
LAC COURTE OREILLES OJIBWE UNIVERSITY ANNUAL SECURITY REPORT

Fall 2023



Welcome

Lac Courte Oreilles Ojibwe University (LCOOU) is committed to providing you with a quality educational experience. The faculty, administration, and staff are partners with students in this effort. There are many services and resources available to assist you. The following pages provide Lac Courte Oreilles Ojibwe University's Annual Security Report (which covers the 2021 calendar year). This information is made available to registered students, faculty, and staff annually in compliance with the Jeanne Clery Disclosure on Campus Policy and Crime Statistics Act and is available to prospective students and job applicants upon request. All information is posted on the LCOOU website under **Student Right To Know** and **Annual Security Report** link at

<https://www.lco.edu/student-right-to-know> and will also be made available in an alternate format upon request.

All students and staff are encouraged to familiarize themselves with this report. Additional important information appears in the Lac Courte Oreilles Ojibwe University Academic Course Catalog and the Student Handbook.

All staff and faculty strive to provide an environment conducive for students to enjoy a positive learning experience at the Lac Courte Oreilles Ojibwe University (LCOOU). If you have any questions about this document or other issues related to LCOOU, please feel free to contact (715) 634-4790, Chief of Staff/Interim Dean of Students(Ext. 113) Associate Dean of Student Affairs (Ext. 124) or Executive Assistant to the President (Ext. 154).

Karen Breit
Chief of Staff/Interim Dean of Students
Preparer, 2022 LCOOU Annual Security Report

Campus Locations

Main Campus

13466 W. Trepania Road
Hayward, WI 54843-2181
715-634-4790

Bad River

Blackbird Center
72682 Maple St.
Odanah, WI 54861
715-682-7111

Lac du Flambeau

585 Peace Pipe Rd/P.O. Box 721
Lac du Flambeau, WI 54538
715-588-3457

Red Cliff

37390 State Hwy 13
Bayfield WI 54814
715-779-3761

Campus Security Report

This report has been prepared to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crimes Statistics Act of 1998. Internally, departments such as Student Affairs, Academic Affairs, Human Resources, and others provided information to comply with the Act. Campus crime, arrest, and referral statistics include those reported to Lac Courte Oreilles Ojibwe University's Student Services Department, designated campus officials, and local law enforcement agencies.

According to the *Student Right to Know* and Campus Security Act, Lac Courte Oreilles Ojibwe University monitors criminal activity, publishes this report, and maintains a three-year statistical history on the main campus and at off-campus property or facilities owned or utilized by Lac Courte Oreilles Ojibwe University.

The annual report includes reported crimes alleged to have occurred on the campus, at facilities owned or leased by Lac Courte Oreilles Ojibwe University and/or recognized student organizations and the immediately adjacent surrounding public area. The Chief of Staff/Interim Dean of Students serves as the primary liaison between the departments that offer student services and all law enforcement agencies.

The annual report includes the following four general categories of crime statistics:

1. **Criminal Offenses** – Criminal Homicide, including Murder and Non-negligent Manslaughter, and Manslaughter by Negligence; Sexual Assault, including Rape, Fondling, Incest and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson.
2. **Hate Crimes** – Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/Vandalism of property that were motivated by bias;
3. **Violence Against Women Act (VAWA) Offenses** – Any incidents of Domestic Violence, Dating Violence, and Stalking. (Note that Sexual Assault is also a VAWA Offense but is included in the Criminal Offenses category for Clery Act reporting purposes).
4. **Arrests and Referrals for Disciplinary Action for Weapons** – Carrying, Possessing, Etc. Law Violations, Drug Abuse Violations, and Liquor Law Violations.

In addition to the crimes described above, other reported crimes involving bodily injury to any person, and reported crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property in which the victim is intentionally selected because of the actual or perceived race, gender, religion, sexual orientation, ethnicity, or disability of the victim must be reported as hate crime statistics and are recorded as such in this report.

Lac Courte Oreilles Ojibwe University will notify employees, current students, and prospective students of the availability of this report and will provide a copy of the report upon request.

Paper copies of the report may be obtained at Lac Courte Oreilles Ojibwe University's Student Services Department.

To report a crime

On-Campus, contact the Chief of Staff/Interim Dean of Students (Ext. 113), Associate Dean of Student Affairs (Ext. 124), or Director of Human Resources (Ext. 198) in person, or via telephone at (715) 634-4790, (888) 526-6221 (toll-free).

Everyone on campus is encouraged to immediately report any criminal activity to the Campus Student Affairs Department and/or the appropriate Police Department. Please notify the Chief of Staff/Interim Dean of Students at 715-634-4790 (Ext. 113) any time 911 services are requested (fire, police, or ambulance) on campus.

In addition to the Student Affairs Department, you may also report crimes to the following individuals:

Campus Security Report Compliance Officers

Main 715-634-4790

- Chief of Staff/Interim Dean of Students (Ext. 113)
- Interim Chief Academic Officer (Ext. 123)
- Associate Dean of Student Affairs (Ext. 124)
- Director of Human Resources (Ext. 198)
- Executive Assistant to the President (Ext. 154)

Issuance of Timely Warnings

The Chief of Staff/Interim Dean of Students is responsible to issue a timely warning, or “Crime Alert” to members of the campus community, including outreach sites, in cases of criminal offenses such as criminal homicide, including reported murder, non-negligent manslaughter, manslaughter by negligence; sexual assault, including rape, fondling, incest, and statutory rape; robbery; aggravated assault; burglary; motor vehicle theft; arson; and any hate crimes, where the Chief of Staff/Interim Dean of Students (or the Dean's designee) determines if there is a serious or continuing threat to the University community.

Timely Warnings or “Crime Alerts” are used to inform the community that an incident has been reported. Crime alerts will contain general information about the incident and how incidents of a similar nature might be prevented.

In such cases warranting a timely warning, the campus community will be made aware of the crime via “Crime Alerts” which will be sent out via campus email. The identity of the victim will be withheld to ensure confidentiality.

In the instance of an immediate threat to campus, requiring an urgent timely warning, crime alerts will be distributed utilizing our emergency notification system methods of communication such as the campus website, campus social media pages, campus electronic message boards, and the campus email system to expedite the communication process.

Records of all timely warnings issued will be maintained in the office of the Chief of Staff/Interim Dean of Students.

Campus Security Policies

Lac Courte Oreilles Ojibwe University has several policies and procedures relating to campus security, and it expressly reserves the right to modify or adopt additional policies or procedures at any time without notice. Such changes may appear in successive issues of this report. Other University policies are also found in the LCOOU Student Handbook and on the LCOOU website.

Lac Courte Oreilles Ojibwe University encourages all students and University community members to be fully aware of the safety issues on the LCO Main Campus and Outreach Sites while taking action to prevent and to report illegal and inappropriate activities. Personal awareness and applying personal safety practices are the foundation of a safe community.

1. Voluntary Confidential Reporting

All criminal activity occurring on campus or at an outreach site should be reported immediately to the Chief of Staff/Interim Dean of Students, in person at Room 408 or by telephone at (715) 634-4790 ext. 107 (toll-free (888)526-6221 Ext. 113) or email (kbreit@lco.edu) and/or to the appropriate law enforcement agency. At outreach locations, report criminal activity to the Outreach Site Coordinators at Lac du Flambeau (715) 588-3457; Red Cliff (715) 779-3761; Bad River (715)-682-7111 Ext. 1532; and/or the appropriate law enforcement agency. The Outreach Site staff will follow up with the Chief of Staff/Interim Dean of Students on reporting activity.

The Chief of Staff/Interim Dean of Students (or Outreach Staff at Outreach Sites) will assist the complainant in completing reports. These reports may be forwarded to the appropriate police department. Reports will also be shared with other departments on campus as appropriate. The Chief of Staff/Interim Dean of Students will assist the police department(s) with investigations as required. Depending on many factors of crime reporting the University may or may not hold reports of crime in confidence and may be required by law to release information based on the events or nature of the crime.

2. Campus Security and Access

- a. The Lac Courte Oreilles Ojibwe University campus is for the use of the students, faculty, staff, visitors, and those on official business with Lac Courte Oreilles Ojibwe University. All others are subject to being charged with trespassing.
- b. Access to campus buildings is limited to normal business hours. During the regular academic year, normal campus hours are Mondays through Thursdays: 7:00 a.m. to 8:00 p.m.; Fridays: and 7:00 a.m. to 4:30 p.m.; and Saturdays 9:00 a.m. to 4:00 p.m. Summer hours are 8:00 a.m. to 4:30 p.m. These hours may vary to accommodate specific semester's class schedules. Outreach location hours vary by location and are posted at each location.
- c. Department labs, facilities, classrooms, or suites will not be opened for unknown individuals without prior approval from the appropriate department supervisor.
- d. Keys are issued to authorized faculty and staff only.
- e. Exterior building doors must not be blocked open when the doors are locked.

- f. Individual classrooms are available during normal business hours for scheduled classes and scheduled special events. Room reservations can be made by contacting the Front Desk (715) 634-4790 Ext. 100.
- g. No students are allowed in any building after business hours. As a standard safety measure, personnel, other than Maintenance Department must vacate the campus no later than the designated closing times noted, except for previously authorized events.
- h. Faculty or staff members who believe they are the last persons in a building should ask unauthorized people to leave the premises. If a problem arises regarding people in the buildings after hours, dial 911.
- i. Employees must secure all required areas upon departure.

3. Campus Safety and Maintenance

- a. Facilities and grounds are routinely inspected to ensure all security-related equipment is in good working order. Annual inspections and testing of all systems required for code compliance are performed by qualified professionals.
- b. Security needs are addressed in all phases of construction planning and development.
- c. Public access to buildings is only available during normal hours of operation.
- d. Keyed access is available to administration, staff, and faculty with prior authorization.
- e. The campus provides video surveillance, which is maintained by authorized personnel.
- f. A Safety & Security Committee meets monthly and as needed to dialogue then plan and review campus safety and security policies and procedures.

4. Procedures Concerning Law Enforcement

- a. Faculty and staff are employees of Lac Courte Oreilles Ojibwe University; they are not certified or sworn peace officers.
- b. The Chief of Staff/Interim Dean of Students and Associate Dean of Student Affairs works closely with the Lac Courte Oreilles Police and Sawyer County Sheriff's Department. The Deans also work with Lac du Flambeau, Red Cliff, and Bad River Outreach Site Coordinators who communicate with local Police Departments and County Sheriff's Departments; and State and Federal law enforcement agencies to track and respond to on-campus or near-campus criminal activity. The Lac Courte Oreilles Police Department regularly communicates crimes occurring around campus through telephone or email communication.

5. Prompt and Accurate Crime Reporting

- a. If you are a victim of a crime or witness a crime:
 - i. Call the Chief of Staff/Interim Dean of Students (715) 634-4790 Ext. 113 (or toll-free (888) 526-6221 Ext. 156) if on the Main Campus and 911 for any emergency assistance, fires, suspicious people or activities, crime reports, traffic accidents, or other illegal activities. If you are located at an LCOOU Outreach location, contact the Outreach staff on-site and 911.
 - ii. When reporting a crime or other incident in progress be sure to provide the dispatcher with the following information:
 - 1. The nature of the criminal activity or incident

2. The location of the criminal activity or incident
3. How many people are involved
4. A description of the offender(s), including
 - a. Sex
 - b. Approximate Age
 - c. Race
 - d. Height/Weight
 - e. Hair
 - i. Color
 - ii. Style
 - iii. Facial Hair
 - f. Attire
 - i. Color
 - ii. Style
 - iii. Distinguishing logos
 - g. Other distinguishing physical features- such as scars and tattoos.
 - h. Vehicle Description
 - i. Year, Make, and Model
 - ii. License Plate Number and State
 - iii. Note the direction taken by offenders or vehicles and report those to the Executive Assistant to the President and/or Dean and/or Associate Dean of Student Affairs and 911.
- iv. Preserve the crime scene: Do not touch any items involved in the incident. Close off the area of the incident and do not allow anyone in the crime area until the Chief of Staff/Interim Dean of Students, Executive Assistant to the President, and/or police arrive.

6. Mandatory Reporting

- a. All employees who become aware of an allegation of violation of University policy, Student Code of Conduct, civil or criminal law should report the allegation to their supervisor and the Chief of Staff/Interim Dean of Students.
 - i. Individuals should not attempt to investigate but should instead report the allegations to the Chief of Staff/Interim Dean of Students and allow the Dean to investigate.
- b. Campus Security Authorities can receive incident reports of crimes on and off-campus and is defined as:
 - i. Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department. Chief of Staff/Interim Dean of Students notifies Campus Security Authorities on an annual basis of their reporting requirements and documents such notification in the Chief of Staff/Interim Dean of Students' Office. Individuals considered to be Campus Security Authorities include:

1. Chief of Staff/Interim Dean of Students and Associate Dean of Student Affairs
2. Executive Council team members: Chief of Staff, Chief Operating Officer, Provost, Director of Institutional Advancement, Human Resources Director, Chief Financial Officer, Chief of Staff/Interim Dean of Students, and Faculty Senate President
3. Other staff and managers, such as Nursing Program Director, Outreach Site Coordinators, Front Desk Area staff, and Maintenance staff
4. An official of an institution who has significant responsibility for student advising and campus activities, including, but not limited to, student discipline, and campus judicial proceedings.
 - a. If such an official is a pastoral or professional counselor, the official is not considered a Campus Security Authority when acting as a pastoral or professional counselor.
 - b. Counselors are asked to provide information relating to crimes on campus but may continue to honor the confidentiality of the victim.

7. Personal Safety and Security Educational Programming

- a. Lac Courte Oreilles Ojibwe University encourages students and employees to be responsible for their security and the security of others.
- b. The Chief of Staff/Interim Dean of Students, in cooperation with other departments and services, assists in programs and safety.
- c. All staff meetings are held before the beginning of each term and regularly throughout the academic year. Recent training has included presentations on what to do when facing an armed intruder, domestic violence resources, Clery Act compliance, and Title IX awareness.

8. Monitoring and Recording Activity at Off-Campus Locations

- a. Students are subject to the Student Code of Conduct while participating in school-sponsored activities at off-campus locations — any violations of the Student Code of Conduct while participating in any such activities will be investigated by the Chief of Staff/Interim Dean of Students, Associate Dean of Student Affairs, and the Interim Chief Academic Officer with consultation from Legal Counsel.

9. The illegality of Alcoholic Beverages on Campus and Enforcement of Under-Age Drinking Laws

- a. Lac Courte Oreilles Ojibwe University forbids the use (consumption), possession, manufacture, sale, transportation, or furnishing of alcoholic beverages on campus. Lac Courte Oreilles Ojibwe University also forbids the maintenance of unlawful drinking places on campus. This prohibition of possession or consumption of alcoholic beverages on campus applies regardless of age.
- b. Lac Courte Oreilles Ojibwe University enforces the Wisconsin drinking laws, including the prohibition of use by persons less than 21 years of age. University policy prohibits the presence and use of alcohol at all University functions. Possession or consumption of alcohol on campus is prohibited by Lac Courte Oreilles Ojibwe University and may result in a student/employee disciplinary complaint and action. Please see the Drug and Alcohol Abuse Policy in the LCOOU

Student Handbook for additional details. If the accused is not cooperative or is underage, the local Police may be called to assist.

10. The illegality of Drugs on Campus and the Enforcement of Federal and State Drug Laws

- a. Lac Courte Oreilles Ojibwe University forbids the possession, use, or sale of illegal drugs on campus. This includes but is not limited to possession, sale, use, growing, manufacturing, and making of narcotic drugs. Exceptions would be drugs prescribed by a doctor's order.
- b. Lac Courte Oreilles Ojibwe University enforces both Wisconsin and Federal drug laws regarding the use, possession, and sale of illegal drugs.

11. Drug and Alcohol Abuse Education Programs

- a. The purpose of this policy is to set forth the University's policy regarding alcohol and other drug use, including unlawful drug use or abuse in the workplace following the Drug-Free Workplace Act of 1988 (Public Law 100-690, Title V, Subtitle D) and Drug-Free Schools and Communities Act Amendments of 1989 (Public Law 101- 226)
- b. The University recognizes the reality of chemical dependency and is aware of its occasional presence in the University community. As a safeguard against this dependency, prevention information is provided to the University community as referred to in the resources found later in this document.
- c. The University encourages and provides reasonable assistance to any student, faculty, or staff member who seeks information on chemical dependency or treatment for chemical dependency. Various departments, including Student Affairs and Human Resources, provide information and referral to prevention programs for those seeking help with substance abuse.

Mental health professionals are available at the following community resources:

- i. Lac Courte Oreilles Comprehensive Community Services Bizhiki Wellness Center (715-699-1916)
- ii. Bad River Chippewa Tribe DAP – 24-hour crisis helpline (715) 682-8379
- iii. National Domestic Violence Hotline, (800) 799–SAFE (7233) or Chat live now. <https://www.thehotline.org/>
- iv. Lac du Flambeau Domestic Abuse and Sexual Assault Program – crisis helpline (800) 236-7660
https://www.ldftribe.com/departments/26/Health_Human_Services/Domestic_Abuse_Program_Benase_Equay_Wakaigan.html
- v. LCO Community Health Center - Hayward (715) 638-5100
- vi. Link for Sexual Assault Resources: <https://www.rainn.org/resources>
- vii. Link for Sexual Harassment Resources:
<https://www.rainn.org/ThatsHarassment>
- viii. Memorial Medical Center – Ashland (715) 685-5500
- ix. Center Against Sexual and Domestic Abuse – Bayfield County Outreach crisis line (800) 649-2921 <https://casda.org/about/>

- x. New Day Shelter (Ashland County) – crisis helpline (715) 682-9565;
<http://www.ndshelter.org/>
- xi. Oakwood Haven Domestic and Sexual Violence Shelter (LCO and Sawyer County) – crisis line (877) 552-7474 (24 hours 7days a week)
- xii. Red Cliff Family Violence Prevention Program (715) 779-3826
- xiii. WI Domestic Abuse Programs:
<https://www.doj.state.wi.us/sites/default/files/ocvs/not-victim/dv-act-323-list.pdf>

12. Disclosures to Alleged Victims of Crimes of Violence or Non-forcible Sex Offenses

- a. Lac Courte Oreilles Ojibwe University will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by Lac Courte Oreilles Ojibwe University against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Lac Courte Oreilles Ojibwe University will provide the results of the disciplinary hearing to the victim’s next of kin, if so requested. Both the victim and the alleged assailant will be notified of the outcome of the investigation - conducted by the Chief of Staff/Interim Dean of Students for students and by the Human Resource Director for employees - which will be completed within 60 days after a complaint is made unless reasonable cause for delay exists.
- b. The University will notify the victim and alleged assailant if the outcome will not complete within the 60-day period in which a revised time frame will be provided to both the victim and alleged assailant.
- c. The victim and alleged assailant may appeal the outcome of the hearing. The appeal must be filed in writing with the President within 10 business days after notification of the outcome.
- d. A preponderance of evidence standard is used in determining violations of the Student Code of Conduct and Sexual Violence policy. Students who have violated the Sexual Violence policy could face suspension or expulsion from Lac Courte Oreilles Ojibwe University.

13. Emergency Response and Evacuation Procedures

- a. The LCOOU Safety and Security Committee is the main resource responsible for emergency response and evacuation procedures. The Safety and Security Committee may be augmented by other areas or groups.
 - i. The Campus Safety and Security Committee comprises senior leadership of the University campus. The Campus Safety and Security Committee was created to assist incident response and if appropriate, initiate the emergency notification system and begin the transition to emergency operations.
- b. Contact the Chief of Staff/Interim Dean of Students (or other Administrator if the Dean is out of the office) immediately at (715) 634–4790 whenever an emergency occurs on campus. At

- outreach locations, report emergencies to an Outreach Site Staff at Lac du Flambeau (715) 588-3457; Bad River (715) 682-7111; Red Cliff (715) 779-3761.
- c. Upon arrival, the officers will confirm the reported incident, assess the situation and determine if additional resources are necessary to resolve the situation.
 - d. If the incident is determined to be a significant emergency that will impact the campus community, the President and Executive Council or other managers will be activated to respond.
 - e. Without delay Lac Courte Oreilles Ojibwe University will, at the determination of the President and /or Executive Council designee, notify the campus community when a significant emergency or dangerous situation occurs involving an immediate threat to the health and safety of the campus community.
 - i. If deemed prudent, the emergency notification system will be utilized to inform the greater campus community of a continued or on-going emergency.
 - ii. Information regarding the emergency may also be posted on the Lac Courte Oreilles Ojibwe University website and electronic message boards.
 - iii. The General Counsel, along with other lead administrators will determine which information must be included in the notification to ensure that the campus community is adequately informed of the incident. If certain information will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to or otherwise mitigate the emergency, the notification may be delayed.
 - f. Emergency response exercises are conducted annually.
 - g. All faculty, staff and students should learn the evacuation routes and stairwell locations for all campus buildings they frequently occupy. Evacuation maps and information are posted throughout the campus. Emergency response and evacuation procedures will be disseminated as appropriate prior to or after any drill events. Drills may cover a range of scenarios including, fire, severe weather, active shooter, bomb threat, etc. If public safety, law enforcement or fire department personnel are on scene, follow their directions. Documentation of such drill activity will be maintained by the Safety and Security Committee.
 - h. In most emergencies the campus will use the emergency notification system which presently consists of alarms, horns, strobes and speakers that can signal emergencies and also relay spoken information and directions. Additionally, the campus intercom system may be used to provide instructions to the campus on proper emergency protocol.
 - i. Special instructions for evacuation of students with disabilities who are known to need assistance (i.e. students registered with the Disabilities services designee, Student Success Program Director) are available through the Student Affairs departments and programs.
 - j. Fire Evacuation Procedures
 - i. Flashing strobe lights and emergency sirens will sound in the event of a fire.
 - ii. Calmly exit the building via the nearest exit.
 - iii. Do not use elevators.
 - iv. Faculty and staff will provide direction and assistance.
 - v. Evacuate to a safe distance and remain outside until the all-clear message is given.

- k. Severe Weather Shelter Procedures
 - i. Calmly proceed to the designated severe weather shelter area in your building.
 - ii. Faculty and staff will provide direction and assistance
 - iii. Remain in the Severe Weather Shelter area until the all clear message is delivered.
- l. Campus Lockdown Procedure
 - i. In the event of an emergency or incident which has the potential for direct or immediate harm to the campus community the Maintenance department and designated staff may lockdown the campus.
 - ii. The Administration will issue an emergency notification and the intercom system will be utilized to advise the campus of the lockdown.
 - iii. Proceed to the nearest classroom or enclosed area and secure yourself inside.
 - iv. Shut off all sources of light (i.e. lights, computer monitors, television screens, etc.)
 - v. Stay away from windows and doors.
 - vi. Remain calm and quiet.
 - vii. Wait for instructions from law enforcement until the all clear message is delivered.

14. Policy and Procedures Regarding Sexual Assault

- a. Lac Courte Oreilles Ojibwe University Policy Sexual Violence Policy:

Part 1. Policy objective. This procedure provides a process through which individuals alleging sexual violence may pursue a complaint. This procedure is intended to protect the rights and privacy of both the complainant and respondent and other involved individuals, as well as to prevent retaliation and reprisal.

Part 2. Definitions.

- Subpart A. Policy Definitions.
- Subpart B. Campus Security Authority. An official of the University who has significant responsibility for student and campus activities, including, but not limited to, student discipline, and campus judicial proceedings; and advisors of recognized student organizations such as Student Senate and AISES.

Part 3. Reporting incidents of sexual violence.

- Subpart A. Prompt Reporting Encouraged. Complainants of sexual violence may report incidents at any time, but are strongly encouraged to make reports promptly in order to best preserve evidence for a potential legal or disciplinary proceeding. Complainants are strongly encouraged to report incidents of sexual violence to law enforcement for the location where the incident occurred. Complainants are also encouraged to contact the local victim/survivor services office, counseling and health care providers, and/or campus Title IX Coordinator at LCOOU.
- Subpart B. Assistance in Reporting. When informed of an alleged incident of sexual violence, all students and employees are urged to encourage and assist complainants, as needed, to report the incident to local law enforcement, local victim/survivor services, campus Title IX Coordinator or Campus Security Authorities.

Lac Courte Oreilles Ojibwe University Campus Security Authorities, when informed of an alleged incident of sexual violence, shall promptly assist the complainant, as requested, including providing guidance in filing complaints with outside agencies including law enforcement; obtaining appropriate assistance from victim/survivor services or medical treatment professionals; and filing a complaint with campus officials responsible for enforcing the student conduct code or employee conduct standards.

When appropriate, Lac Courte Oreilles Ojibwe University may pursue legal action against a respondent, including, but not limited to, trespass or restraining orders, in addition to disciplinary action under the applicable student or employee conduct standard. The University may take actions it deems necessary or appropriate in response to all protection, restraining or no contact orders.

Part 4. Confidentiality of Reporting.

- Subpart A. Confidential Reports. The University cannot guarantee confidentiality to those who report incidents of sexual violence except where those reports are privileged communications with licensed health care professionals. Some off-campus reports also may be legally privileged by law, such as reports to clergy, private legal counsel, or health care professionals.
- Subpart B. Reports to Campus Security Authorities. Complainants of sexual violence may contact any campus security authority for appropriate assistance or to report incidents. Absolute confidentiality of reports made to campus security authorities cannot be promised. However, campus security authorities shall not disclose personally identifiable information about a complainant of sexual violence without the complainant's consent except as may be required or permitted by law. There may be instances in which Lac Courte Oreilles Ojibwe University determines it needs to act regardless of whether the parties have reached a personal resolution or if the complainant requests that no action be taken. In such instances, Lac Courte Oreilles Ojibwe University will investigate and take appropriate action, taking care to protect the identity of the complainant and any other reporter in accordance with this procedure.
- Subpart C. Required Reports. Any Campus Security Authority or any University employee with supervisory or student-advising responsibility who has been informed of an alleged incident of sexual violence must follow University procedures for making a report for the annual crime statistics report. In addition, the campus security authority shall report to other school officials, as appropriate, such as the campus affirmative action office, the campus office responsible for administering the student conduct code, and/or the designated Title IX Compliance Coordinator, in order to initiate any applicable investigative or other resolution procedures.

Campus Security Authorities may be obligated to report to law enforcement the fact that a sexual assault has occurred, but the name or other personally identifiable information about the complainant will be provided only with the consent of the complainant,

except as may be required or permitted by law.

Part 5. Policy notices.

- Subpart A. Distribution of Policy to Students. The University shall, at a minimum, at the time of registration make available to each student information about its sexual violence policy and procedure, and shall additionally post a copy of its policy and procedure at appropriate locations on campus at all times. The University will distribute its policy by posting on the University's website and in the Student Handbook. Paper copies may be requested from the Chief of Staff/Interim Dean of Students.
- Subpart B. Distribution of policy to employees. The University shall make available to all employees a copy of its sexual violence policy on the LCOOU website. Paper copies may be requested from the Human Resources Office.
- Subpart C. Required Notice. The University shall have a sexual violence policy, which shall include the notice provisions in this part.
 - Notice of complainant options. Following a report of sexual violence the complainant shall be promptly notified of:
 - Where and how to obtain immediate medical assistance; complainants should be informed that timely reporting and a medical examination within 72 hours are critical in preserving evidence of sexual assault and proving a criminal or civil case against a perpetrator. Complainants should be told, however, that they may report incidents of sexual violence at any time.
 - Where and how to report incidents of sexual violence to local law enforcement officials, and/or appropriate Lac Courte Oreilles Ojibwe University contacts for employees, students and others. Such contacts should be identified by name, location and phone number for 24-hour availability, as applicable.
 - Resources for where and how complainants may obtain on- or off-campus counseling, mental health or other support services.
 - Notice of complainant rights. Complainants shall be notified of the following:
 - Their right to file criminal charges with local law enforcement officials in sexual assault cases;
 - Availability of prompt assistance from campus officials, upon request, in notifying the appropriate campus investigating authorities and law enforcement officials, and, at the direction of law enforcement authorities, assistance in obtaining, securing and maintaining evidence in connection with a sexual violence incident;

- Assistance available from campus authorities in preserving for a sexual violence complainant materials relating to a campus disciplinary proceeding;
- That complaints of incidents of sexual violence made to Campus Security Authorities shall be promptly and appropriately investigated and resolved;
- That, at a sexual assault complainant's request, the University may take action to prevent unwanted contact with the alleged assailant, including, but not limited to, transfer of the complainant and/or the respondent to alternative classes if such alternatives are available and feasible.

Part 6. Investigation and disciplinary procedures.

- Subpart A. Immediate Action. The University may, at any time during the report/complaint process, reassign or place on administrative leave an employee alleged to have violated this policy. The University may summarily suspend or take other temporary measures against a student alleged to have committed a violation of this policy, in accordance with the Student Code of Conduct.
- Subpart B. General Principles. Procedures used in response to a complaint of sexual violence should avoid requiring complainants to follow any plan of action, to prevent the possibility of re-victimization. University investigation and disciplinary procedures concerning allegations of sexual violence against employees or students shall:
 - Be respectful of the needs and rights of individuals involved
 - Proceed as promptly as possible;
 - Permit a student complainant and a student respondent to have the same opportunity to have an appropriate support person or advisor present at any interview or hearing, in a manner consistent with the governing procedures and applicable data practices law;
 - Be conducted in accordance with applicable due process standards and privacy laws;
 - Simultaneously inform both the complainant and respondent of the outcome in a timely manner, as permitted by applicable privacy law.
 - Be based on a preponderance of evidence standard, meaning that it is more likely than not that the policy or code has been violated.
 - The past sexual history of the complainant and respondent shall be deemed irrelevant except as that history may directly relate to the incident being considered.
 - A respondent's use of any drug, including alcohol, judged to be related to an offense may be considered to be an exacerbating rather than mitigating circumstance.

- Subpart C. Relationship to Parallel Proceedings. In general, Lac Courte Oreilles Ojibwe University investigation and disciplinary procedures for allegations of sexual violence will proceed independent of any action taken in criminal or civil courts. The University need not, and in most cases should not, delay its proceedings while a parallel legal action is on-going. If the University is aware of a criminal proceeding involving the alleged incident, they may contact the prosecuting authority to coordinate when feasible. Criminal or civil court proceedings are not a substitute for Lac Courte Oreilles Ojibwe University procedures.
- Subpart D. False Statements Prohibited. Lac Courte Oreilles Ojibwe University takes allegations of sexual violence very seriously and recognizes the consequences such allegations may have on a respondent as well as the complainant. Any individual who knowingly provides false information regarding the filing of a complaint or report of sexual violence or during the investigation of such a complaint or report may be subject to discipline or under certain circumstances, legal action. Complaints of conduct that are found not to violate policy are not assumed to be false.
- Subpart E. Withdrawn Complaint. If a complainant no longer desires to pursue a complaint through the University's proceeding, the University reserves the right to investigate and resolve the complaint as it deems appropriate.
- Subpart F. Lac Courte Oreilles Ojibwe University Discretion to Pursue Certain Allegations. Lac Courte Oreilles Ojibwe University reserves discretion whether to pursue alleged violations of policy under appropriate circumstances, including, but not limited to, a determination that an effective investigation is not feasible because of the passage of time, or because the respondent is no longer a student or employee of the University.
- Subpart G. Lac Courte Oreilles Ojibwe University Discretion to Deal with Policy Violations disclosed in investigation. Lac Courte Oreilles Ojibwe University reserves the right to determine whether to pursue violations of policy by students or employees other than the respondent, including a complainant or witness that come to light during the investigation of an incident of sexual violence. In order to encourage reporting of sexual violence, under appropriate circumstances University administrators may choose to deal with violations of Lac Courte Oreilles Ojibwe University policy in a manner other than disciplinary action.
- Subpart H. Sanctions. Sanctions that may be imposed if a finding is made that sexual violence has occurred include, but are not limited to, suspension, expulsion of students; or termination from employment. The appropriate sanction will be determined on a case-by-case basis taking into account the severity of the conduct, the student's or employee's previous disciplinary history, and other factors as appropriate.
- Subpart I. Retaliation Prohibited. Actions by a student or employee intended as retaliation, reprisal, or intimidation against an individual for making a complaint or participating in any way in a report or investigation under this policy are prohibited and

are subject to appropriate disciplinary action.

Part 7. Sexual violence prevention and education.

- Subpart A. Campus-wide Training. The University must:
 - Include in their sexual violence policy a description of educational programs that they offer to students and employees to promote the awareness of sexual violence offenses, including sexual violence prevention measures and procedures for responding to incidents. Current programming includes trainings for students through a workshop series and at all-staff meetings for employees.
 - Provide training on awareness of sexual violence prevention measures and procedures for responding to incidents of sexual violence. At a minimum, all incoming students and all new employees must be provided this training.
 - Education shall emphasize the importance of preserving evidence for proof of a criminal offense, safe and positive options for bystander intervention, and information on risk reduction to recognize warning signs of abusive behavior and risk associated with the perpetration of sexual violence.
- Subpart B. Other training and education. The University and affiliated student organizations are encouraged to develop educational programs, brochures, posters, and other means of information to decrease the incidence of sexual violence and advise individuals of the legal and other options available if they are the complainants of an incident or they learn of such an incident.

Part 8. Maintenance of Report/complaint Procedure Documentation. Data that is collected, created, received, maintained, or disseminated about incidents of sexual violence will be handled in accordance with the privacy requirements and other applicable laws.

- Information on reports of incidents of sexual violence that are made to Campus Security Authorities shall be documented in accordance with the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act, codified at 20 United States Code section 1092 (f). Such information will be used to report campus crime statistics on University and university campuses as required by that Act.
- During and upon the completion of the complaint process, the complaint file shall be maintained in a secure location. Access to complaint file information shall be in accordance with data privacy laws.

b. Clery Act Definitions

- i. Sexual Assault (Sex Offenses): Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.
 1. **Rape** is the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
 2. **Fondling** is the touching of the private parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the

victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

3. **Incest** is sexual intercourse between persons who are related to each other within the degrees where marriage is prohibited by law.
4. **Statutory Rape** is sexual intercourse with a person who is under the statutory age of consent. The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.
5. Crime definitions from the Uniform Crime Reporting Handbook
 - a. **Aggravated Assault**: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.
 - b. **Arson**: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property, etc.
 - c. **Burglary**: The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or a felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.
 - d. **Motor Vehicle Theft**: The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned-including joy riding).
 - e. **Murder and Non-Negligent Manslaughter**: The willful (non-negligent) killing of one human being by another.
 - f. **Manslaughter by Negligence**: The killing of another person through gross negligence.
 - g. **Robbery**: The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force, violence, and/or causing the victim fear.
 - h. **Larceny-Theft**: The unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another.

- i. **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury, involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.
- j. **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical contact.
- k. **Destruction/Damage/Vandalism of Property:** To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.
- l. **Weapon Law Violations:** The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.
- m. **Drug Abuse Violations:** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
- n. **Liquor Law Violations:** The violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)
- o. **On-Campus**—Defined as
 - i. 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
 - ii. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).
- p. **Non-Campus Building or Property**—Defined as

- i. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
 - ii. Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
 - q. **Public Property**-Defined as all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.
6. Education and Resources Lac Courte Oreilles Ojibwe University educates the campus community about sexual assaults, relationship violence, bystander intervention, and stalking through various University-wide presentations given throughout the course of the academic year.
7. If You Are the Victim of a Sexual Assault:
- a. Go to a safe place.
 - b. If you are on campus contact the Title IX Coordinator (715) 634-4790 Ext. 178 or Chief of Staff/Interim Dean of Students (715) 634-4790 Ext. 113. You may also report the incident to any University employee. All University employees have a duty to report knowledge of incidents of sexual violence.
 - c. Timely and prompt reporting of a sexual assault within 72 hours is critical in preserving evidence important in proving a criminal case against the assailant. Do not bathe, douche, use the toilet, or change clothing.
 - d. If you have been the victim of a sexual assault, you should seek medical attention immediately regardless of whether you report the matter to the police.
 - i. Hayward Area Memorial Hospital
11040 N State Rd. 77
Hayward, WI 54843 (715) 934-4321
 - e. You may file a police report with the appropriate law enforcement agency. For on-campus incidents contact the Lac Courte Oreilles Police Department by calling 911.
 - f. Lac Courte Oreilles Ojibwe University has staff available in Student Services to assist in filing a police report. At the Lac du Flambeau, Bad River, and Red Cliff Outreach Sites, contact an Outreach Site Coordinator located at all outreach sites.
 - g. In order to reduce contact between the survivor and the alleged assailant, the University will, at the request of the survivor, attempt to provide a change in classes, dorm room, or working arrangements, as applicable and take other appropriate remedial measures. These options are available to victims

regardless of whether the victim chooses to report the crime to law enforcement or campus authorities.

- h. You have the right to petition for an Order for Protection (OFP) or a Harassment Restraining Order (HRO). Student Services has information available on how to file for and request an OFP or HRO. Lac Courte Oreilles Ojibwe University may take actions it deems necessary in response to all HRO, OFP, or non-contact orders.
 - i. Lac Courte Oreilles Ojibwe University has partnered with Lac Courte Oreilles Comprehensive Community Services (CCS) Bizhiki Wellness Center to do referrals for students seeking AODA and Mental Health counselors. In other cases, the Chief of Staff/Interim Dean of Students can refer patients to outside resources or other agencies. An online mental health platform called Uwill is also available to students. This is a web-based counseling service where students and staff can access an online counselor 24 hours a day 7 days a week; the link is found on the lco.edu webpage and students utilized their @lco.edu email address to gain access.
 - j. Mental health professionals are also available at the following community resources:
 - i. Lac Courte Oreilles Comprehensive Community Services Bizhiki Wellness Center (715-699-1916) <https://lcohc.com/ccs>
 - ii. Bad River Health and Wellness Center (715)-682-7133
 - iii. Red Cliff Community Health Center (715) 779-3707
<http://redcliffhealth.org/what-we-do/behavioral-health/behavioral-health-staff/>
 - iv. Lac du Flambeau Resource Center (715) 588-1511
https://www.ldftribe.com/departments/38/Health_Human_Services/Family_Resource_Center.html
8. Procedures for Campus Disciplinary Action for Sex Offenses:
- a. Victims of sexual assaults or those witnessing any type of sexual violence or relationship violence are encouraged to report the incident to the Title IX Coordinator, Human Resources Director, Chief of Staff/Interim Dean of Students, Associate Dean of Students or any faculty or staff. The Human Resources Office is the office of official record for reports of sexual assault, as it is in all reported law violations. A report with Human Resources can ensure that proper steps are taken to ensure the safety of the survivor as well as the safety of the campus community as a whole. Filing a report with the Chief of Staff/Interim Dean of Students can also initiate the University disciplinary process for students

and is an option for any person wishing to report a case of student misconduct.

- b. Lac Courte Oreilles Ojibwe University will normally not take any disciplinary action against a member of the campus community without a written complaint and the assistance of the complainant in the disciplinary process, unless the University determines there is a clear danger to the victim or the University community.
- c. If the Chief of Staff/Interim Dean of Students (or the Dean's designee) determines that continued threat exists, information about the reported sexual assault will be released to the campus community. Taking care to protect the identity of the survivor, the Chief of Staff/Interim Dean of Students will release information regarding the location, date and time of the assault, and any information that might help identify the assailant. The Dean will inform the campus community of the reported sexual assault and may use such resources as email notices and social media to communicate this information.
- d. For Lac Courte Oreilles Ojibwe University to proceed with an investigation, a written complaint (whether by the victim or a third party) must be filed with the Chief of Staff/Interim Dean of Students. Reports made through Chief of Staff/Interim Dean of Students will be forwarded to an investigator as follows. After receiving a report/complaint, the investigator shall take the steps listed below
 - i. Conduct a fact-finding inquiry or investigation into the complaint, including appropriate interviews and meetings; per the Student Code of Conduct both parties are allowed to have an advisor or attorney present. However, the advisor/advocate or attorney may not participate in any questioning or advocate on behalf of the student.
 - ii. Investigate the complaint without identifying the complainant if, in the judgment of the designated officer, this would increase the likelihood of satisfactory resolution of the complaint;
 - iii. Inform the complainant, respondent, witnesses and other involved individuals of the prohibition against retaliation and reprisal;
 - iv. Create, gather and maintain investigative documentation as appropriate;
 - v. Disclose appropriate information to others only on a need-to-know basis consistent with tribal, state, and/or federal law, and provide a data privacy notice (Tennessee warning) in accordance with the law;
 - vi. Inform the complainant and respondent of the status of the investigation at reasonable times until final disposition of the complaint.

- vii. Conduct further investigation as deemed appropriate by the designated officer; prepare an investigation report for review by the decision-maker,
- viii. Take additional investigative measures as requested by the decision-maker
- ix. Provide enough information to the respondent consistent with federal and state data privacy laws to allow the respondent to respond to the substance of the complaint.
- x. Notify both the victim and the accused party of the outcome of the investigation.
- xi. Provide the investigation report to the complainant or respondent upon request unless the information is protected under state or federal law.
- xii. Lac Courte Oreilles Ojibwe University will complete an investigation and issue a written response within 60 days after a complaint is made, unless reasonable cause for delay exists. Lac Courte Oreilles Ojibwe University will notify the complainant and respondent if the written response is not expected to be issued within the 60-day period.
- xiii. The complainant and the respondent may appeal the decision of the decision-maker. An appeal must be filed in writing with the president or designee within ten (10) business days after notification of the decision.
- xiv. The University uses a preponderance of evidence standard of evidence in determining violations of the Student Code of Conduct and Sexual Violence policy. Students who are found to have violated the Sexual Violence policy could face suspension or expulsion from the University.
- xv. During and upon the completion of the complaint process, the complaint file shall be posted in a secure location in the office of the Chief of Staff/Interim Dean of Students for Lac Courte Oreilles Ojibwe University. Access to the data shall be in accordance with the Family Educational Rights and Privacy Act FERPA or other applicable law.

15. Location of Law Enforcement Agency Information Regarding Registered Sex Offenders

- a. The Federal Campus Sex Crimes Prevention Act, effective October 28, 2002, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a state regarding registered sex offenders may be obtained. It also requires sex offenders already required to register in a state to provide notice of each institution of higher education in that state at which the person is employed, carries on a vocation, or is a student

- b. Wisconsin Department of Corrections website Find an Offender Database:
<http://doc.wi.gov/community-resources/find-an-offender>
- c. Information regarding registered sex offenders may be obtained through the Wisconsin Department of Corrections Sex Offender Registry <https://appsdoc.wi.gov/public>
- d. LCOOU will notify faculty, staff, students, and the community regarding level 3 sex offenders on campus.

LCOOU Crime Statistics

Types of Offenses	On Campus			Non – campus			Public Property		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Sex offenses – Forcible	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Sex Offenses - Non-forcible	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0
Larceny - theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0
Domestic Violence (new report for 2014)	0	0	0	0	0	0	0	0	0
Dating Violence (new report for 2014)	0	0	0	0	0	0	0	0	0
Stalking (new report for 2014)	0	0	0	0	0	0	0	0	0
Liquor Law Violations - Arrests	0	0	0	0	0	0	0	0	0
Drug Violations - Arrests	0	0	0	0	0	0	0	0	0
Weapons Violations - Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations – Disciplinary Actions	0	0	0	0	0	0	0	0	0
Drug Violations – Disciplinary Actions	0	0	0	0	0	0	0	0	0
Weapons Violations – Disciplinary Actions	0	0	0	0	0	0	0	0	0

Notes: There were no Hate Crimes reported in 2019, 2020 nor 2021; LCOOU has no on-campus housing.

LCOOU - Main Campus 13466 W. Trepania Road Hayward, WI 54843	LCOOU - Lac du Flambeau Outreach Site 585 Peace Pipe Rd Lac du Flambeau, WI 54538
LCOOU - Red Cliff Outreach Site 37390 State Highway 13 Bayfield, WI 54814	LCOOU - Bad River Outreach Site 72682 Maple St. Odanah, WI 54861

Bias Motivated Crimes

The 2013 reporting regulations added the crimes of larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property to the list of crimes that must be reported in hate crime statistics. No hate crime cases were reported based on the reporting requirements.

The above are reports of alleged criminal activity and do not necessarily constitute an arrest or conviction.

Personal Security Recommendations:

1. Student Affairs and Services staff help to ensure the safety and security of the campus community by conducting regular safety and security programs. However, the best protection against crime is by taking appropriate steps in preventing crime from happening.
2. Protect your property:
 - a. Personal property (purses, briefcases, calculators, etc.) should never be left unattended.
 - b. Take such items with you if you are leaving the office or classroom.
 - c. Lock your door whenever you leave your room or office.
 - d. Take valuables home with you.
 - e. Park your bike in designated areas on campus. Always lock your bike.
 - f. Maintain a record of serial numbers for valuable items such as laptop computers, tablets, cell phones, and mp3 players.
3. Protect your automobile:
 - a. Always lock your car doors and never leave your keys in the vehicle.
 - b. Try to park your car in a well-lit area.
 - c. Avoid leaving property where it is visible.
4. Protect yourself while walking and jogging:
 - a. Avoid walking and jogging alone after dark
 - b. Walk along well-lit and well-traveled routes.

- c. Be alert to your surroundings. If you suspect you are being followed, run in a different direction, go to the other side of the street and yell for help, or head quickly for a lighted area or a group of people.
- d. Have your keys ready when returning to your car and keep your personal or valuable items concealed and close to your body.

Help us protect you:

1) Suspicious activity:

- a. If you see any suspicious activity on or near campus, call Human Resources or the Chief of Staff/Interim Dean of Students immediately (715) 634-4790. Do not assume that what you observe is an innocent event or that it has already been reported.
- b. Do not assume the person is a visitor or University employee that you have not seen before.

2) Suspicious people may be:

- a. Loitering about at unusual hours and locations; running, especially if something of value is being carried, going from room to room trying door handles.
- b. Exhibiting unusual mental or physical symptoms. Person(s) could be under the influence of drugs or otherwise needing medical or psychiatric assistance.
- c. Selling of goods for personal profit is not permitted at Lac Courte Oreilles Ojibwe University. Violations of this rule should be reported to Public Safety immediately.

Equal Opportunity Institution

Lac Courte Oreilles Ojibwe University will not discriminate against any person because of race, color, creed, religion, national origin, sex, disability, age, marital status, sexual orientation, or status with regard to public assistance or membership in a local commission. Lac Courte Oreilles Ojibwe University prohibits sexual harassment and sexual violence.

This document is available in alternative formats to individuals with disabilities by calling the Student Success Program Director at 715 634-4790 Ext 173 or Toll Free at 888 526-6221 or emailing disabilities@lco.edu.

Lac Courte Oreilles Ojibwe University
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