actions should be taken. The Complaint Officer will follow the procedures described in the Discrimination Grievance Procedures. The Complaint Officer will take steps, either directly with the complainant or through a reporting employee, to provide information about the Discrimination Grievance Procedures and available health and advocacy resources and options for criminal reporting (if applicable).

Voluntary Reporting by Students

The Seattle School strongly encourages its students to report sex-based discrimination, sexual harassment, and sexual misconduct involving students.

Substance Abuse Policy and Prevention Program

The Seattle School's Substance Abuse Policy and Prevention Program reflects a broad commitment to a healthy school community marked by standards that reflect personal accountability and responsibility; demonstrate regard for the safety, security, and the health of others; and maintain the atmosphere needed for study and reflection. The misuse of alcohol and other drugs subverts the school's ability to achieve its central mission—the ability to serve God and neighbor through transforming relationships.

The Seattle School recognizes explicitly that students, faculty, and staff are adults, which means they are expected to obey the laws and take personal responsibility for their conduct. Individuals are accountable for their choices and behavior. Careful attention to this information will help students, faculty, and staff promote compliance with the Drug-Free Schools and Communities Act of 1989. Unlawful possession, use, or distribution of illicit drugs and alcohol by students on its property or as part of any of its activities is expressly prohibited. It is a violation of the laws of the City of Seattle, the State of Washington, and the United States. The Seattle School will support all local, state, and federal laws relating to drug and alcohol abuse, including referral to local authorities for prosecution. The courts will determine penalties for violations of these laws.

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 lawfully and appropriately 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.

Alcohol

- The possession, sale, distribution, and consumption of alcoholic beverages on the school's campuses or in connection with school-sponsored or related events are permitted only within limits prescribed by Washington state and federal laws and following the Campus Policy for Alcohol Use at Events (below). 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. They must understand that being under the influence of drugs or alcohol in no way lessens their accountability. Violations of the law or school rules or policies relating to drug or alcohol use will result in disciplinary sanctions up to and including dismissal as described in the Student Code of Conduct. In general, students will be disciplined if their use of alcohol or drugs is illegal or threatens to create public disorder, public disturbances, danger to themselves or others, or property damage. In addition, the school has the right to refer suspected unlawful drug or alcohol-related incidents to appropriate federal, state, or local legal authorities.

Campus Policy on Alcohol Use at Events

To serve alcohol on campus, the event sponsor must complete an [Alcohol Service Request Form](#) or by request of the [Instructional Support Supervisor](#) and submit it to the Executive Council for approval at least **two weeks before** 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 of alcohol use, furnishing, or possession.

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 so to allow free access. Event sponsors and the individuals directed to serve the alcohol are responsible and obligated to refuse alcohol to anyone they believe has had too much to drink. All service of alcohol to guests must stop 60 minutes before the ending time of the event. No served alcohol is allowed beyond the doors of the building. 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; and possible other injury or death.

Resources for Education and Treatment

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

Community Services

A variety of community organizations in the greater Seattle area can be resources for students, faculty, or staff. They are organized into three categories for ease of reference: 24-hour emergency numbers, self-help groups, and alcohol and drug treatment programs.

| Emergency Numbers | |
|--------------------------------|---|
| Alcohol and Drug 24hr Helpline | (206) 722-3700; 1-800-562-1240 (WA State) |
| Domestic Violence Helpline | 1-800-562-6025 |

| | | |
|---|--|----------------|
| HIV/AIDS Hotline | 1-800-272-3437 | |
| 24hr Crisis Line | (206) 461-3222; 1-800-621-4636 (WA State) | |
| King County Sexual Assault Resource Center | (425) 226-5062; 1-800-825-7273 | |
| Local Self-Help Groups | | |
| Alanon/Alateen/Alatot | (206) 625-0000 | |
| Alcoholics Anonymous (AA) | (206) 587-2838 | |
| Marijuana Anonymous | (206) 548-9034 | |
| Naranon | (206) 626-7171 | |
| Narcotics Anonymous | (206) 790-888 | |
| Alcohol and Drug Treatment Resources | | |
| Auburn Youth Resources | 816 F St SE, Auburn, WA 98002 | (253) 939-2202 |
| Catholic Community Services | 100 23rd Ave S, Seattle, WA 98122 | (206) 328-5097 |
| Central Seattle Recovery Center | 1401 E. Jefferson, #300, Seattle, WA 98122 | (206) 322-2970 |
| Central Youth and Family Services | 1901 Martin Luther King Jr. Way South, Seattle, WA 98144 | (206) 322-7676 |
| Consejo Counseling and Referral | 3808 South Angeline, Seattle, WA 98118 | (206) 461-4880 |

| | | |
|------------------------------------|---------------------------------------|----------------|
| Eastside Recovery Center Inc. | 1412 140th PI NE, Bellevue, WA 98005 | (425) 747-7892 |
| Lakeside Milan Recovery Center Inc | 10322 NE 132nd St. Kirkland, WA 98034 | (425) 823-3116 |

These resources have not been screened by The Seattle School. The school makes no specific endorsement of or recommendations to any one program.

Education and Programming for Campus Safety and Violence Prevention

In addition to publishing an Annual Security Report, The Seattle School has instituted a campus safety and Title IX training for all students during our annual fall (Re)Orientation. Each student is provided with a copy of this report and informed of their rights and responsibilities afforded by the Clery Act, the Department of Education, 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 and procedures to ensure compliance with the guidelines of the Department of Education. We conduct annual employee safety training, fire drills, and our Comprehensive Emergency Management Plan tests to ensure ongoing preparedness and compliance with local, state, and federal laws.

If you have questions or concerns about any of these policies, please contact the [Safety & Facility Manager](#).

Appendix A Prior Statistics

2018 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 2015 calendar year. In addition, we have included statistics for the surrounding Belltown neighborhood, which are collected from the [Seattle Police Department website](#).

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

| 2018 | On-Campus | Adjacent Public Property |
|-----------------------------------|-----------|--------------------------|
| Murder/Non-Negligent Manslaughter | 0 | 0 |
| Manslaughter by negligence | 0 | 0 |
| Rape | 0 | 1 |
| Fondling | 0 | 0 |
| Incest | 0 | 0 |
| Statutory Rape | 0 | 0 |
| Robbery | 0 | 0 |
| Aggravated Assault | 0 | 0 |
| Burglary | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 |
| Arson | 0 | 0 |

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

| 2018 | On-Campus | Adjacent Public Property |
|-------------------|-----------|--------------------------|
| Domestic Violence | 0 | 0 |
| Dating Violence | 0 | 0 |
| Stalking | 0 | 0 |

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

| 2018 | On-Campus | Adjacent Public Property |
|--|-----------|--------------------------|
| Murder & Non-Negligent Manslaughter | 0 | 0 |
| Negligent Manslaughter | 0 | 0 |
| Forcible Sex Offenses (e.g. rape, fondling) | 0 | 0 |
| Non-Forcible Sex Offenses (e.g. statutory rape, incest) | 0 | 0 |
| Robbery | 0 | 0 |
| Aggravated Assault | 0 | 0 |
| Burglary | 0 | 0 |
| Motor Vehicle Theft (Does <i>not</i> include theft <i>from</i> a Motor Vehicle) | 0 | 0 |
| Arson | 0 | 0 |
| Simple Assault | 0 | 0 |
| Larceny | 0 | 0 |
| Intimidation | 0 | 0 |
| Destruction/damage/vandalism of property | 0 | 0 |

2019 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 2015 calendar year. In addition, we have included statistics for the surrounding Belltown neighborhood, which are collected from the [Seattle Police Department website](#).

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

| 2019 | On-Campus | Adjacent Public Property |
|--|------------------|---------------------------------|
| Murder/Non-Negligent Manslaughter | 0 | 0 |
| Manslaughter by negligence | 0 | 0 |
| Rape | 0 | 0 |
| Fondling | 0 | 0 |
| Incest | 0 | 0 |
| Statutory Rape | 0 | 0 |
| Robbery | 0 | 0 |
| Aggravated Assault | 0 | 0 |
| Burglary | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 |
| Arson | 0 | 0 |

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

| 2019 | On-Campus | Adjacent Public Property |
|--------------------------|------------------|---------------------------------|
| Domestic Violence | 0 | 0 |

| | | |
|-----------------|---|---|
| Dating Violence | 0 | 0 |
| Stalking | 0 | 0 |

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

| 2019 | On-Campus | Adjacent Public Property |
|--|-----------|--------------------------|
| Murder/Non-Negligent Manslaughter | 0 | 0 |
| Manslaughter by negligence | 0 | 0 |
| Rape | 0 | 1 |
| Fondling | 0 | 0 |
| Incest | 0 | 0 |
| Statutory Rape | 0 | 0 |
| Robbery | 0 | 0 |
| Arson | 0 | 0 |
| Simple Assault | 0 | 0 |
| Larceny | 0 | 0 |
| Intimidation | 0 | 0 |
| Destruction/damage/vandalism of property | 0 | 0 |