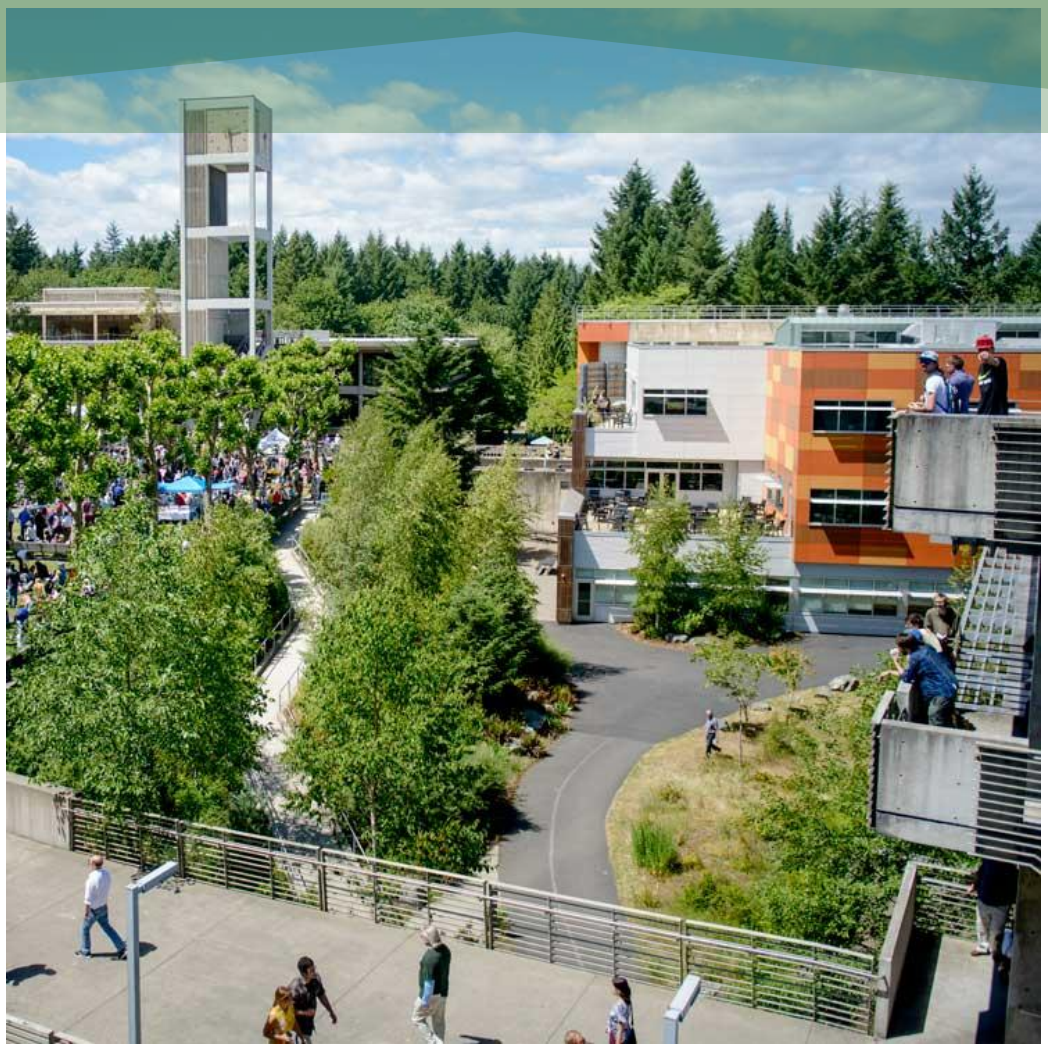


2026

ANNUAL SECURITY AND FIRE SAFETY REPORT

the evergreen state college

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Message from Administrative Operations

Dear Evergreen Community,

We appreciate you taking the time to review this Annual Security and Fire Safety Report. As you navigate our community, we encourage you to review the information provided in this report and we look forward to working together to keep our campus safe and enjoyable for all.

Evergreen has a dedicated Police Department located on the Olympia Campus to provide direct support and services to our campus community and surrounding area.

Our Evergreen Police Department (EPD) is a full-service law enforcement agency that is in operation 24-hours per day, 7-days a week. Our EPD staff consist of Emergency Communications Officers (ECO's) that operate our Dispatch Center, sworn police officers that are commissioned and certified through the State of Washington Criminal Justice Training Commission, and non-sworn support staff. EPD is here to ensure year-round support and services to meet our community's needs.

EPD's primary jurisdiction is the 1000-acre campus situated on the traditional homelands of the Squaxin Island Tribe. Our population includes over 2,000 students and over 600 faculty and staff members in the fall of 2025.

Community oriented policing is at the heart of EPD's success here at Evergreen. Our EPD Emergency Communications Officers, Police Officers, and non-sworn staff are committed to building relationships with community members while providing the highest level of service to keep our community safe.

EPD's community partnerships are established through the daily efforts of our officers and support staff to maintain the confidence of those we serve. We have programs designed to enable our students and staff to be more informed, aware and active in the safety and security aspect of our campus community life, such as: Omnilert/E2Campus notifications, Emergency Blue Light Stations, vehicle unlocks, vehicle battery jump starts, courtesy escorts, bicycle registrations, and online reporting and anonymous reporting on our website are a few of the services our department offers to our community.

EPD also provides staff and students with training programs that teach personal safety methods and techniques that may be helpful if faced with an emergency on or off campus.

We encourage every member of the Evergreen community to be familiar with the services offered by our Police Department, which are detailed on our website, and take advantage of them. Become pro-active in your safety by being aware of your surroundings, staying informed and using good judgment. We encourage you to act in partnership with our department to address crime and security issues on our campus. If you see something, say something!

Do not hesitate to contact us if you need help or would like more information about our services. Thank you!

Sincerely,

William Ward

Chief Administrative Officer – President's Staff

Introduction to Evergreen



The Evergreen State College (Evergreen) is a regional, comprehensive public college located in Olympia, Washington, with programs offered at campuses in Olympia and Tacoma. Campus safety and security are shared responsibilities at Evergreen. Many departments are dedicated to making the campus a safer place to live, study and work, and Evergreen relies on every community member to contribute to this by reporting crimes and suspicious activities in a timely manner and using common sense when going about daily activities.

The Evergreen State College's mission is: "as an innovative public liberal arts college, Evergreen emphasizes collaborative, interdisciplinary learning across significant differences." The Evergreen academic community engages students in defining and thinking critically about their learning. Evergreen supports and benefits from local and global commitment to social justice, diversity, environmental stewardship, and service in the public interest.

Evergreen is accredited by the Northwest Commission on Colleges and Universities, and has been since 1974, most recently reaffirmed in 2019. Evergreen was founded in 1971 to provide students with a more meaningful experience. Students do not receive grades at Evergreen, and instead dive deep into programs of integrated study that are hands-on and experiential.

Evergreen currently has over 40 fields of study for undergraduates and allows students to create their own academic path to create their own experiences. Evergreen offers 3 graduate programs as well, and professional and continuing education certificates. In the Fall of 2025, Evergreen enrolled 2667 students, with 2432 being undergrad, and 222 being graduate students. Evergreen ranked number 20 in the nation as "Best Bang for your Buck" in 2023 by Washington Monthly, among other accolades nationally and state-wide.

Evergreen prides itself on being affordable to all students and has the second-lowest tuition and fees of any Washington State 4-year institution (The National Center for Education Statistics).

Evergreen's Olympia campus offers on-campus housing for 500+ students in a variety of styles. Evergreen has 4-to-6-bedroom apartments, in addition to the traditional double and single rooms.

Jeanne Clery Campus Safety Act

Access to campus safety and security information is critical for prospective students and their families when choosing the right college or university to attend, and for faculty and staff who are deciding where to work and build a career. It is equally important for current students and employees to have access to this information while studying and working at The Evergreen State College.

In 1990, congress enacted this act, amending the Higher Education Act of 1965, which required colleges and universities to report and distribute their crime statistics each year. In 2013, the Violence Against Women Act Amendments (VAWA) were enacted to include additional reportable crimes that include sexual violence and harassment. VAWA was reauthorized in 2022 and is included in the Clery Campus Crime statistics. In December of 2024, an additional amendment of the Clery Act was signed into effect called the "Stop Campus Hazing Act," which requires this report to include hazing statistics, in addition to having all institutions disclose hazing information and create a policy on hazing prevention. All public and private postsecondary institutions that participate in Title IV student financial assistance programs must comply with the Clery Act and its mandates.

The 2026 Annual Security Report (ASR) from The Evergreen State College is provided in accordance with the Clery Act. This report will be provided to each employee and student through email and will be publicized on the Police Services website of The Evergreen State College for prospective employees and students, and community members. This report includes statistical information for the 2025, 2024 and 2023 calendar years. The statistical information includes reported crimes which occurred on The Evergreen State College's campuses, in certain off-campus buildings or properties owned or controlled by The Evergreen State College, and on public property within or immediately adjacent to and accessible from The Evergreen State College's campus properties. This ASR also includes institutional policies concerning campus safety and security issues, such as policies and/or procedures concerning sexual violence, alcohol and drug use, and the Drug-Free Schools Act.

Additionally, all Title IV institutions with on-campus student housing are required to prepare and distribute an Annual Fire Safety Report. This report contains statements of fire safety policies and procedures and includes Evergreen's fire safety statistics for the past three calendar years, including 2025, 2024 and 2023.

PREPARING THE EVERGREEN STATE COLLEGE'S ANNUAL REPORT

This Annual Security Report (ASR) was prepared by the Clery Compliance Coordinator at Evergreen, in partnership with Police Services, Residential Life, Facilities and Emergency Management, and other departments on the Evergreen campus.

Each of the departments report information to the Clery Compliance Coordinator, and the ASR is reviewed by the Clery Compliance Coordinator and other stakeholders to verify all components are accounted for and accurate.

The Evergreen State College is committed to complying with the Clery Act, and the Clery Compliance Coordinator commits to bring back information to their various departments, complete professional development training to understand obligations related to the Clery Act, and work to make institutional change around the campus.

ACCESS TO THE ASR

The 2026 Annual Security Report is available on Evergreen's webpage, under the Police Services page: https://www.evergreen.edu/policeservices, starting on October 1, 2026. Previous ASRs are also listed on the same webpage, and can be downloaded by any individual through the Police Services webpage.

Individuals may request a printed copy of the ASR by contacting the Clery Compliance Coordinator at titleixcoordinator@evergreen.edu, or 360-867-5224.

DISSEMINATION AND PUBLICATION OF THE ASR

At the direction of the Clery Compliance Officer, on or before October 1 annually, the Office of the President will disseminate via email a notice that the ASR is available. The email will contain a direct link to the report, and the email will be sent to all faculty, staff, and students at Evergreen.

Important Contact Information

EMERGENCY		
Police Services at Evergreen	Emergency	360-867-6140
	Non-Emergency	360-867-6832
Thurston County Sheriff	Emergency	911
	Non-Emergency	360-704-2740
Pierce County Sheriff	Emergency	911
	Non-Emergency	253-798-4721
The Evergreen State College Administrative Services		
Equal Opportunity and Affirmative Action	Library 3102	360-867-5371 eoaa@evergreen.edu
CARE Team	Library 3009	360-867-6296 careteam@evergreen.edu
Facilities Services	Lab II 1254	360-867-6700
BLISS (BIPOC and LGBTQ+ Intersectional Support Services)	CAB 227	360-867-6467 BLISS@evergreen.edu
Human Resource Services	Library 3102	360-867-5361 jobline@evergreen.edu
Intercollegiate Athletics	CRC 210	360-867-6778
Residential and Dining Services	RAD A 301	360-867-6132 rad@evergreen.edu
Student Wellness Services	SEM I 2100	360-867-6200 studentwellnessservices@evergreen.edu
Student Rights and Responsibilities	Library 3009	360-867-6296 studentconduct@evergreen.edu
Title IX Office	Library 3009	360-867-5224 titleixcoordinator@evergreen.edu
Thurston County and Pierce County Services		
Thurston County Sherriff www.co.thurston.wa.us/sheriff/	2000 Lakeridge Drive SW Olympia, WA 98502	Headquarters: 360-786-5500 After Hours Non-Emergency: 360-704-2740
Pierce County Police https://www.co.pierce.wa.us/121/Sheriff	930 Tacoma Ave. S. Tacoma, WA 98402	Emergency: 911 Non-Emergency: 253-798-4721
Safe Place Olympia www.safeplaceolympia.org	314 Legion Way Olympia, WA 98501	24 Hour Helpline: 360-754-6300 Office: 360-786-8754
Rebuilding Hope Pierce County www.sexualassaultcenter.com	101 E 26th St #200 Tacoma, WA 98421	Hotline: 253-474-7273 Office: 253-597-6424
Washington State Employee Assistance Program https://des.wa.gov/	1222 State Ave NE, Ste. 201 Olympia, WA 98504	360-407-9490

Clery Jurisdiction for Evergreen

ON-CAMPUS OLYMPIA

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 owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

The map below shows the border of the contiguous Evergreen campus Olympia. Evergreen Police Service's jurisdiction includes all properties that are a part of the Olympia campus.



ON-CAMPUS TACOMA

The Tacoma Police Department is responsible for providing police and security services for the Tacoma campus, which resides within their jurisdiction, pursuant to RCW 35A.12.020. The Tacoma Police Department, located at 3701 S Pine Street in Tacoma, WA 98409, has jurisdiction over the Evergreen Tacoma campus. Tacoma police can be contacted at (253) 798-4721 for non-emergency situations, and 9-1-1 for emergency situations.



OFF-CAMPUS JURISDICTION

Any building or property owned or controlled by a student organization that is officially recognized by an institution; or 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 geographical area of the institution. For the purposes of Evergreen's campus's, there is one location that is considered as Off-Campus Jurisdiction: The Lord Mansion and Coach House, located at 211 21st Ave SW, Olympia, WA 98501.

Police Services at Evergreen

OVERVIEW

The Evergreen Police Department is a full-service law enforcement agency that is responsible for providing professional police services to our Olympia campus, pursuant to RCW 28B.10.550. Police Officers are available on the Olympia campus with a focus on community, safety, crime prevention, and education.

Evergreen employs sworn Police Officers who are commissioned and certified through the Criminal Justice Training Commission in the State of Washington. Police Officers at Evergreen are compassionate, professional, and dedicated to the community in which they serve.

Police Officers possess a high degree of specialized training in various areas to meet the needs of today's society. Officers possess training with a focus on communication, crisis intervention training, de-escalation tactics and techniques, first aid training and a duty to render aid, understanding local cultures, implicit and explicit bias, historical intersection of race and policing, and possess resources to assist those suffering from mental illness, substance use disorder, homelessness, and navigating society in today's challenging times.

The Evergreen Police Department operates a Dispatch Center on the Olympia campus. The Dispatch Center is staffed by certified Emergency Communications Officers (ECO's) who receive Telecommunicator Certification through the State of Washington. Specializing in communication, customer service, and emergency procedures, ECO's stand ready to serve students, faculty, and staff, and provide prompt and valuable resources to the community.

The Evergreen Police Department has the primary responsibility for law enforcement on The Evergreen State College Olympia campus and works closely with local, state and federal law enforcement agencies. Evergreen Police Department has a written agreements with the Thurston County Sheriff's Office, the Washington State Patrol, as well as the Olympia, Lacey, and Tumwater Police Departments which helps to further define cooperative policing strategies.

The Police Department is here for the campus community. The department is located in Seminar 1 Building and can be reached at (360) 867-6140.

DAILY CRIME LOG

The Evergreen State College Police Services maintains a daily crime log. This log records all criminal incidents and alleged criminal incidents that are reported to Police Services and occur within Evergreen Police Service's patrol jurisdiction. The log also includes all fires reported in on-campus student housing. The Daily Crime Log is available to the public at the Police Services Office during regular business hours.

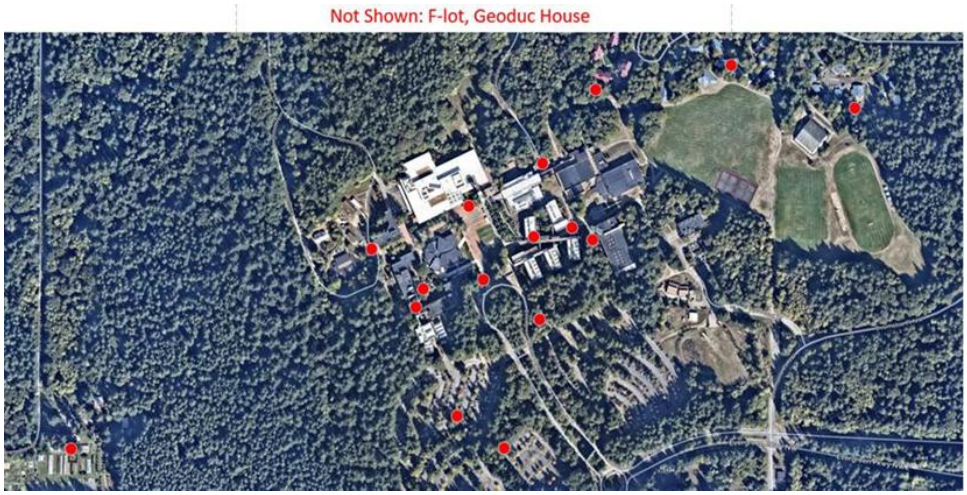
Reporting a Crime

EMERGENCY

To report a crime or emergency on the Olympia campus, contact the Evergreen Police Services at 360-867-6140 or 9-1-1. Non-emergency crimes can be reported by calling 360-867-6832. Crimes occurring off-campus should be reported to Thurston County Police by calling 9-1-1 or non-emergency at 360-704-2740. To report a crime on the Tacoma campus, call 9-1-1 to contact Tacoma Police Department.

BLUE LIGHT STATIONS

Dedicated emergency blue light phones can be found at various outdoor locations throughout the Olympia campus. These stanchions are for the protection of persons on campus, and may be used to report suspicious activity, crimes in progress, or any emergency. These phones are push-button operated and are topped by distinctive blue lights for easy identification. They provide a direct, open connection to Evergreen's Police Department. A dispatcher will identify the location of the blue light being used, even if nothing is said by the user, and will dispatch police personnel as necessary. If possible, the caller should stay at the stanchion and give information to the operator until help arrives.



REPORTING OPTIONS

Reports of criminal activity can be reported through Police Services at Evergreen at the numbers listed above, or through in-person walk ins at Police Services. Individuals may also submit an online report here: https://www.evergreen.edu/policeservices. This report can be submitted anonymously.

Other reporting options are discussed throughout the report, and below.

TITLE IX/SEXUAL MISCONDUCT REPORTING OPTIONS

Any individual wishing to report any instances of sex based harassment can report to the Title IX Office in the following ways: emailing at titleixcoordinator@evergreen.edu, telephone at 360-867-5224, in person at Evans Hall 3009, or through the online reporting form at https://www.evergreen.edu/student-life/health-wellness/title-ix. Reports may be anonymous.

Responsible Employees: In accordance with Evergreen's Title IX Policy and Procedure, all Evergreen staff and faculty (apart from confidential resources explicitly listed), and student Resident Assistants are designated as Responsible Employees as it relates to Title IX.

All Responsible Employees have a mandatory duty to immediately report all details known to them regarding behaviors that might constitute sexual harassment as defined in Title IX to the Title IX Coordinator.

VOLUNTARY CONFIDENTIAL REPORTING

If you are a victim of a crime and do not want to pursue criminal or disciplinary action, or you are a witness to a crime and do not want to reveal your identity, you may make a confidential and anonymous report of an incident to Police Services. Police Services maintain an online reporting form on their webpage, which can be submitted anonymously. Student Rights and Responsibilities also maintains an online reporting form which can be submitted anonymously. The purpose of a confidential report is to maintain the reporting party's confidentiality, while helping Evergreen protect the safety of the community. This information also helps the college maintain accurate records of incidents occurring on campus to determine if there are trends or patterns of crime and alert the campus community to potential dangers when appropriate.

To facilitate the investigative process and protect the privacy of those involved, information gathered by Evergreen Police Services will be fully maintained in as private a manner as possible during the pendency of a criminal investigation. If a victim or witness wishes to remain anonymous, Police Services will take all reasonable steps to investigate the allegations without disclosing the name of the victim/witness to the extent allowed by state and federal law and contractual obligations. If the victim/witness wishes to remain anonymous, the college shall inform them that its ability to investigate and respond to the allegation will be limited, and that any type of retaliation is prohibited. Ultimately, the college cannot ensure confidentiality of victim and witness names, because legal and contractual obligations may require disclosure.

Campus Security Authorities

PURPOSE

In general, Evergreen invites community members to report any crimes to Campus Police, but know that is not always the case. Individuals will report or disclose crimes to people they feel most comfortable with. Because of that, the Clery Act requires that Evergreen designate Campus Security Authorities (CSAs) on campus to collect crime reports from.

The Clery Act states that a crime is "reported" to the institution when it is brought to the attention of a CSA or local law enforcement. Anyone can report a crime, including a victim, witness, third party, or even the responding party, whether they are associated with Evergreen or not. Any report of an alleged crime must be reported by a CSA to Campus Police, regardless of whether it is investigated or goes through a disciplinary process.

WHO IS A CSA?

The Clery Act defines a CSA as being associated with Evergreen in the following ways:

1. A campus police department and all individuals who work for that department.
    a. All campus police officers and Police Services employees are considered Campus Security Authorities
2. Any individual who has responsibility for campus security
    a. Examples include Resident Assistants, parking staff, Resident Directors, front desk workers in key offices and residence facilities, Student Wellness Services leadership, and the President's office.
3. Any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses.
    a. Title IX Coordinator, Student Rights and Responsibilities, Affirmative Action and Equal Opportunity Officer, Student Engagement, Equity and Support leadership are considered Campus Security Authorities.
4. An official of an institution who has significant responsibility for students and campus activities.
    a. Examples include but are not limited to staff members in Student Engagement Equity and Support division, advisors for clubs and organizations, Academic Deans, faculty in study abroad programs, athletic coaches, faculty who take students on field trips, members of the CARE team, Senior and Executive Leadership, Vice Presidents are all considered Campus Security Authorities.

Any person on The Evergreen State College campus that does not receive notification of this is not considered Campus Security Authorities for that academic year. Evergreen acknowledges functions may change within roles, and the list of CSAs may change throughout the academic year. Professional counselors acting within the scope of their duties as a counselor or trainee may be exempt from being a CSA. For a full list of CSAs, please contact the Clery Compliance Officer.

TRAINING

Campus Security Authorities are trained through an online course created by the Clery Compliance Officer. The Clery Compliance Officer oversees inviting and tracking of employees that are considered CSAs.

REPORTING OBLIGATIONS

Campus Security Authorities must report any crime information they receive. Information to be reported is from direct notification only; CSAs do not need to report anything they overhear, anything disclosed during classroom discussions or assignments, or anything learned in an indirect manner.

CSA's role is to report any information they have once the information is known to them. CSAs should not determine whether a crime took place, discipline any alleged respondent, or give opinions on if the impacted party should report to law enforcement.

How to Report: Any CSA who has knowledge of a crime must report it to Police Services or through the online reporting form: https://evergreenstate.omnigo.one/CESIReportExec/OLR/. Note that in case of emergency situations, Police Services or 9-1-1 should be contacted immediately.

Requests for Confidentiality: If someone is designated a CSA, they are obligated to report information on potential crimes. However, it is possible for CSAs to keep the names and demographic information confidential when reporting. CSA reports are used to compile crime statistics. Therefore, most of the time disclosing identifying information is not needed.

Evergreen Crime Statistics 2023-2025

The statistics in this report are published according to the standards and guidelines used by the National Incident Based Reporting System and relevant federal law. Annual crime statistics are also submitted to the Department of Education. The statistical information gathered by the Department of Education is available to the public through their website. For statistical purposes, crime statistics are recorded in the calendar year the crime was reported. Statistics are being reported per the archived Department of Education's 2016 Handbook for Campus Safety and Security Reporting, and the Clery Act Appendix for the FSA Handbook.

Evergreen includes the three most recent years of crime statistics in this Annual Security Report, occurring within college geography. These statistics are based on crimes reported to the Evergreen Police and reports from Campus Security Authorities. Additionally, a written request for statistical information is made on an annual basis to local police departments.

Definitions of the Clery Crimes and the hierarchy rule can be read in Appendix A of this Annual Security Report.

CRIME STATISTICS 2023, 2024, 2025 – OLYMPIA CAMPUS						
	Offense	Year	On-Campus	Residential	Non-Campus	Public Property
CRIMINAL OFFENSES	Murder	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Non-Negligent Manslaughter	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Manslaughter by Negligence	2023	1	1	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Rape	2023	0	0	0	0
		2024	3	1	0	0
		2025	0	0	0	0
	Fondling	2023	1	1	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Incest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Statutory Rape	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Robbery	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Aggravated Assault	2023	0	0	0	0
		2024	0	0	0	0
		2025	1	0	0	0
	Burglary	2023	1	0	0	0
		2024	4	4	0	0
		2025	2	0	0	0
	Motor Vehicle Theft	2023	2	0	0	0
		2024	6	0	0	0
		2025	0	0	0	0
	Arson	2023	0	0	0	0
		2024	1	0	0	0
		2025	1	0	0	0

VAWA OFFENSES	Dating Violence	2023	0	0	0	0
		2024	1	0	0	0
		2025	0	0	0	0
	Domestic Violence	2023	2	2	0	0
		2024	3	0	2	0
		2025	3	0		0
	Stalking	2023	1	0	0	0
		2024	1	0	0	0
		2025	3	0	0	0
ARRESTS AND REFERRALS TO CONDUCT	Weapons – Arrest	2023	0	0	0	0
		2024	2	0	0	0
		2025	1	0	0	0
	Weapons – Referral	2023	0	3	0	0
		2024	3	3	0	0
		2025	0	0	0	0
	Alcohol – Arrest	2023	0	0	0	0
		2024	4	2	0	0
		2025	0	0	0	0
	Alcohol – Referral	2023	22	21	0	0
		2024	10	9	1	0
		2025	30	2		0
	Drugs – Arrest	2023	9	0	0	0
		2024	12	1	0	0
		2025	11	0	0	0
	Drugs – Referral	2023	25	10	0	0
		2024	17	4	0	0
		2025	28	16	0	0
	Hazing Incidents	2023	0			
		2024	0			
		2025	0			
	Unfounded	2023	0			
		2024	0			
		2025	0			

HATE CRIMES (Olympia Campus):

2025 (0)

2024 (9): On-Campus Destruction of Property, sexual orientation (1)
On-Campus Destruction of Property, national origin (7)
On-campus Residential Intimidation, religion (1)

2023 (6): On-Campus Intimidation, ethnicity (1)
On-Campus destruction of property, race (1); sexuality (1); national origin (2); gender identity (1)

	Offense	Year	On-Campus	Residential	Non-Campus	Public Property
CRIMINAL OFFENSES	Murder	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Non-Negligent Manslaughter	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Manslaughter by Negligence	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Rape	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Fondling	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Incest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Statutory Rape	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Robbery	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Aggravated Assault	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Burglary	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Motor Vehicle Theft	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	1
	Arson	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
>	Dating Violence	2023	0	0	0	0

		2024	0	0	0	0
		2025	0	0	0	0
	Domestic Violence	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Stalking	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
ARRESTS AND REFERRALS TO CONDUCT	Weapons – Arrest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Weapons – Referral	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Alcohol – Arrest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Alcohol – Referral	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Drugs – Arrest	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Drugs – Referral	2023	0	0	0	0
		2024	0	0	0	0
		2025	0	0	0	0
	Hazing Incidents	2023	0			
		2024	0			
		2025	0			
	Unfounded	2023	0			
		2024	0			
		2025	0			

HATE CRIMES (Tacoma Campus): No Hate Crimes reported during the 2023, 2024 or 2025 year.

Crime Prevention and Education

CRIME PREVENTION PROGRAMS

Police Services distributes literature for prevention efforts regarding personal safety, sexual assault prevention, substance abuse, self-defense and prevention of burglary, theft and vandalism throughout the academic year. Police Services participates during the training of Residential Life employees each year as well. During campus events like orientation, involvement fairs, and other campus wide programming, Police Services will table to provide education and proactive programming for the community.

Generally during each Fall quarter, Residential Life (RAD Services) assists in educating the residential students on personal safety through community meetings, programs, and passive programming. All residential students are also required to take an on-line course that includes information on personal safety and policies related to this.

Police Services and Emergency Management offer training and workshops as requested by departments on campus. These may include active shooter, emergency awareness training, and can provide office walk-throughs.

PERSONAL RESPONSIBILITY

Members of the college community must assume responsibility for their own personal safety and the security of their personal property. The following precautions provide guidance for this:

1. Report all suspicious activity to the Evergreen Police Department immediately.
2. Never take personal safety for granted.
3. Try to avoid walking alone at night. Try to use the Evergreen Police escort service.
4. Limit your alcohol consumption, and leave social functions that get too loud, too crowded, or that have too many people drinking excessively.
5. Carry only small amounts of cash.
6. Never leave valuables (wallet, purse, books, calculators, etc.) unattended
7. Always carry your keys and do not lend them to anyone.
8. Lock up bicycles and motorcycles. Lock car doors and close windows when leaving your car.
9. Always lock the door to your residence hall room, whether or not you are there. Be certain that your door is locked when you go to sleep and keep windows closed and locked when you are not home.
10. Do not leave valuables in your car, especially if they can be easily noticed.
11. Engrave serial numbers or owner's recognized numbers such as a driver's license number on items of value.
12. Inventory your personal property and insure it appropriately with personal insurance coverage.

DRUG AND ALCOHOL PREVENTION PROGRAMS

The following programs, services, and activities are available to address underage drinking and other substance abuse concerns on Evergreen's campus.

International Programs provides an orientation workshop that covers drugs and alcohol information.

Human Resource Services provides on-line training that includes alcohol and drug-free workplaces and provides on-going assistance for employees in need of support.

RAD Residential Life provides programming in the residence halls related to safe behaviors, the Code of Student Rights and Responsibilities, and alcohol and drug prevention information. All residential students receive information on alcohol and drug policies at Evergreen through an online module at the start of each academic year.

Evergreen's Police Services has an active naloxone distribution program on-campus through their partnership with Thurston County Health Department, and Thurston County provides online training for Evergreen community members who would like to carry and administer naloxone. Naloxone is available, free of charge, at various locations on-campus including residential life. Information on opioid and overdose prevention can be found at https://www.evergreen.edu/student-life/health-wellness/opioid-response.

Evergreen has employed a Community Health and Wellness Coordinator, who oversees proactive prevention and education of drugs and alcohol to the campus community. This staff member is located in Student Wellness Services.

Title IX, Sexual Misconduct and Harassment

APPLICABLE POLICIES

The Evergreen State College adopted the Department of Education's current Title IX Regulations. The full policy can be found at https://www.evergreen.edu/policies/titleix. The Code of Student Rights and Responsibilities and the Non-Discrimination Policy and Procedure also outline prohibited behaviors related to sex discrimination.

TITLE IX AND WASHINGTON STATE DEFINITIONS

Sexual Harassment: For the purposes of Evergreen's Title IX Policy and Procedures, Sexual Harassment occurs when a Respondent engages in the following discriminatory conduct on the basis of sex:

1. **Quid Pro Quo Harassment:** An Evergreen employee conditioning the provision of an aid, benefit, or service of Evergreen on an individual's participation in unwelcome sexual conduct.

2. **Hostile Environment:** Unwelcome conduct that a reasonable person would find to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Evergreen's education programs or activities or Evergreen employment.

3. **Sexual Assault:** Sexual assault includes the following conduct:

    a. **Nonconsensual sexual intercourse:** Any actual or attempted sexual intercourse (anal, oral, or vaginal), however slight, with any object or body part, by a person upon another person, that is 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.
    b. **Nonconsensual sexual contact:** Any actual or attempted sexual touching, however slight, with any body part or object, by a person upon another person that is without Consent and/or by force. Sexual touching includes any bodily contact with the breasts, groin, or other bodily orifice of another individual, or any other bodily contact in a sexual manner.
    c. **Incest:** Sexual intercourse or sexual contact with a person known to be related to them, either legitimately or illegitimately, as an ancestor, descendant, brother, or sister of either wholly or half related. Descendant includes stepchildren, and adopted children under the age of eighteen (18).
    d. **Statutory rape:** Consensual intercourse between a person who is eighteen (18) years of age or older, and a person who is under the age of sixteen (16).
    e. **Domestic Violence:** Physical violence, bodily injury, assault, the infliction of fear of imminent physical harm, sexual assault, or stalking committed by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the State of Washington, or by any other person against an adult or youth victim who is protected from that person's act under the domestic or family violence laws of the State of Washington, RCW 26.50.010.
    f. **Dating Violence:** Physical violence, bodily injury, assault, the infliction of fear of imminent physical harm, sexual assault, or stalking committed by a person (i) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (ii) where the existence of such a relationship shall be determined based on the consideration of the following factors:
        1. The length of the relationship;
        2. The type of relationship; and
        3. The frequency of interaction between the persons involved in the relationship.
    g. **Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (i) fear for their safety or the safety of others; or (ii) suffer substantial emotional distress.

PROGRAMMING AND EDUCATION

First Year Programming: All incoming students and all students will be sent an online course that focuses on Title IX, reporting, healthy relationships, and other compliance issues. Students will need to pass knowledge check questions and can read the Title IX Policy and Procedure, the Student Code of Rights and Responsibilities, and the Hazing Policy at Evergreen. In addition to the online course for students, all incoming first-year students will have additional educations through orientation, Greener Foundations, and the Residence Hall module.

By-Stander Intervention: By-stander intervention training is included in all training with student athletes, Resident Assistants, and through the online module for all incoming students to Evergreen.

Intercollegiate Athletics Education: Evergreen athletics is a member of NAIA, the National Association of Intercollegiate Athletics. NAIA has a commitment to diversity and equity and has guiding resources for all institutions to use. In addition to the guiding principles of NAIA, the Title IX Coordinator works closely with Athletics at Evergreen to provide training for Responsible Employees, and sexual misconduct and consent training to athletic teams.

Employee Training: All faculty, staff, and interim/project position employees will be required to take a Title IX and compliance training via an on-line course annually. This course will discuss what Title IX is, their responsibility as a Responsible Employee, and how to report. This course will be completed annually for all Evergreen employees. Additional trainings will be offered that provide a more in-depth understanding of Title IX.

PROCEDURES FOR COMPLAINANTS

Any Complainant and/or impacted party may meet with the Title IX Coordinator to talk through all resolution options and receive supportive measures. Meeting with the Title IX Coordinator does not mean a resolution process must occur.

REPORTING TITLE IX/SEXUAL HARASSMENT

Anyone experiencing, witnessing, or having knowledge of a potential Title IX violation can report in the following ways:

a. In person, via email, or telephone
    a. Title IX Coordinator, Connie Brangard
        i. Library Building 3009
        ii. Titleixcoordinator@evergreen.edu
        iii. 360-867-5224
b. Police Services: If there is an immediate threat of safety, please contact Police Services or 9-1-1. Police Services is in Evans Hall 1414. Their non-emergency telephone line is 360-867-6832.
c. Online Incident Reporting Form: The online reporting form allows for anonymous reporting. Please note that Responsible Employees must provide their own contact information when reporting knowledge. The Title IX Report Form can be found on the Title IX webpage at https://www.evergreen.edu/student-life/health-wellness/title-ix.

Evergreen has designated several individuals on-campus as confidential, meaning they are not Responsible Employees and are not obligated to report any knowledge of an alleged Title IX violation to the Title IX Coordinator. For individuals not wishing to receive Supportive Measures or make a report, confidential resources are available for support for any party. Confidential resources on-campus are:

1. Student Wellness Services (Health and Counseling)
    a. Seminar II B, third floor
    b. Studentwellnessservices@evergreen.edu'
    c. 360-867-6200

UNIVERSITY RESPONSE TO NOTIFICATIONS

The Title IX resolution processes are initiated when the Title IX Coordinator's Office receives a complaint alleging that prohibited behavior has occurred by a Respondent(s) to a Complainant(s) and the Complainant(s) requests through a Formal Complaint that Evergreen initiate an investigation. The Title IX Coordinator may also move a process forward in their scope of responsibilities.

Formal Complaints submitted to the Title IX Coordinator may be resolved through either informal or formal resolution processes.

For purposes of this Title IX Policy and Procedure, the Complainant must be participating in or attempting to participate in an Evergreen education program or activity at the time of the alleged incident.

1. Informal Resolution: Under appropriate circumstances and if the Complainant(s) and Responding Party(ies) agree, they may voluntarily pursue informal resolution during the investigation of a concern.

If an informal resolution is appropriate, the Complainant(s) and the Responding Party(ies) may explore remedies or resolution through:

- Guided conversations or communicated conducted by the Title IX Coordinator/HRO representative or a mutually agreed upon third party.
- Structured resolution process conducted by a trained mediator; or
- Voluntarily agreed on alterations to either or both party's work or class schedules, on-campus activities, or student housing arrangements.

If the parties agree to an informal resolution process, Evergreen will commence the process within 14 business days after the parties agree to this option and conclude within 30 business days of beginning that process, subject to reasonable delays and extensions for good cause shown. The informal process is voluntary. Either the Complainant or the Respondent may withdraw from the informal resolution process at any time, at which point the formal investigation process will resume.

If the Complainant and the Respondent voluntarily resolve a report, Evergreen's Title IX Coordinator will record the terms of the resolution in a written agreement signed by both parties and provide written notice to both parties that the report has been closed.

2. Formal Resolution: Formal resolution means that the Complainant's allegations of Sex Discrimination will be subjected to a formal investigation by an impartial and unbiased

investigator. The investigator will issue a report of the investigation findings. Upon completion of the investigation, the investigator will submit the final investigation report to the appropriate disciplinary authority to determine whether disciplinary proceedings are warranted.

GRIEVANCE PROCEDURES

Appendix C of this Annual Security Report outlines the disciplinary process for student Respondents for Title IX cases. For cases of sexual misconduct that may violate the Student Code of Rights and Responsibilities, Appendix B of this Annual Security Report outlines that process.

Possible Sanctions: As stated in WAC 174-123-240, sanctioning against student Respondents that are found responsible for sexual misconduct and/or Title IX may include, but is not limited to:

- Written warning
- Probation
- Suspension
- Expulsion
- Educational Action
- Professional Evaluation
- Loss of privileges
- No Contact Order
- College Housing Eviction
- Conduct Hold
- Restitution
- Withholding admission or degree

CONFIDENTIALITY

1. Evergreen will seek to fully protect the privacy of the Complainant as possible, consistent with the legal obligation to investigate, take appropriate remedial and/or disciplinary action, and comply with the federal and state law, as well as Evergreen policies and procedures. Although Evergreen will attempt to honor Complainant's requests for confidentiality, it cannot guarantee complete confidentiality. Determinations regarding how to handle requests for confidentiality will be made by the Title IX Coordinator.
2. The Title IX Coordinator will inform and attempt to obtain consent from the Complainant before commencing an investigation of alleged Sexual Harassment. If a Complainant asks that their name not be revealed to the Respondent or that Evergreen not investigates the allegation, the Title IX coordinator will inform the complainant that maintaining confidentiality may limit Evergreen's ability to fully respond to the allegations and that retaliation by the Respondent and/or others is prohibited. If the Complainant still insists that their name not be disclosed or that Evergreen not investigates, the Title IX Coordinator will determine whether Evergreen can honor the request and at the same time maintain a safe and nondiscriminatory environment for all members of the Evergreen community, including the Complainant. Factors to be weighed during this determination may include, but are not limited to:
    a. The seriousness of the alleged Sexual Harassment;
    b. The age of the Complainant;

c. Whether Sexual Harassment was perpetrated with a weapon or other dangerous means;
d. Whether the Respondent has a history of committing acts of Sexual Harassment or violence or has been the subject of other Sexual Harassment or violence complaints or findings;
e. Whether the Respondent threatened to commit additional acts of Sexual Harassment or violence against the Complainant or others; and
f. Whether relevant evidence about the alleged incident can be obtained through other means (e.g., security cameras, other witnesses, physical evidence).

3. If Evergreen is unable to honor the Complainant's request for confidentiality, the Title IX Coordinator will notify the Complainant of the decision and ensure that the Complainant's identity is disclosed only to the extent reasonably necessary to effectively conduct and complete the investigation in compliance with this Procedure.
4. If Evergreen decides not to investigate or take disciplinary action because of a request for confidentiality, the Title IX Coordinator will evaluate whether other measures are available to address the circumstances giving rise to the complaint and prevent their recurrence and implement such measures if reasonably feasible.

RESPONSIBLE EMPLOYEES

Under the Evergreen Title IX Policy and Procedure, Evergreen designates all staff, all faculty and student Resident Assistants as Responsible Employees.

All Responsible Employees have the mandatory duty to immediately report all details known to them regarding behaviors that might constitute Sexual Harassment. Information to report includes, but is not limited to, the identities of the parties, and knowledge of the events. Failure to immediately report shall be deemed a violation of this policy. Responsible Employees may report knowledge to the Title IX Coordinator.

Hazing Prevention and The Stop Campus Hazing Act

APPLICABLE POLICIES

Evergreen has implemented a Hazing Prevention policy in response to Washington State's Sam's Law, RCW 28B.10.900-908. Sam's Law requires all Washington State higher education institutions to have a hazing policy in place, requirements for reporting and processes for resolution. Additionally, all faculty, staff and students must receive Hazing education annually.

The Stop Campus Hazing Act was enacted federally in December 2024, and amended the Jeanne Clery Campus Safety Act. Evergreen's compliance with Sam's Law in Washington complies with the Stop Campus Hazing Act as well, and Evergreen's Hazing Prevention Policy complies with both state and federal compliance.

Evergreen's Hazing Prevention Policy can be read online https://www.evergreen.edu/policies/hazingprevention and is written out in Appendix E of this Annual Security Report.

DEFINITION OF HAZING

Hazing is defined as any act committed as part of a person's recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any pastime or amusement engaged in with respect to such an organization, athletic team, or living group that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in Washington state, including causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness or unwillingness to participate.

Hazing does not include customary athletic events or other similar contests or competitions. Examples could include, but are not limited to, scheduled athletic competitions or scrimmages, official team trainings or practices, official team meetings, or other College/team sponsored and controlled activities.

SUBMITTING A COMPLAINT

Any person may submit a complaint of an alleged hazing policy violation. Complaints can be made through the online reporting form: https://evergreen-advocate.symplicity.com/public_report/index.php/pid026568?.

DUTY TO REPORT

All employees at Evergreen, including student employees and registered volunteers, have a duty to report any information they have regarding potential hazing violations. If a person has reasonable cause to believe that hazing has or will occur, they must notify Student Rights and Responsibilities at the link above, by emailing studentconduct@evergreen.edu, or in person at the Office of Student Rights and Responsibilities, Evans Hall 3009.

The only exception to this rule are staff members that Evergreen has deemed confidential. This includes health care providers and mental health clinicians at Student Wellness Services.

All staff and faculty receive annual training via an on-line module regarding Evergreen's Hazing Policy, duty to report, and resources and reporting information. Additional trainings are provided to athletics, residential students, and student clubs and organizations on-campus for Hazing Prevention.

HAZING TRANSPARENCY REPORT

Under Sam's Law and the Stop Campus Hazing Act, Evergreen will publish a report every quarter of any findings of violations of the Hazing Policy, or investigations. Transparency Reports can be found in the Student Rights and Responsibilities' webpage at https://www.evergreen.edu/offices-services/student-affairs/student-rights-responsibilities.

Registered Offender Notification

APPLICABLE POLICIES

The Registered Offender Notification Policy is housed in Police Services, and it is the responsibility of Police Services to provide the procedures outlined in the policy.

The Federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. This act also requires sex offenders already required to register in a state to provide notice, as required under state law, of each institution of higher education in that state at which the person is employed, carries on a vocation, volunteers services, or is a student.

In the state of Washington, convicted sex offenders must register in accordance with RCW 9A.44.130.

Purpose: To increase the safety and welfare of the students, employees, and contractors of The Evergreen State College by providing campus related convicted sex offender and kidnap offender information. This notification shall be provided in accordance with applicable state and federal laws.

The extent and content of the disclosure of relevant and necessary information shall be related to:

- The risk posed by the offender to the community
- The location where the offender resides, expects to reside, or is regularly found
- The needs of affected community members for information to enhance their individual and collective safety

The College does not tolerate using this public information to threaten, intimidate, or harass registered offenders. The information provided through this policy is intended for community safety purposes only. Misuse of this information can result in criminal prosecution.

Authority: Registered kidnapping and sex offenders are required to notify the county sheriff where they are registered within three (3) business days before arriving at The Evergreen State College to attend class, start employment, or after terminating enrollment or employment at the College. RCW 9A.44.130(1)(b).

Pursuant to RCW 4.24.550, The Evergreen State College is authorized to release information to the public when the college determines that disclosure of the information about the kidnapping or sex offender is relevant and necessary to protect the public.

Definitions: "Registered offender" means "registered kidnapping or sex offender."

"Risk Level 1" indicates that a registered offender is considered at low risk to re-offend as determined by the Department of Corrections, the Juvenile Rehabilitation Administration, or the Indeterminate Sentence Review Board.

"Risk Level 2" indicates that a registered offender is considered at moderate risk to re-offend as determined by the Department of Corrections, the Juvenile Rehabilitation Administration, or the Indeterminate Sentence Review Board.

"Risk Level 3" indicates that a registered offender is considered at high risk to re-offend as determined by the Department of Corrections, the Juvenile Rehabilitation Administration, or the Indeterminate Sentence Review Board.

Registered Offender Responsibility: State law requires certain people convicted of kidnapping and sex offenses to register with the county sheriff in the county where they reside or the sheriff in the county where they attend school or work (RCW 9A.44.130).

Any admitted Evergreen student who is required to register with a county sheriff must also notify the Director of Police Services of their intent to enroll at Evergreen prior to registering for their first quarter of attendance and again if they are registering after a break in attendance (RCW 28B.160.030).

Any college employee who is required to register with a county sheriff must notify the Associate Vice President of Human Resources prior to beginning employment or, if already employed, within three days of the conviction.

Any contractor employed by the college who is required to register with a county sheriff must notify the contract manager prior to beginning work on campus.

Disclosure to the College Community: The Registered Offender Review Committee (Committee) will determine the extent of community notification. The committee will be convened by the Dean of Students and include the Director of Police Services, the Associate Vice President of Human Resources, the Education Reentry Navigator, and may include others identified by the Dean of Students. Information that the committee has determined is relevant and necessary to "protect the public and counteract the danger created by a particular offender" will be disseminated (RCW 4.24.550(1)). The committee's determination will be based upon:

1. The level of risk posed by the offender to the community
2. The locations where the offender resides, expects to reside or is regularly found

3. The needs of the community members for information to enhance their individual and collective safety (RCW 4.24.550).

The Director of Police Services (or designee) will maintain a list of registered offenders known to be attending or employed at the College. The list of Level 2 and Level 3 offenders will be posted on the College's website and linked to the Police Services webpage.

Notification Procedure: Upon learning of the enrollment/presence of a convicted sex offender at The Evergreen State College, the Dean of Students will obtain additional information, as necessary, from law enforcement and about the offender's enrollment and/or employment history on campus. The Dean of Students will convene the Registered Offender Review Committee to determine the extent of community notification.

1. For Risk Level 1, the Dean of Students or designee with notify the Director of the Campus Childcare Center, or designee, and may notify other employees and offices that the committee determines should be aware for security purposes.
2. For Risk Level 2, in addition to the notifications for Level 1, the Dean of Students will notify every instructor and other personnel who supervise the student, or the committee has determined should be aware for security purposes. Faculty members teaching affected classes may request support by contacting the Dean of Students.
3. For Risk Level 3, in addition to the notifications above, the Dean of Students may prepare a notice with the offender's photograph to be posted on campus bulletin boards and distributed electronically to all staff and faculty if the committee determines that such notice is necessary and relevant for community safety.

Once it has been determined that notification is warranted, notifications will be repeated quarterly as long as the registered offender remains enrolled.

In addition to the notifications described above, the Registered Offender Review Committee may determine that additional notifications are necessary and relevant to the needs of community for information to enhance their individual and collective safety.

In all cases, the Education Reentry Navigator will contact the registered offender to notify the registered offender of the college's plans for notification. Other than the notification procedure, convicted registered offenders will receive the same rights and privacy protections provided to all students or staff.

Alcohol, Drugs and Weapons

APPLICABLE POLICIES

The Evergreen State College has several policies that relate to Alcohol, Drugs, and Weapons, including the Code of Student Rights and Responsibilities (Appendix A has definitions of this policy and Appendix B outlines the procedures for alleged violations), and the Alcohol and Drug Free Workplace policy through Human Resource Services. This policy applies to all students, employees, and volunteers acting in an official capacity of the College.

The Evergreen State College adheres to the Washington Authoritative Code, WAC 174-136-043 regarding weapons prohibited on-campus.

In addition, Evergreen follows the federal Drug-Free Schools and Communities Act of 1989. Each year Evergreen renews its commitment to the letter and spirit of the law with an informational letter to students and employees.

EDUCATION AND PROGRAMMING

Education for Students: Students have educational opportunities and programming available to them through Evergreen's Residential and Dining Services (RAD Services). Each residential student must adhere to the policies and procedures set forth in the Housing Contract, and all students will be held accountable to the Student Code of Rights and Responsibilities. Programming, training, and educational materials are available to all students through RAD Services, Student Rights and Responsibilities, and Student Wellness Services. Student organizations like the Geoduck Student Union have provided programming on safe drug and alcohol behaviors to the campus community, and all incoming students receive education on healthy drug and alcohol behaviors during their orientation.

Education for Employees: Human Resource Services works with employees to uphold the Alcohol and Drug-Free Workplace policy and provide educational workshops once a year to the campus community.

Resources Available: Students and staff have resources available to them regarding healthy and safe behaviors related to alcohol, drugs, and weapons. Human Resource Services has a comprehensive list of resources available locally. Some resources include:

- Employee Assistance Program (360-753-3260)
- Evergreen Student Wellness Services (360-867-6200)
- Olympia Crisis Center (360-586-2800)

Emergency Management

EMERGENCY RESPONSE

The College's Health and Safety Committee oversees the college's health and safety programs, including emergency management, and reviews and updates procedures as necessary. The Committee works within the Department of Environmental Health and Safety and the Department of Police Services on-campus to ensure safety and health standards on the Olympia and Tacoma campus. Within these departments, the Office of Emergency Management provides information about incident teams, college operating status parameters, incident priorities and performance expectations, shelter-in-place, and evacuation guidelines, along with local contingency and continuity planning requirements. Individual college departments are responsible for developing contingency plans and continuity of operations plans for their staff and areas of responsibility. The College conducts numerous emergency response exercises each year, such as tabletop exercises, field exercises, and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

The Evergreen State College Police and supervisors have received training in Incident Command and Responding to Critical Incidents on-campus. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually Evergreen Police, Thurston County Sheriff and the McLane Fire Department and they typically respond and work together to manage the incident. Depending on the nature of the incident, other Evergreen departments and other local or federal agencies could also be involved in responding to the incident. General information about the emergency response and evacuation procedures for Evergreen is publicized each year as part of the institution's Clery Act compliance efforts, and that information is available on Evergreen's webpage at https://www.evergreen.edu/offices-services/facilities/emergency-preparedness-response.

Active Shooter: An active shooter or armed assault on campus may involve one or more individua's intent on causing physical harm to students, staff and faculty by the use of firearms or other deadly weapons such as a knife, a bomb or other harmful devices.

What to do:

- Run
    - Have an escape route and plan in mind
    - Leave your belongings behind
    - Evacuate regardless of whether others agree to follow
    - Help others escape
    - Do not attempt to move wounded people
    - Prevent others from entering an area where the active shooter may be
    - Keep your hands visible
    - Call 911 when you are safe
- Hide
    - Hide in an area out of the shooter's view
    - Lock the door or block the entry to your hiding place
    - Silence your cell phone (including the vibrate model) and remain quiet
- When Law Enforcement Arrives
    - Remain calm and follow instructions
    - Put down any items in your hands (i.e. bags, jackets)
    - Raise hands and spread fingers
    - Keep hands visible at all times
    - Avoid quick movements towards officers such as holding onto them for safety
    - Avoid pointing, screaming, yelling
    - Do not stop to ask officers for help or directions when evacuating
- Information to Provide 911 Officers
    - Location of the active shooter
    - Number of shooters
    - Physical description of shooters
    - Number and type of weapons held by shooters
    - Number of potential victims at the location

The first officers to arrive at the scene will not stop to help injured persons. Expect rescue teams to follow the initial officers. These rescue teams will treat and remove the injured.

Once you have reached a safe location, you will likely be held in that area by law enforcement until the situation is under control and all witnesses have been identified and questioned. Do not leave the area until the authorities have instructed you to do so.

Suspicious Object: Do not touch or disturb the object. Call 911 and notify your building supervisor and/or building monitor. Be prepared to evacuate, and when told to evacuate, follow evacuation procedures.

Suspicious Person: Do not physically confront the person, do not let anyone into a locked building or office. Do not block the person's access to an exit and call 911. Provide as much information as possible about the person, direction of travel, etc.

Power Outage: Turn off and unplug all computers and other voltage-sensitive equipment. For information about a prolonged outage, check with authorities, listen to the radio, etc.

Earthquake: Drop under a sturdy piece of furniture, cover your face and head with your arms, and hold on until the shaking stops. If you are not near a strong table or desk, sit on the floor near an interior wall and away from windows, fireplaces, appliances, or furniture that could topple over. Doorways are not necessarily safer than other locations. Avoid being in or under stairwells or near building expansion joints. If you're outside, get to an open area away from trees, poles, and windows.

After the shaking stops:

- Wait until the shaking stops to exit the building. The earthquake may cause power outages, broken water lines, activate sprinkler systems or start fire alarms.
- Exit the building carefully, watching out for broken glass, electrical lines, wet floors and dangling overhead building materials (light fixtures, ventilation grilles, ceiling grids).
- Go to the meeting area for your work unit or class
- Do not re-enter any building until approved by emergency responders

Special hazards on-campus:

- Chemical containers in laboratory spaces may fall and break, causing dangerous chemical spills. Only trained personnel should evaluate potential damage.
- Olympia's campus has a 2'' natural gas line running from the Central Utility Plant to the Lab Buildings (including Labs 1, 2 and Annex) and a 1'' natural gas line to the Child Care Center. There are above ground propane tanks at the House of Welcome and Motor Pool. In the event of an emergency, our procedures call for gas to be shut off until we can assess the gas lines.
- In addition, Olympia has underground tunnels that contain steam, electrical, water, chilled water, and telecommunication lines. The tunnels are heavily reinforced and are not likely to collapse in the event of an earthquake.

Long term emergencies: for students living on campus, Evergreen has emergency food stores for up to a week and would establish shelters as needed.

Evacuation: Evergreen has at least one volunteer for each floor in a building who serves on an evacuation team. Team members have basic training in exit procedures and are equipped with a clipboard and easy-to-spot emergency vest.

- Use the nearest exit. Do not use the elevator.
- Move quickly, remain calm.
- Take personal items (coat, shoes, wallet, medication, phone, etc.)
- Secure any hazardous materials
- Close door when you exit
- Go to assembly point
- Report to officials regarding casualties, trapped victims, injuries or hazardous conditions
- Do not leave campus until roads are safe
- Do not re-enter buildings until the fire alarm stops and until advised by safety personnel
- Check in with officials before leaving campus

Building Fire:

- Activate the nearest fire alarm
- Evacuate the building
- Call 911
- If trapped inside the building, stay near floor to avoid toxic fumes, signal emergency personnel

Wildfire:

- Activate the nearest fire alarm and call 911
- Close windows, do not evacuate building unless safe to do so
- If building is on fire, follow evacuation procedures

TIMELY WARNING

Timely Warnings are provided to notify the Evergreen community of certain crimes (Clery-defined crimes and other crimes as applicable) within Evergreen's geographical jurisdiction that may represent a serious or ongoing threat to the Evergreen community. The purpose of a Timely Warning is to heighten awareness and increase safety measures for the Evergreen community.

Reports are received by Evergreen's Police Services through a variety of ways, including but not limited to: community members, Campus Security Authorities, local law enforcement, or the national weather service. Reports received by Police Services are reviewed to determine whether there is an on-going threat to the community. Each incident is assessed on an individual basis on whether to issue a Timely Warning or not. Factors that determine whether to issue a Timely Warning or not include:

- The nature of the crime
- The continuing danger to the campus community
- The timeliness of the report and the time that has passed between incident and report
- The possible risk of compromising law enforcement efforts

Timely Warnings are generally distributed for the following, but not limited to: major incidents of arson, murder/non-negligent manslaughter and robbery. Incidents of aggravated assault and sex offenses are considered on an individual basis, depending on facts of the case and information known by Police Services.

If Police Services determine a Timely Warning may be warranted, a select group of individuals will decide on if a Timely Warning is justified, what to include, and who to send it to. Individuals making this determination include the Director of Police Services, Vice President of Finance and Operations, Dean of Students, and the President of the College. Depending on the nature of the crime, others may be consulted in deciding. Decisions on whether to issue a Timely Warning or not are based on information known at the time.

Each discussion of whether a timely Warning should be distributed or not will be documented with justification on the determination.

Timely warnings will generally be written and distributed by College Relations, in consultation with Police Services. In rare occasions, the Director of Police Services can, at their own discretion, issue a Timely Warning if an immediate issuance is warranted.

Timely Warnings will include general information about the incident but will not include personally identifiable information about any victim(s) of the incident to maintain confidentiality of the victim. Timely Warnings may include information about the alleged suspect(s) and will include additional information about how members of the community can protect themselves and other information as applicable. The content of each Timely Warning is determined on an individual basis.

After a Timely Warning is issued, follow-up information may be provided if needed, and may include further information on the incident and/or suspect(s), or an all-clear notification.

Timely Warnings are distributed campus-wide, and generally will be issued through the college's email system to students and employees. There may be situations in which Police Services will also post fliers throughout the physical campus, or through the Omnilert emergency messaging system.

Evergreen is not required to issue a Timely Warning with respect to crimes reported to confidential employees on-campus. Confidential employees at Evergreen are staff in Student Wellness Services.

EMERGENCY NOTIFICATIONS

Evergreen has a responsibility to immediately notify the campus community or parts of the campus community upon confirmation of a significant emergency or dangerous situation occurring on campus that involves an immediate threat to the health or safety of students, employees, and/or visitors. An immediate threat, as defined by the Clery Act, is an imminent or impending threat. Examples include but are not limited to approaching natural disaster such as a tornado or hurricane; terrorist incident; gas leak; active shooter; outbreak of serious illness; bomb threat; explosion; hazardous waste spill; unplanned college closure. If an incident is not deemed an "immediate threat," a timely Warning may be used by Evergreen instead of an Emergency Notification.

Emergency Notifications require action by the receiver(s) of the Notification to remain safe.

Information regarding an emergency can come from many avenues, including community reports, Campus Security Authorities, local law enforcement, weather reports, or the National Weather Service. Individuals may report an emergency through Police Services by calling 360-867-6140 or 911, in person at the Police Services Office (Evans Hall). Police Services staff are responsible for responding to reported emergencies and confirming the existence of an emergency, sometimes in conjunction with campus administrators, local first responders, and/or others as applicable.

Issuing an Emergency Notification will be determined by Police Services, in consultation with others as necessary. Because of the need for immediate notification, the Director of Police Services or their designee will make the determination based on the information known at the time of notification. If time allows the Director of Police Services or their designee will consult with the Vice President for Finance and Operations, the President of the College, Dean of Students, Director of Residential and Dining Services, and/or others in Emergency Response Services. These roles, as applicable, will collaborate to determine the content of the message, the audience of the message, and how the message will be disseminated.

Emergency Notifications will be initiated and provided, without delay, immediate notifications to the appropriate segment(s) of the Evergreen community, once there is confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, or visitors. Emergency Notification may not be issued if issuing a notification will, in the judgment of emergency professionals, compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Emergency Notifications will be short, direct messages that state the information needed to act. Specific, identifiable information of the victim(s) will not be included. Emergency Notification messages will contain information on a need-to-know basis and generally will include a follow-up message once the immediate threat has been contained. Police Services will continue to assess the situation, and additional notifications may be issued as the situation warrants.

Emergency Notifications will be sent to segments of the campus community based on the scope of the immediate threat. Not all Emergency Notifications will be sent to the entire campus community and may be sent only to affected areas.

Emergency Notifications will generally be sent via the Omnilert e2Campus Alert System. All Evergreen students and employees are encouraged to sign up to receive these alerts via text message at https://evergreen.omnilert.net/subscriber.php. Additional Emergency Notification avenues may include Evergreen email, loudspeaker on the Olympia campus, telephone services, banner on the Evergreen website, social media, local media, and/or in person communication. Additional information may be sent when the all-clear is given. College Relations may distribute information in a campus-wide email following the incident, on a case-by-case basis.

If there is an immediate threat to the health or safety of students, employees, or visitors occurring on the Evergreen campus, Evergreen will follow their Emergency Notification procedures set out in this policy and in the Emergency Preparedness materials. Evergreen is not required to issue a Timely Warning and an Emergency Notification for the same circumstances; however, Evergreen will provide timely follow-up information to the community as applicable.

EMERGENCY PLANNING AND PROCEDURES

Evergreen's Emergency Response Planning Coordinator works with the Evacuation Team and the Emergency Response Team to plan and coordinate Evergreen's emergency response and training. The Emergency Response Procedure manual is updated and housed with the Emergency Response Planning Coordinator.

Missing Student Protocol

APPLICABLE POLICY

In accordance with the Clery Act, The Evergreen State College works to make sure any report of a missing student is investigated appropriately. Police Services, in conjunction with RAD Services at Evergreen and the applicable law enforcement jurisdiction, will work together when notification of a missing student is brought to an official's attention. Missing student protocol applies to students that reside on-campus and students that are not residing on-campus.

For this policy, a "missing student" is defined as someone, regardless of age, who has an unusual absence in the College environment for a reasonable amount of time, including absences in classes, employment, or residence hall facilities. Any unusual patterns of absence in a student are cause for reporting, especially if the college determines there may be unusual circumstances regarding this absence or if there is any concern for the student's safety. A reasonable amount of time varies for each student, given their usual patterns of behavior.

Anyone who believes a student is missing should immediately report their concern to their Residence Director in RAD Services in RAD A301, or 360-867-6132 or Police Services in Seminar Building 1, 2150, or 360-867-6140. Other college officials who receive notification of a potential missing student must report this information to Police Services immediately.

Once RAD Services or Police Services receives notification of a potential missing student, the following protocol will be followed immediately. In cases where there are unusual circumstances or potential safety concerns, a student may be determined missing immediately and protocols start immediately. Otherwise, a student must be reported missing to the appropriate police agency immediately after Police Services receiving notification.

FILING CONFIDENTIAL CONTACT

Students must designate an emergency contact and have the option of designating a confidential emergency contact during the housing application process in case they are considered a missing student. Students must apply to register to live in an on-campus residence hall for the academic year (fall quarter through spring quarter) and then for the summer quarter. During this time, students can designate their emergency contacts.

In addition to registering an emergency contact, students residing in on-campus housing have the option to confidentially identify an individual to be their contact by The Evergreen State College in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, Evergreen will notify that individual no later than 24 hours after the student has been determined missing. If the student has listed multiple emergency contacts, Evergreen will contact each one in the order given by the student.

The missing person contact is confidential and will be kept separate from the student's regular Emergency Contact. The only offices that have access to the missing person contacts are authorized campus officials, who can only disclose this information to law enforcement only for the purpose of a

missing person investigation. This information will only be accessed once a student has been declared missing. This person will be notified within 24 hours of notification that the student is missing.

PROCEDURE FOR ON-CAMPUS STUDENTS

If a student is reported as being missing, Resident Directors in RAD Services will contact Police Services, and report the missing student to the Resident Director back-up.

The Evergreen State College Police Department will generate a missing person report and initiate an on-campus investigation. The Resident Director and any Police Officer may complete the following as part of the investigation:

- Attempt to call the student's cell phone listed in the College's records
- Key into the student's residence hall room with a Police Officer to confirm the student is not in the room. While in the room, notice any clues including personal items in the room, or other clues regarding where the student may be at
- Check the student's Emergency Missing Contact, and call to see if that listed individual has any information
- Check with suitemates/roommates/Resident Assistants to see when the last time was, they saw the missing student, and if they have any information
- Send an email to the student letting them know they have been reported as missing
- Check car registrations and if the missing student has a car registered to them, investigate if the car is on campus
- Check social media as applicable to determine if there is anything of note on the missing student's account(s)
- Check jail rosters in the local jurisdiction

If The Evergreen State College Police Services determine that the student is still missing, Police Services will notify the police agency with jurisdiction and the student's emergency contact (or designated emergency contact for missing person). If the missing student is under the age of 18 and is not an emancipated individual, an Evergreen official must notify the student's parent or legal guardian at this time as well.

Police Services will determine, based on the procedures of a Timely Warning and/or Emergency Notification, if a campus alert should be issued.

PROCEDURE FOR OFF-CAMPUS STUDENTS

If a person is reported to Police Services as missing and lives off-campus, Evergreen Police Services will determine the police agency of jurisdiction and notify them immediately. All possible efforts are made to locate the student to determine the student's health and well-being through collaboration with the police agency of jurisdiction.

Evergreen officials, in conjunction with Police Services and the police agency of jurisdiction will endeavor to determine the student's whereabouts through contact with friends, associates, and/or employers and faculty members of the student. Any information available will be reported to the police agency of jurisdiction.

If the student is not located through the above means, notification of the family of an off-campus student is coordinated with the police agency. Evergreen's Police Services will cooperate, aid and assist in the police agency in all ways prescribed by law. Police Services are an active participant in the exchange of mutual aid agreements between local law enforcement agencies and other law enforcement agencies throughout the state.

If Located: If a missing student is located, verification of the student's state of health and their intention of returning to campus is made. When and where appropriate if the need is determined, a referral will be made to Student Wellness Services and other Evergreen services as applicable.

Safety and Access to Campus Facilities

ACCESS TO CAMPUS FACILITIES

The Evergreen State College Facilities Department maintains oversight and maintenance of all lock systems including electronic card access. Facilities and the College Key Shop will work with individual departments to create departmental access for each individual department's needs.

All buildings are checked periodically by The Evergreen State College Police Officers. Once facilities are locked, only authorized personnel with assigned key access may lawfully enter. If a campus facility, including a residence hall, is under maintenance or construction, the contractor of the project is required by the college to provide security for the facility.

Academic and Administrative Buildings: Academic and Administrative buildings are open and accessible during business hours, on schedule that vary by building. Some of the building locks are controlled automatically through the Access Control systems, and some are locked manually.

Residence Halls: All exterior doors of the residence halls lock. Residents are responsible for protecting building security by ensuring exterior doors are locked each time they enter or exit a building. Residents are prohibited from propping or leaving any exterior building, apartment, or unit exterior door open. Residents are responsible for locking their individual bedroom doors. For safety and security reasons, if an RAD staff member finds a bedroom door unlocked during inspections, maintenance, etc., the door will be locked. All doors should be unobstructed and able to be opened freely for egress in the event of an emergency. Altering door safety closures or locks is prohibited. Tampering or interfering with the operation of security systems or door locks is prohibited.

Facilities Maintenance: Campus security systems, including lighting, alarms, locks and emergency phone stanchions are actively checked and maintained. Evergreen Police Services actively address identified safety issues such as lighting, traffic, and pedestrian safety, as well as ensuring that routine testing is performed on electronic safety and security systems. Facilities Maintenance personnel conduct periodic checks of the campus and surrounding areas to identify and address safety concerns.

OFF-CAMPUS BUILDINGS

Evergreen does not have any officially recognized organizations that have housing facilities “off-campus” meaning in non-campus facilities. Students may reside in housing off-campus that are close to the Evergreen campus, and the Evergreen police may patrol the area as required, in cooperation with Thurston County police.

Study Abroad and International Programs

EVERGREEN PROGRAMS

Each academic year, Evergreen offers several study abroad programs led by Evergreen faculty. These programs can be one, two, or three term programs, and student must apply for specific study abroad programs. During the 2024-2025 academic year, 5 study abroad programs were offered through Evergreen.

APPLICABLE CLERY RAMIFICATIONS

Study Abroad trips and field trips in which Evergreen controls the content and there is an Evergreen faculty member traveling with the students for educational purposes, these locations fit within the non-Campus Clery geography. Additionally, faculty members who take students on these study-abroad programs are considered Campus Security Authorities at Evergreen.

TRAINING

All faculty members who are taking students on an international or domestic program must attend interactive training hosted by Evergreen’s International Programs Office. This training also includes presentations from Title IX, Student Rights and Responsibilities, and others. During these trainings, the Title IX Coordinator and Clery Compliance Coordinator outlines the responsibilities of a CSA, and these faculty members must take the designated CSA Training. This is facilitated by the Clery Compliance Officer each year, in conjunction with the International Studies office.

Fire Safety Report

The Evergreen State College promotes fire safety in a variety of ways including both formal training sessions and throughout dissemination of fire safety information to students and employees. The focus of training and education efforts is first to prevent fires by emphasizing personal diligence and individual responsibility. The second goal is to prepare students and employees to respond quickly and effectively when a fire is suspected or certain.

In compliance with provisions of federal law, The Evergreen State College is required to make reports available to the campus community and to prospective students and their parents/guardians pertaining to fire safety. Institutions maintaining on-campus student housing facilities must collect fire statistics and publish an annual fire safety report and keep a fire log available for review. The fire log includes information about fires that occur in residential facilities, including the nature, date, time, and general location.

Fire Statistics – 2025							
Building	# Fires	Date	Time	Cause	Deaths	Injury	Property Damage
A -	0						
B –	0						
C – Vacant	0						
D	0						
E	1	2/19/2025	8:00pm	Accident – Cooking	0	0	$20,487
F	0						
G	0						
H	0						
I	0						
J	0						
K	0						
L	0						
M	0						
N	0						
P	0						
Q	0						
R	0						
S	0						
T	0						
U	0						
Mod 301	0						
Mod 302	0						

Mod 303	0						
Mod 304	0						
Mod 305	0						
Mod 306	0						
Mod 307	0						
Mod 308	0						
Mod 309	0						
Mod 311	0						
Mod 312	0						
Mod 313	0						
Mod 314	0						
Mod 315	0						
Mod 316	0						
Mod 317	0						
Mod 318	0						
Mod 319	0						
Fire Statistics – 2024							
Building	# Fires	Date	Time	Cause	Deaths	Injury	Property Damage
A	0						
B	0						
C – Vacant	0						
D - Vacant	0						
E	0						
F	0						
G	0						
H	0						
I	0						
J	0						
K	0						
L	0						
M	0						
N	0						
P	0						
Q	0						
R	0						
S	0						
T	0						
U	0						
Mod 301	0						

Mod 302	0						
Mod 303	0						
Mod 304	0						
Mod 305	0						
Mod 306	0						
Mod 307	0						
Mod 308	0						
Mod 309	0						
Mod 311	0						
Mod 312	0						
Mod 313	0						
Mod 314	0						
Mod 315	0						
Mod 316	0						
Mod 317	0						
Mod 318	0						
Mod 319	0						

Fire Statistics – 2023

Building	# Fires	Date	Time	Cause	Deaths	Injury	Property Damage
A	0						
B – Vacant	0						
C – Vacant	0						
D - Vacant	0						
E	0						
F	0						
G	0						
H	0						
I	0						
J	0						
K	0						
L	0						
M	0						
N	0						
P	0						
Q	0						
R	0						
S	0						
T	0						
U	0						

Mod 301 – Vacant	0						
Mod 302	0						
Mod 303	0						
Mod 304	0						
Mod 305	0						
Mod 306	0						
Mod 307	0						
Mod 308	0						
Mod 309	0						
Mod 311	0						
Mod 312	0						
Mod 313	0						
Mod 314	0						
Mod 315	0						
Mod 316	0						
Mod 317	0						
Mod 318	0						
Mod 319	0						

FIRE SAFETY IN BUILDINGS

Safety Equipment: The following table shows the type of fire safety equipment in each residence hall building.

Building	Sprinkler	Detection	Alarm	Extinguishers	Pull Stations
Res A	Wet, full coverage	Hardwired, local smoke w/isolated thermal; system smoke and system thermal	Edwards EST-3, addressable, reports to Police Services and McLane Fire	14 total: 1 per floor in main corridor; 2 in office; 2 in mechanical room	1 per building at the fire panel
Res B, C, D	Wet, full coverage	Hardwired, local smoke w/isolated thermal; system	Edwards EST-3, addressable, reports to Police Services	5 per building: 1 on each floor in main corridor	1 per building at fire panel

		smoke and system thermal	and McLane Fire		
Res E – U	None	Hardwired, local smoke w/isolated thermal; system smoke and system thermal	Edwards EST-3, addressable, reports to Police Services and McLane Fire	1 per apartment	1 per apartment; 1 building exterior; 2 additional at F, H and R
Mods (18 buildings)	None	Hardwired, local smoke w/isolated thermal; system smoke and system thermal	Edwards EST-3, addressable, reports to Police Services and McLane Fire	1 per apartment	1 per apartment

Checks: All fire equipment is checked regularly and maintained through Evergreen facilities department.

REPORTING A FIRE

If a fire is seen or there is suspicion to believe a fire is occurring, call 911 immediately and evacuate the building.

FIRE PREVENTION EFFORTS

Residence Hall Fire Safety Policy: RAD Services has housing policies that include fire safety standards for students living in the residential facilities. The full list of policies can be found on the webpage: (https://www.evergreen.edu/student-life/campus-housing/policy) but included in this report are policies related to fire safety. All residents agree to abide by the following policies:

Candles and Incense Prohibited: The possession or burning of candles or incense is prohibited. Items found in violation of this policy may be confiscated by a housing staff member.

Decorations: Decorations that do not alter or damage, penetrate surfaces, do not present a fire hazard within, and do not prevent egress from an apartment/unit are permitted. Blue tape and sticky putty are the only approved ways to put up decorations.

Prohibited decorations include, but are not limited to:

- Decorations attached to or in contact with building pipes, heaters, ceilings, smoke detectors, and other fire and life safety equipment.
- Decorations that obstruct any walkway, hallway, stairwell, door, window, or any part of the premises and grounds.
- Decorations or equipment that would interfere with or damage any building surface or require removing/altering doors or windows.
- Lighting that is not UL approved and/or is in poor condition.

Equipment/Items: Please see the full policy to see a list of approved and prohibited equipment within the residence halls.

Fire Safety: Fires can start and grow rapidly, making people most vulnerable when they cook and sleep. On-campus housing facilities are equipped with smoke and fire/heat detection devices and have policies in place to prevent fires. If an alarm sounds, follow the evacuation route posted on the back of your apartment or room door.

Prohibited behaviors:

- Failure to evacuate – in case of a fire alarm or other mandated evacuation
- Failing to evacuate in a prompt and orderly manner
- Blocking or barricading any route of evacuation including doors and windows
- Misuse of equipment – tampering with, damaging, disarming, or falsely discharging any provided fire safety equipment, including alarms, emergency lighting, fire extinguishers, fire doors, smoke detectors, or sprinklers
- Storing flammable substances in or near housing facilities

Smoking: Smoking is prohibited in all College buildings including student housing per the campus No Smoking Policy. Residents may smoke only in designated outdoor smoking areas on the College's campus. "Smoking" as used in this policy, refers to the inhaling, exhaling, burning or carrying of any lighted smoking or activated vapor equipment including cigarettes, electronic cigarettes, cigars, or pipes.

A service charge will be assessed to cover the costs of cleaning and repairs in units/suites/apartments due to damage from smoking. Two public outdoor smoking areas are located within proximity of housing: the main one is located behind the Housing Community Center (HCC). The designated smoking area located in Modular housing closes during residential quiet hours; the designated smoking area located behind the HCC is open 24-hours and students must abide by the Noise and Quiet Hours policy.

Fire Alarms: All residents and guests of student housing must observe and comply with Evergreen's building evacuation procedures set forth in TESC's Building Evacuation Plan. This requires, among other things, that all residents and guests immediately evacuate a building whenever a fire alarm is activated and go to the designated evacuation location for student housing.

When an individual room's smoke detector is activated and there is no fire or other emergency, the occupants of the room are required to immediately call the campus Police Service's non-emergency number, 360-867-6832, to report the issue. A staff member from RAD facilitates and/or fire personnel will respond. If a smoke detector is triggered because of a fire or other emergency, the building fire alarm should be activated, and all residents and guests must immediately evacuate the building as set forth above. The resident should then call 911 to report the fire or emergency.

Smoke Detectors: Tampering with, disabling, bagging, or otherwise impacting the effectiveness of the smoke alarms is prohibited per the International Fire Code regulation 902.8 and Thurston County Fire Code 14.32.120.

Appendix A: Clery Act Definitions

There are four distinct categories of crimes reportable by Clery. These crime categories and the following crime definitions are used by Evergreen to determine whether any report is counted in the Clery Crime statistics. Note that crimes are categorized based on the initial report. Definitions of each crime are provided by the Federal Bureau of Investigation's Uniform Crime Reporting Program.

CRIMINAL OFFENSES (PRIMARY CRIMES)

Murder and Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another

Manslaughter by Negligence: the killing of another person through gross negligence

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

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

Fondling: the touching of the private body 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

Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law

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

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 or violence and/or by putting the victim in fear

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

Burglary: the unlawful entry of a structure to commit a felony or a theft

Motor Vehicle Theft: the theft or attempted theft of a motor vehicle

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 of another, etc.

HATE CRIMES

A Hate Crime is defined as a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. Clery requires reporting on the following eight bias categories:

- Race: a preformed negative attitude toward a group of persons who possess common physical characteristics, e.g. color of skin, eyes, and/or hair; facial features, etc. genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind
- Religion: a preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being
- Sexual Orientation: a preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation
- Gender: a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender
- Gender Identity: a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity
- Ethnicity: a performed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture and/or ideology that stresses common ancestry
- National Origin: a preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth
- Disability: a performed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness

Hate crimes include any of the following offenses that are motivated by bias:

- Murder and non-negligent manslaughter
- Sexual assault
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Arson
- Larceny-Theft: the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another
- 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
- 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 attack
- 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

ARRESTS AND REFERRALS FOR DISCIPLINARY ACTION

Evergreen's Annual Security Report will include statistics of the number of arrests and the number of individuals referred to Student Rights and Responsibilities at Evergreen for the following three violations:

- Weapons
- Drug Abuse
- Liquor Law Violations

The Evergreen State College defines these in the Student Code of Rights and Responsibilities and Washington State Codes in the following way:

Weapons: WAC 174-136-043: According to the Evergreen State College Firearms and Weapons policy, members of the Evergreen State College community, including faculty, staff and students, as well as visitors to either of the Evergreen campuses, are prohibited from possessing firearms, explosives, weapons, or any item that may be construed as such, on the premises of the or in any building under the College's control, whether or not a federal or state license to possess the same has been issued to the possessor.

1. Possession, display, storage, wearing, or use of firearms, explosives (including fireworks), dangerous chemicals or other weapons are prohibited on the college campus, college-owned property, college approved housing, and at college sponsored events, unless prior written approval has been obtained consistent with subsection (6) of this section.
2. Firearm means a weapon or device from which a projectile or projectiles may be fired by an explosive such as gunpowder, whether loaded or unloaded.
3. Weapon includes, but is not limited to:
    a. Any weapon that it is unlawful to possess under Washington law including, but not limited to, slingshot, sand club, metal knuckles, or spring blade knife;
    b. Stun guns, electroshock weapons, longbows, hunting bows, throwing weapons, air guns, pellet guns, paint ball guns, or other pneumatic propellant;
    c. Any other object or instrument apparently capable of producing bodily harm that is carried, exhibited, displayed or drawn in a manner, under circumstances, and at a time and place that manifests an intent to intimidate another or that warrants alarm for the safety of other persons including, but not limited to, daggers, swords, weapon replicas, knives or other cutting or stabbing instruments with blades longer than three inches, clubs, or bats.
4. Possession of a valid concealed pistol license authorized by the state of Washington is not an exemption under this section. However, nothing in this section shall prevent an individual holding a valid concealed pistol license from securing their pistol in a vehicle as authorized under RCW 9.41.050, provided the vehicle is locked and the weapon is concealed from view; or securing their pistol with The Evergreen State College Police Services under subsection (6) of this section.
5. Individuals authorized to carry firearms or other weapons on the college campus, college-owned property, college approved housing, and at college sponsored events include, but are not limited to:

a. Bank-related security personnel required by their office to carry such firearms or weapons;
b. Duly appointed and commissioned law enforcement officers in the state of Washington, or commissioned by agencies of the United States government while on duty and engaged in their regular duties. A law enforcement agent must notify Evergreen Police Services of their presence on campus on arrival.

6. Individuals seeking to bring a firearm or other weapon onto campus, college-owned property or a college sponsored event for display or demonstration purposes directly related to a legitimate pedagogical and/or other authorized or educational activity, must obtain prior written authorization from Evergreen Police Services, or any other person designated by the President of the College. Evergreen Police Services, or their authorized designees, will review any such request and, if it is granted, may establish conditions to the authorization. If the request is denied, the requestor will be informed of the available appeal process, if any.

Other than individuals referenced in subsection (5) of this section, individuals who bring firearms or other weapons to campus must immediately place the firearms or weapons in the college provided storage facility. The storage facility is located at Evergreen Police Services.

Alcohol, drug and tobacco violations: WAC 174-123-170 (2a):

1. Alcohol. The use, possession, delivery, sale, manufacture, or being observably under the influence of any alcoholic beverage, except as permitted by law and applicable college policies.
2. Cannabis. The use, possession, delivery, or sale of cannabis or the psychoactive compounds found in cannabis, regardless of form, or being observably under the influence of cannabis or the psychoactive compounds found in cannabis. Cannabis use and possession is illegal under federal law and the college is required to prohibit the possession, use and distribution of illicit drugs, including cannabis, as a condition of receiving federal funding.
3. Drugs. The use, possession, delivery, sale, manufacture, or being observably under the influence of any mood altering drug, or any other controlled substance under chapter 69.50 RCW, except as prescribed for a student's use by a licensed practitioner.

VIOLENCE AGAINST WOMEN ACT OFFENSES

Dating Violence: violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

Washington State law defines dating violence as a type of domestic violence. The definition of family or household members under Washington law includes those who have been or are in a dating relationship. A dating relationship is "a social relationship of a romantic nature." Factors that the court may consider in making this determination include: the length of time the relationship has existed; the nature of the relationship; the frequency of interaction between the parties. RCW 10.99.020(3), (4); 26.50.010(3), (6).

Domestic Violence: a felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the victim;

- By a person with whom the victim shares a child in common;
- By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred;
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred

Under Washington State law the crime of domestic violence is defined in RCW 10.99.020(5) as including but not limited to any of the following crimes when committed by one family or household member against another: assault in the first degree, assault in the second degree, assault in the third degree, assault in the fourth degree, drive-by shooting, reckless endangerment, coercion, burglary in the first degree, burglary in the second degree, criminal trespass in the first degree, criminal tress in the second degree, malicious mischief in the first degree, malicious mischief in the second degree, malicious mischief in the third degree, kidnapping in the first degree, kidnapping in the second degree, unlawful imprisonment, violation of the provisions of a restraining order or no contact order, rape in the first degree, rape in the second degree, residential burglary, stalking, and interference with the reporting of domestic violence.

Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to: fear for the person's safety or the safety of others; or suffer substantial emotional distress. For the purposes of this definition, a course of conduct means two or more acts, including but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.

HIERARCHY RULES

When an incident has multiple offenses, the FBI UCR uses the hierarchy rule, in which the most serious offense is counted. From top to bottom, the FBI lists the following as most serious:

- Murder and Non-negligent manslaughter
- Manslaughter by Negligence
- Sexual Assault
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle Theft

Exceptions to the hierarchy rule apply to offenses of arson, sexual assaults, hate crimes and VAWA crimes. These categories should be counted in addition to the primary crimes.

Appendix B: Student Code Grievance Processes

WAC Code of Student Rights and Responsibilities, Chapter 174-123, outlines grievance procedures for students that may have violated the Code, including weapons violations, alcohol violations, drug violations, and sexual misconduct violations. The following procedures can be found in the 2021 Code of Student Rights and Responsibilities at https://www.evergreen.edu/offices-services/student-affairs/student-rights-responsibilities.

SUBMITTING A COMPLAINT (WAC 174-123-190)

1. Any person may submit a complaint alleging a violation of the code. A complaint may be submitted through the online report form, or to a college official who is able to take action. This includes, but is not limited to, the student conduct officials, the Title IX officials, residential life staff, police services, or to the senior college official. Individuals may choose not to submit a report to police services alleging a violation of the code. A complaint should be submitted as soon as possible after the event has taken place. A group of people may make an initial complaint collectively.
2. The senior student conduct official, or designee, will be responsible for addressing alleged violations of the code. If there is a question about who should be responsible for addressing a complaint, the senior college official, or designee, will assign responsibility for handling the complaint and if necessary, serve as a student conduct official.
3. A complainant or respondent may request, in writing to the senior college official or designee, to have a complaint addressed by an alternate student conduct official if a bias, prejudice, or conflict of interest is identified. The senior college official or designee will have the final authority to determine the appropriate student conduct official to assign in this case.
4. Based on the complaint, the senior student conduct official or designee will conduct an initial review of the complaint to determine jurisdiction and if there is clear information to indicate a possible violation of the code in order to determine next steps. The senior student conduct official or designee may elect to initiate a conduct conference, attempt to gather additional information to make a determination, or close the complaint without any further action. If the complaint is closed without any further action by the senior conduct official or designee, the parties may be referred for additional resources.

INITIATING A CONDUCT CONFERENCE (WAC 174-123-210)

A conduct conference is a meeting or a series of meetings, held between a respondent and a student conduct official. The student conduct official will explain to the respondent the process for addressing complaints under the code, advise the respondent of their rights and responsibilities, and review with the respondent the complaint and alleged violation(s) of the code.

1. The respondent will meet with the student conduct official for a conduct conference as directed in a written notice. The notice will briefly describe the allegations and the provision(s) of the code the respondent is alleged to have violated. The notice will direct the respondent to schedule a conduct conference or direct the respondent to attend a conduct conference at a

specific time and location. At the conduct conference, the student conduct official will present the allegations to the respondent and the respondent will be afforded an opportunity to explain what occurred. If the respondent fails to attend the conduct conference, a determination of responsibility and required resolution and sanction(s) may be determined in the respondent's absence.

2. If there is more than one respondent involved in the complaint, the student conduct official, at their discretion, may conduct the conferences concerning each respondent either separately or jointly.
3. In addition to information sought from the respondent regarding the allegations, the student conduct official may seek additional information from other persons with information relevant to the investigation of the complaint.

INFORMAL RESOLUTION AND AGREEMENT OF ACCOUNTABILITY (WAC 174-123-220)

The student conduct official will attempt to resolve a complaint informally using an agreement of accountability. If a complaint is not resolved using an agreement of accountability, the student conduct official will resolve the complaint by issuing a determination of responsibility and required resolution and sanction(s) as described in WAC 174-123-230.

1. The student conduct official may work with any respondent who acknowledges responsibility for engaging in prohibited conduct to identify the resolution and sanction(s). If an agreement is reached, the resolution and sanction(s) will be contained in a written agreement of accountability signed by both the respondent and the student conduct official.
2. A respondent who enters into an agreement of accountability will comply with the resolution and sanction(s) set forth in the agreement and will have no further right of appeal under the code. A respondent's failure to comply with an agreement of accountability may be the basis for a separate violation of misconduct under the code. A separate violation will be addressed using a conduct hold and/or initiating a conduct conference as described in WAC 172-123-210. The conduct hold will remain in effect until such time that the student satisfactorily completes all the requirements of the agreement of accountability. If a complaint alleges non-Title IX sexual misconduct or assault, the informal resolution and agreement of accountability will not be used and a notice of determination of responsibility and required resolution and sanctions process (WAC 174-123-230) is used.
3. A restorative practice process may be a component of an agreement of accountability in cases where the student has taken responsibility for their actions and a violation of the code. An agreement may be entered into as part of an agreement of accountability that the student is choosing to voluntarily participate in a restorative practice process. A restorative practice is intended to provide resolution and restoration for those negatively impacted by the code violation, as well as, give the respondent an opportunity to make the situation as right as possible.

NOTICE OF DETERMINATION OF RESPONSIBILITY AND REQUIRED RESOLUTION AND SANCTIONS (WAC 174-123-230)

1. If a complainant is not resolved by entering into an agreement of accountability, the student conduct official will issue a determination of responsibility based on a preponderance of the

evidence standard. Preponderance of the evidence standard means it is more likely than not that the information and evidence shows that an alleged policy violation did or did not occur.

2. The student conduct official may take any of the following actions:
    a. Determine the respondent is not responsible for violating the code and end the conduct proceedings.
    b. Determine the available information is inconclusive at this time. The student conduct official may revisit the determination if additional relevant information becomes available.
    c. Determine the respondent is responsible for violating the code and issue required resolution(s) and sanction(s) as described in WAC 174-123-240.
3. The determination of responsibility will identify the specific conduct that has violated the code. The required resolution and sanction(s) will state the tasks or actions, and associated deadlines, the respondent must execute to address violations of the code.
4. The student conduct official's determination of responsibility and required resolution and sanction(s) will be final unless the respondent files a timely appeal to the senior college official. If a complaint alleges assault, non-Title IX sexual misconduct or Title IX Sexual Harassment, the complainant is to be informed of the final determination and any required resolution and sanction imposed against the respondent and may file a timely appeal to the senior college official.

RESOLUTION AND SANCTIONS (WAC 174-123-240)

The following resolution and sanctions may be agreed to by, or required of, a respondent found to have violated the code. More than one resolution and sanction may be imposed for any single violation. Resolution and sanctions are based on the unique aspect of each situation and take into consideration the context and seriousness of the violation. In determining the resolution and sanctions, the student conduct official, the student conduct officer, or any appeal officer or panel, will consider history, patterns, and frequency of misconduct; severity and level of impact on the community; and a student's motivation and response to the allegations.

1. Written warning: This is a written notice that the student has violated one or more terms of this code and that continuation of the same or similar behavior may result in further sanctions.
2. Probation: A student will be on special status with conditions imposed for a defined period of time and includes the probability of more sever required resolution and sanctions if the student is found to violate the code during the probationary period.
3. Suspension: Separation of the student from the college for a specified period of time, after which the student is eligible to return, provided that the student has complied with all conditions imposed as part of the suspension and the student is otherwise qualified for enrollment.
4. Expulsion: Permanent separation of the student from the college with a notation on the student's transcript. This includes revocation of all rights and privileges of membership in the college community and exclusion from college activities, classes, and programs and college-owned or controlled facilities and property without any possibility of return. There will be no refund of tuition or fees for the quarter in which the sanction takes effect.

5. Deferred action: Deferred action is most commonly applied to college suspension or expulsion, and college housing suspension or eviction. Deferred action may be applied to other sanctions with conditions stated that outline when the sanction will no longer be in a deferred status. Deferred action is a special status issued for a defined period of time in which the student must complete required resolutions and sanctions that are not included in the deferred status. If the student does not complete the required resolutions and sanctions or is found in violation of the code during the time period, the deferred action will take effect immediately without further review. This deferred action will be in addition to any required resolutions or sanctions arising from the new violation.
6. Educational actions: The college may require the student to complete an educational activity or experience directly related to the violation committed, at the student's expense. This includes, but is not limited to, work assignments, essays, completion of a workshop or training, restorative practice, or service to the college community.
7. Emergency contact or parental notification: In cases of suspension, expulsion, or significant health and safety concerns, the parent or emergency contact may be contacted to inform them of the suspension, expulsion, or health and safety concern.
8. Professional evaluation: Referral for drug, alcohol, psychological, or medical evaluation by an appropriately certified or licensed professional may be required. The student may choose the professional within the scope of practice and having the professional credentials specified by the college. The student will sign all necessary releases:
    a. To allow the college to provide the evaluator with all educational and other records in the student's college files; and
    b. To allow the evaluator to provide the college with the evaluator's notes and file materials, including the results of tests, assessments, and report. The student's return to college may be conditioned upon compliance with recommendations set forth in such a professional evaluation. If the evaluation indicates that the student is not capable of functioning within the college community, the student will remain suspended until further evaluation recommends that the student can reenter the college and comply with the rules of conduct.
9. Loss of privileges: This may include, but is not limited to, the following restrictions:
    a. Attend college-sponsored activities or events;
    b. Hold an office or leadership position in any recognized organization or hold any elected or appointed office of the college;
    c. Limited access or restriction from college premises;
    d. Participate in co-curricular activities;
    e. Participate in study abroad programs or field work;
    f. Represent the college to anyone outside the college community in any way, including representing the college at any official function, or any forms of intercollege competition or representation;
    g. Student employment;
    h. Reside or be present in college housing;
    i. Use of college equipment.
10. No contact order: An order directing a student to have no contact with a specified member of the college community, visitor, or particular college facility. The order may include, but is not

limited to, directives with regard to path of travel, parking, arrival on campus, or specified times for use of campus resources.

11. College housing suspension: Separation of the student from the residence halls for a defined period of time that includes being barred from college housing, after which the student is eligible to return. Conditions allowing for a student to return to college housing may be specified in the suspension.
12. College housing eviction: Permanent separation of the student from college housing that includes being barred from college housing.
13. Restitution: Reimbursement for loss or damage, to property or for injury to persons. This may take the form of appropriate service, monetary or material replacement, or a combination of both.
14. Conduct hold: A measure restricting release of a student's transcript, diploma(s), or other records; and access to registration prohibiting registration for any program or course.
15. Withholding admission or degree: The withholding of admission to, or the withholding of a degree awarded from, the college for a specified amount of time. Withholding of a degree will be noted on the student's academic record.
16. Revocation of admission: The revocation of admission to the college. The denial of admission to the college may occur after admission and prior to initial enrollment.
17. Revocation of degree: The revocation of a degree from the college may be a sanction in those cases in which egregious academic dishonesty is discovered subsequent to a student's graduation. Degree revocation must be approved by the board of trustees and will be noted on the student's academic record.

PROCEDURAL REVIEW COMPLAINT (WAC 174-123-250)

A procedural review complaint may be used to resolve any student complaint related to a current process in which a determination has not been issued regarding the alleged violations of the code.

A procedural review complaint is a student's formal complaint concerning the application of policy, a procedural concern, or a condition in which a student believes the current process has been impacted. This complaint may include, but is not limited to, the inappropriate application of a policy, the process, or procedures not followed appropriately in the process, or other concerns related to the process.

It is recommended that a student first discuss their concerns with the student conduct official responsible for the process prior to filing a complaint.

No disciplinary or other unfavorable action may be taken against any student or anyone who may support or advise a student using these procedures. A student wishing to report the actions of another student cannot use this process and is to be referred to the submitting a complaint section of WAC 174-123-190.

1. Making a procedural review complaint:
    a. A student with a procedural review complaint will report their concern in writing to the senior college official. While only one complaint may be made in the course of a proceeding, a complaint may address multiple concerns. A designated staff member will be assigned as the procedural review coordinator (coordinator) and the current code process that is the subject of the procedural review complaint will be put on

administrative hold until the resolution of the complaint, except in the filing of a procedural review complaint will not cause any interim measures to be put on hold or halt the implementation of any interim measures.

b. The coordinator will discuss the concern with the student. If the student has not already discussed the concern with the student conduct official, the coordinator may refer the student to the student conduct official.
c. If the student elects to not discuss their concern with the student conduct official, or the procedural review complaint is not referred to or resolved by the student conduct official, the student will submit their concern as a written complaint to the coordinator. The written complaint should contain a complete and specific account of the student's complaint, including the policies, practices, procedures, or the condition complained of, with written evidence attached, and stating the remedy the student seeks.

2. Resolution of procedural review complaint:
    a. The coordinator will investigate the student's written complaint by gathering information from the involved people named by the student as well as from others as necessary. The coordinator may ask those named to respond to the student's complaint in writing.
    b. The coordinator will make recommendations based on information presented in an effort to resolve the procedural review complaint. The student will be notified of the recommendations within five business days of the close of the investigation.
    c. Any recommendations by the coordinator will be instituted by the senior student conduct official or designee at the resumption of the process.

FILING OF APPEAL (WAC 174-123-260)

1. A respondent may appeal a student conduct official's determination of responsibility and required resolution and sanction(s) by filing a written notice of appeal to the senior college official within ten calendar days of service of the student conduct official's determination. Failure to file a notice of appeal within the time period constitutes the waiver of the right to appeal and the student conduct official's determination of responsibility and required resolution and sanction(s) will be final.
2. The student filing the notice of appeal must include a brief statement explaining why they are seeking review of the determination of responsibility and/or required resolution and sanction(s).
3. Except in cases of interim measures including interim suspension and/or interim restriction(s), the required resolutions and sanction(s) will be on hold pending the outcome of an appeal.
4. The parties to an appeal will be the appellant and the student conduct official.
5. On appeal, the college bears the burden of establishing the evidentiary facts underlying the determination of responsibility and required resolution by a preponderance of the evidence.
6. The appellant has a right to a prompt and fair hearing as provided for in these procedures.
7. Student conduct appeal to determinations in which the required resolution and sanction(s) include the following will be reviewed through a brief adjudicative proceeding:
    a. Suspensions of then days or less;
    b. College housing suspension or eviction;
    c. Deferred action;
    d. Probation; and

e. Any conditions or terms imposed in conjunction with one of the foregoing resolution and sanctions.

8. Student conduct appeal to determinations in which the required resolution and sanction(s) include the following will be reviewed by the student conduct appeal panel:
    a. Suspensions in excess of ten days;
    b. College expulsions; and
    c. Complaints referred to the panel by the student conduct review officer or senior college official, or designee.
9. Except as provided elsewhere in this code, warnings and findings of no responsibility are final and are not subject to appeal.
10. In cases involving allegations of assault or non-Title IX sexual misconduct, the complainant has the right to appeal the following outcomes using the same procedures as set forth above for the respondent:
    a. The determination of responsibility; or
    b. Any required resolutions and sanction(s) imposed including a disciplinary warning.
11. If the respondent appeals a decision imposing discipline for an assault or non-Title IX sexual misconduct violation, the college will notify the complainant of the appeal and provide the complainant an opportunity to participate in the appeal.
12. Except as otherwise specified in the code, a complainant who appeals a determination of responsibility and required resolution and sanction(s) within ten calendar days of notice of the determination, or who participates as a party to a respondent's appeal of a determination of responsibility and required resolution and sanction(s) will be afforded the same procedural rights as are afforded the respondent.

BRIEF ADJUDICATIVE PROCEEDINGS- INITIAL HEARING (WAC 174-123-270)

Brief adjudicative proceedings will be conducted by a conduct review officer. Conduct review officers shall be designated by the senior college official. The conduct review officer will not participate in any case in which they are or have been involved; or in which there is a direct or personal interest, prejudice, or bias.

1. The parties to a brief adjudicative proceeding are the respondent, the student conduct official, and the complainant in cases involving assault or non-Title IX sexual misconduct. Before taking action, the conduct review officer will conduct an informal hearing and provide each party:
    a. An opportunity to be informed of the college's view of the matter; and
    b. An opportunity to explain the student's view of the matter.
2. The conduct review officer will schedule an informal hearing and serve written notice of the hearing to the parties at least seven calendar days in advance of the hearing. The notice of informal hearing will include the following:
    a. The date, time, location, and nature of the hearing;
    b. A date by which the parties must identify advisors as well as requests for reasonable accommodations, if any;
    c. A date on which the parties may review documents held by the student conduct official; and
    d. A date by which the parties must provide a list of witnesses and copies of any documents to other parties and to the conduct review officer.

3. The conduct review officer will serve an initial decision upon the parties within ten calendar days of the completion of the informal hearing. The initial decision will contain a brief written statement of the reasons for the decision and information about how to seek administrative review of the initial decision. If no request for review is filed within ten business days of service of the initial decision, the initial decision will be deemed the final decision.
4. If the conduct review officer determines that the respondent's conduct may warrant imposition of a college or college housing suspension of more than ten days or college expulsion or college housing eviction, the matter will be referred to the student conduct appeal panel for a new hearing.

BRIEF ADJUDICATIVE PROCEEDINGS – APPEAL OF AN INITIAL DECISION (WAC 174-123-280)

1. An initial decision may be appealed to the senior conduct official or designee, provided a party files a written request including the grounds for appeal for review with the conduct review officer within ten calendar days of service of the initial decision. The grounds for appeal are limited to new information not available at the time of the initial process, procedural error that impacted the outcome of the process, and/or bias of the student conduct official, or the conduct review officer.
2. The senior college official or designee will not participate in any case in which they are or have been involved as a complainant or witness, or in which there is direct or personal interest, prejudice, or bias.
3. During the appeal, the senior college official or designee will give each party an opportunity to file written responses explaining their view of the matter and will make any inquiries necessary to ascertain whether the sanctions should be modified or whether the proceedings should be referred to the student conduct appeal panel for a hearing.
4. The decision on appeal must be in writing and must include a brief statement of the reason for the decision and must be served on the parties within twenty calendar days of the request for appeal. The decision will contain a notice whether appeal to Thurston County superior court is available.
5. If the senior college official or designee determines that the respondent's conduct may warrant imposition of a college or suspension of more than ten days or college expulsion, the matter will be referred to the student conduct appeal panel for a hearing.
6. In cases involving allegations of assault or non-Title IX sexual misconduct, the senior college official or designee, on the same date as the final decision is served on the respondent, will serve a written notice upon the complainant informing the complainant whether the allegations of assault or non-Title IX sexual misconduct were found to have merit and describing any resolution and sanctions and/or conditions imposed upon the respondent, including suspension or expulsion of the respondent. The decision will contain a notice whether appeal to Thurston County superior court is available.

APPEAL PANEL PROCEEDINGS- HEARING PROCEDURES (WAC 174-123-290)

1. If not addressed in the code, the proceedings of the student conduct appeal panel will be governed by the Administrative Procedure Act, chapter 34.05 RCW.
2. The senior college official, or designee, will schedule a hearing before the student conduct appeal panel and serve written notice of the hearing to the parties at least ten calendar days in

advance of the hearing. The notice period may be shortened by the senior college official, or designee, with the parties' permission; and the senior college official may reschedule a hearing to a later time for good cause.

3. The notice of hearing will include the following:
    a. The date, time, location, and nature of the hearing;
    b. A date by which the parties must identify advisors as well as requests for reasonable accommodations, if any;
    c. A date by which the parties must provide a list of witnesses and copies of any documents to be provided to the appeal panel. The date for providing documents must be at least five business days prior to the hearing date. Documents and witness names submitted after the deadline stated in the hearing notice will be admitted at the discretion of the appeal panel. Documents and witness names submitted after the deadline may be excluded from the hearing absent a showing of good cause;
    d. A date on which the parties to the appeal may review documents and witness lists submitted to the panel, which must be no less than three business days prior to the hearing.
4. The panel chair is authorized to make determinations regarding requests for postponement, release of information, or other procedural requests, provided that good cause for the request is shown. Requests for reasonable accommodations based on disability will be determined by the college's disability compliance officer.
5. The panel chair may provide to the panel members in advance of the hearing copies of:
    a. The student conduct official's determination of responsibility and required resolution and sanction(s);
    b. The decision of the conduct review officer, if any;
    c. The review on appeal of the senior college official, if any; and
    d. The notice of appeal by the respondent or complainant.
    e. If doing so, the chair should remind the members that these documents are not evidence of any facts that may allege.
6. The parties may agree before the hearing to designate specific exhibits as admissible without objection and, if they do so, whether the panel chair may provide copies of these admissible exhibits to the panel members before the hearing.
7. Only those materials and information presented at the hearing will be considered. The chair may exclude or limit ineffectual, irrelevant, or unduly repetitious information.
8. The student conduct official or designee, upon request, will provide reasonable assistance to the parties in obtaining relevant and admissible evidence that is within the college's control.
9. Communications between panel members and other hearing participants regarding any issue in the proceeding, other than procedural communications that are necessary to maintain an orderly process, are generally prohibited without notice and opportunity for all parties to participate. Any improper communication, as further provided in RCW 34.05.455, is prohibited.
10. Each party may be accompanied at the hearing by an advisor of the party's choice. A respondent, or complainant in a case involving allegations of assault or non-Title IX sexual misconduct may elect to be represented by an attorney at their own cost, and will be deemed to have waived that right unless, at least five business days before the hearing, written notice of the attorney's identity and participate is filed with the panel chair with a copy to the student

conduct official. The panel will ordinarily be advised by an assistant attorney general. The student conduct official may be represented by an assistant attorney general.

11. The complainant and the respondent are neither encouraged nor required to be assisted by an advisor of their choosing at their own expense. Both the respondent and the complainant will be provided with the option to have a trained procedural advisor provided by the college to assist them prior to and during the hearing to understand their rights in the appeal process. A college procedural advisor may not represent an individual in the appeal proceedings. Proceedings will not be automatically delayed due to the scheduling conflicts of any advisor.
12. Each party is expected to present all information during the proceedings.
13. In cases where the complaint alleges non-Title IX sexual misconduct or assault, the complainant may present information during the proceedings.
14. Upon the failure of any party to attend or participate in a hearing, the student conduct appeal panel may either:
    a. Proceed with the hearing and issue a determination; or
    b. Serve a decision of default in accordance with RCW 34.05.440.
15. The hearing is a closed proceeding which includes only members of the panel; the advisor to the panel, if any; the student conduct official and their advisor, if any; the complainant and the respondent and their advisor(s), if any; and persons requested to provide information at the hearing. Admission of any other person to the hearing is at the discretion of the panel chair.
16. All procedural questions and other decisions are subject to the final decision of the panel chair unless otherwise provided for in these rules. The chair will ensure that the proceeding is held in an orderly manner such that the rights of all parties to a full, fair, and impartial proceeding that adheres to the code is achieved.
17. There will be a single verbatim sound recording of the hearing, and the record will be on file with the senior college official and is the property of the college in accordance with RCW 34.05.449.
18. All testimony will be given under oath or affirmation. Evidence will be admitted or excluded at the discretion of the panel chair.
19. In cases involving allegations of non-Title IX sexual misconduct or assault, neither party will directly question or cross examine one another. Attorneys for the parties are also prohibited from questioning the other party. All cross-examination questions will be directed to the panel chair, who has the discretion to pose the questions on the party's behalf.

APPEAL PANEL PROCEEDINGS – PANEL COMPOSITION (WAC 174-123-300)

1. The student conduct appeal panel will be composed of three members consisting of one faculty member, one staff member, and one student. One member will be designated by the senior college official or designee to serve as the chair of the student conduct appeal panel for a hearing.
2. The faculty agenda committee will designate faculty members to serve on the student conduct appeal panel as needed.
3. The senior college official or designee will be responsible for designating the student and staff members serving on the panel. The student members, including the selection of alternate members to serve as necessary, will be done through an open selection process established by the senior college official or designee.

4. All panel members hearing cases involving sexual misconduct will have received training within the previous twelve months on the issues related to domestic violence, relationship violence, sexual misconduct, and stalking and how to conduct an investigation and hearing process that protects the safety of complainants, ensures fair proceedings, and promotes accountability in cases involving allegations of sexual misconduct.
5. Members of the student conduct appeal panel will not participate in any case in which they are involved as a complainant or witness; or in which there is direct or personal interest, prejudice, or bias; or in which previous actions have been taken in an advisory capacity.
6. A party may request removal of a member of the panel at the beginning of the hearing for reasons of bias, prejudice, or conflict of interest. The chair of the panel will be responsible for making decisions regarding removal unless the student is requesting removal of the chair. When there is a request to remove the chair, and the chair does not voluntarily step down, the remaining members will vote on whether removal is warranted. If the remaining members disagree, the chair will be removed, and the senior college official will appoint an appropriate alternate member (i.e., faculty, student, or staff) to serve on the panel for the removed member. The senior college official will also appoint the panel chair to replace the removed chair, the parties can agree in writing to proceed with the hearing with only two members setting aside the replacement measures.

APPEAL PANEL PROCEEDINGS – DETERMINATION (WAC 174-123-310)

1. At the conclusion of the hearing, the student conduct appeal panel will permit the parties to make closing statements in whatever form it wishes to receive them. The panel also may permit each party to propose findings, conclusions, and/or a proposed decision for its consideration.
2. Only members of the student conduct appeal panel and the advisor to the panel, if any, will be present for deliberations. Deliberations are not recorded.
3. Within fifteen calendar days following the conclusion of the hearing, or the panel's receipt of closing arguments, whichever is later, the panel will issue a decision in accordance with RCW 34.05.461 and WAC 10-08-210 or written notice specifying the date by which it will issue a decision. The decision will include findings on all material issues of fact and conclusions on all material issues of law, including which, if any, provisions of the code were violated. Any findings based substantially on the credibility of evidence, or the demeanor of witnesses will be so identified.
4. The panel's decision will also include a determination on appropriate resolution and sanction(s), if any. The panel may affirm, reverse, or modify the required resolution and sanction(s) issued by the student conduct official and/or issue additional sanction(s) or condition(s) as authorized herein.
5. The panel's decision will also include a statement of the available procedures and time frames for seeking reconsideration. The decision will also include a notice whether appeal to Thurston County superior court is available.
6. The panel chair will serve copies of the decision on the parties through the senior college official's office. It is the responsibility of the student to forward any notice or communication to their advisor. If a student signs a release of information, the chair of the panel will provide the decision to legal counsel representing a student.

7. In cases involving allegations of assault, non-Title IX sexual misconduct or Title IX sexual harassment, the chair of the student conduct appeal panel, on the same date as the decision is served to the respondent, will serve a written notice to the complainant informing the complainant of the panel's decision and describing any sanction(s) and/or condition(s) issued to the respondent, including suspension or expulsion of the respondent. The complainant may request reconsideration of the panel's decision subject to the same procedures and deadlines applicable to other parties. The notice will also inform the complainant of the available procedures and time frames for seeking reconsideration. The decision will also include a notice whether appeal to Thurston County superior court is available.

RECONSIDERATION (WAC 174-123-320)

1. Within five business days of the written notice of the final determination, a party may submit a petition for reconsideration with the senior college official. The petition must state the specific grounds upon which relief is requested. The grounds for reconsideration are limited to new information not available at the time of the hearing, procedural error that impacted the outcome of the process, and/or bias of the student conduct official.
2. The petition will be deemed submitted on the day of actual receipt by the senior college official's office. Service can be made by one of the following means:
    a. Email received by the office of the senior college official; or
    b. By deposit in the United States mail, postage prepaid, addressed as follows: The Evergreen State College, Student Conduct Appeal Panel, Office of the Senior College Official, 2700 Evergreen Parkway N.W., Olympia, Washington 98505; or
    c. By personal service which will be deemed accomplished by hand delivering the petition to the office of the senior college official during regular business hours at the address listed in (b) of this subsection.
    d. Within two days of being served, the senior college official will provide notice to all other parties, who have five calendar days to file their opposition to the petition for reconsideration.
3. All reasonably available members of the panel that heard the original appeal will review the request for reconsideration and determine whether or not to grant the reconsideration. If a reconsideration is granted, the panel will review the submitted materials and make a determination.
4. The final determination issued by the student conduct appeal panel will remain in effect during the time period that a petition for reconsideration is under review by the panel. Within twenty business days from the date of the petition the student conduct appeal panel will provide a determination or written notice specifying the date by which it will act on the petition.

Appendix C: Title IX Grievance Procedures

WAC 174-123-400 Initiation of Discipline

1. Upon receiving the Title IX investigation report from the Title IX Coordinator, the Student Conduct Official will independently review the report to determine whether there are sufficient grounds to pursue a disciplinary action against the Respondent for engaging in prohibited conduct under Title IX.
2. If the Student Conduct Official determines that there are sufficient grounds to proceed under these procedures, the Student Conduct Official will initiate a Title IX disciplinary proceeding by filing a written disciplinary notice with the Chair of the Hearing Panel. The Hearing Panel Chair will serve the notice on the Respondent and the Complainant, and their respective advisors. The notice must:
    - Set forth the basis for Title IX jurisdiction;
    - Identify the alleged Title IX violation(s);
    - Set forth the facts underlying the allegation(s);
    - Identify the range of possible sanctions that may be imposed if the Respondent is found responsible for the alleged violation(s);
    - Explain that the parties are entitled to be accompanied by their chosen Advisors during the hearing and that:
        - The Advisors will be responsible for questioning all witnesses and the other party(ies) on the party's behalf;
        - An Advisor may be an attorney; and
        - Evergreen will appoint the party an Advisor of Evergreen's choosing at no cost to the party, if the party fails to do so; and
        - A party may select to have an individual as emotional support with them during Title IX processes. This individual is separate from an Advisor, and will serve the purpose of providing care and emotional support for the party, but will not participate during the processes.
3. Explain that if a party fails to appear at the hearing, a decision of responsibility may be made in their absence.

WAC 174-123-410 Pre-Hearing Procedure

1. Upon receiving the disciplinary notice, the Hearing Panel Chair will send a hearing notice to all parties, in compliance with WAC 174-123-290(3). In no event will the hearing date be set less than ten (10) days after the Title IX Coordinator provided the Final Investigation Report to the parties.
2. A party may choose an Advisor to be at the Hearing with them. The Advisor will be conducting the cross-examination of parties and witnesses. The full names and contact information for all advisors selected by the parties to appear at the Hearing must be submitted to the Hearing Panel Chair at least five (5) days before the Hearing.
3. A party may choose to have an attorney serve as their Advisor at the party's own expense. This right will be waived unless, at least five (5) days before the hearing, the attorney files a notice of appearance with the Hearing Panel Chair, with copies to all parties and the Student Conduct Official.

4. Parties may also select an individual to serve as emotional support during the hearing. This individual will not have a formal role in the hearing and will serve the purpose of providing care and emotional support for the party.
5. In preparation for the hearing, the parties will have equal access to all evidence gathered by the investigator during the investigation, regardless of whether Evergreen intends to offer the evidence at the hearing.

WAC 174-123-420 Rights of Parties

1. The Evergreen State College's Code of Student Rights and Responsibilities, WAC 174-123, and this supplemental procedure shall apply equally to all parties.
2. Evergreen has the burden of offering and presenting sufficient testimony and evidence to establish that the Respondent is responsible for a Title IX violation by a preponderance of the evidence.
3. The Respondent will be presumed not responsible until such time as the disciplinary process has been finally resolved.
4. During the hearing, each party shall be represented by advisors. The parties are entitled to advisors of their own choosing and the Advisor may be an attorney. If a party does not choose a Process Advisor, then the Title IX Coordinator will appoint a Process Advisor of Evergreen's choosing on the party's behalf at no expense to the party.

WAC 174-123-430 Evidence

The introduction and consideration of evidence during the hearing is subject to the following procedures and restrictions:

1. Relevance: The Hearing Chair shall review all questions for relevance and shall explain on the record their reasons for excluding any question based on lack of relevance.
2. Relevance means that information elicited by the question makes facts in dispute more or less likely to be true.
3. Questions or evidence about a Complainant's sexual predisposition or prior sexual behavior are not relevant and must be excluded, unless such question or evidence:
    a. Is asked or offered to prove someone other than the Respondent committed the alleged misconduct; or
    b. Concerns specific incidents of prior sexual behavior between the Complainant and the Respondent, which are asked or offered on the issue of consent.
4. Cross-examination required: If a party or witness does not submit to cross-examination during the live hearing, the Hearing Panel must not rely on any statement by that party or witness in reaching a determination of responsibility.
5. No negative inference: The Hearing Panel may not make an inference regarding responsibility solely on a witness's or party's absence from the hearing or refusal to answer questions.
6. Privileged evidence: The Hearing Panel shall not consider legally privileged information unless the holder has effectively waived the privilege. Privileged information includes, but is not limited to, information protected by the following:
    a. Spousal/domestic partner privilege;
    b. Attorney-Client and attorney work product privileges;
    c. Privileges applicable to members of the clergy and priests;
    d. Privileges applicable to medical providers, mental health therapists, and counsellors;
    e. Privileges applicable to sexual assault and domestic violence advocates; and

f. Other legal privileges identified in RCW 5.60.060.

7. Recording of Live Hearing: In accordance with WAC 174-123-290(17), there will be a single verbatim sound recording of the hearing, and the record will be on file with the senior college official and is the property of the college in accordance with RCW 34.05.449.

WAC 174-123-440 Initial Order

In addition to complying with WAC 174-123-310, the Hearing Panel will be responsible for conferring and drafting an Initial Order that:

1. Identifies the allegations of Sexual Harassment;
2. Describes the grievance and disciplinary procedures, starting with filing of the Formal Complaint through the determination of responsibility, including notices to parties, interviews with witnesses and parties, site visits, methods used to gather evidence, and hearings held;
3. Makes findings of fact supporting the determination of responsibility for each charge;
4. Reaches conclusions as to whether the facts establish whether the Respondent is responsible for engaging in Sexual Harassment in violation of Title IX;
5. Contains a statement of, and rationale for, the Hearing Panel's determination of responsibility for each allegation;
6. Describes any disciplinary sanction or conditions imposed against the Respondent, if any;
7. Describes to what extent, if any, the Complainant is entitled to remedies designed to restore or preserve the Complainant's equal access to Evergreen's education programs or activities; and
8. Describes the process for appealing the Initial Order.
9. The Hearing Panel Chair will serve the Initial Order on the Parties simultaneously.

WAC 174-123-450 Appeals

1. The Parties shall have the right to appeal from the Initial Order's determination of responsibility and/or dismissal of an allegation(s) of sexual harassment in a Formal Complaint. The Parties may by filing a written notice of appeal with the Hearing Panel Chair within ten (10) calendar days of service of the Student Conduct Official's or Hearing Panel's decision. Failure to timely file a notice of appeal constitutes a waiver of the right to appeal, and the decision shall be deemed final.
    a. Either party may appeal based on the following criteria: procedural irregularity that affected the outcome of the determination; new evidence discovered that was not reasonably available at the time of the determination; a conflict of interest from a Title IX Administrator; or severity of sanctioning is not consistent with the violation.
2. The President or their designee will determine whether the grounds for appeal have merit, provide the rationale for this conclusion, and state whether the disciplinary sanction and condition(s) imposed in the Initial Order are affirmed, vacated, or amended, and, if amended, set forth any new disciplinary sanction and/or condition(s).
3. The President's Office shall serve the Final Decision on the parties simultaneously.

Appendix D: Hazing Prevention Policy

Purpose

The Evergreen State College (the College) is committed to a safe and respectful learning environment for its students and does not tolerate hazing by any individual, organization, or group. The College acknowledges its responsibility under State Law to have procedures in place to receive complaints of hazing, investigate the complaint in a fact-finding investigation, resolve the complaint, and implement corrective measures. The College also acknowledges its responsibility to educate and train the Community on these issues.

This policy applies to all Evergreen employees, students, and certain volunteers as defined by this policy.

Authority

This policy outlines Evergreen's expectations related to hazing awareness training and reporting requirements in accordance with Sam's Law RCW 28B.10.900-908. Sam's Law is named in honor of Sam Martinez, a 19-year-old Washington State University student who died as a result of hazing while pledging a fraternity in 2019 and emphasizes accountability and hazing prevention education.

Definitions

Employee: Employee includes both ongoing, project and temporary classified and exempt staff, faculty, and student employees.

Volunteer: An Evergreen volunteer for this policy is defined as a person who has direct and specific work within the Evergreen community, and who has direct ongoing contact with students. Volunteers, as defined in this policy, are registered with Human Resource Services at the College, and provide work for a defined period of time that is more than once, or more than one single day or session.

Student: Any applicant who becomes enrolled, when an applicant commits violations of this policy as part of the application process or commits violations of this policy following their submittal of the application through official enrollment; any applicant accepted for admission or readmission to the college; any person currently enrolled at the college; any person enrolled at the college in a prior quarter or summer session, and eligible to continue enrollment in the quarter or summer session that immediately follows; or any person who was enrolled at the time of alleged violations of this policy; or any person not employed by the college on a permanent basis who resides in college housing.

Evergreen Strictly Prohibits Hazing

Consistent with State law, no student, or other person at Evergreen may conspire to engage in hazing or participate in hazing of another person or group of persons on or off campus.

Hazing, per state law, includes any act committed as part of a person's recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any pastime or amusement engaged in with respect to such an organization, athletic team, or living group that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in Washington state, including causing, directing, coercing, or

forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the person to risk of such harm, regardless of the person's willingness or unwillingness to participate.

Hazing does not include customary athletic events or other similar contests or competitions. Examples could include, but are not limited to, scheduled athletic competitions or scrimmages, official team trainings or practices, official team meetings, or other College/team sponsored and controlled activities.

Procedures

Submitting a Complaint: Any person may submit a Complaint alleging a violation of this Hazing Policy. A Complaint may be submitted through the **Online Complaint Form**, through the Student Rights and Responsibilities Office, through Human Resource Services, or through Police Services. A group of people may make an initial complaint collectively.

Evaluation of Complaint and Process: In cases where the complaint is against students, Evergreen's Code of Student Rights and Responsibilities will be followed to ensure due process rights and a fair process for the party.

In cases where the Complaint is against employees, Human Resource Services will follow their grievance procedures to ensure a fair process for the party.

Outcome and Notice of Determination: Appropriate parties will oversee the procedure to ensure a fair and impartial process for alleged parties. At the conclusion of the fact-finding process, the appropriate party will determine whether the responding party is responsible or not responsible for the alleged conduct. If found responsible for hazing or conspiring to haze, as defined in this policy, sanctions may include, but are not limited to:

- Termination of employment;
- Suspension or expulsion of the student or student organization;
- Organizational forfeiture of entitlement to funding through state-funded grants, scholarships, awards, or budget for a period of time, determined by Evergreen;
- Loss of recognition or control of an organization, association, or student housing situation received by Evergreen;
- Probationary status;
- Loss of privileges that may include housing, serving in leadership positions, attending college-sponsored events and programs, study abroad programs, limited access to areas on campus, or representing the college in any way;
- Restitution;
- Educational sanctions as applicable.

Any organization, association, individual, or student group that knowingly permits hazing is strictly liable for harm caused to persons or property resulting from hazing.

Appeals

The appeal process for complaints against students will adhere to the procedures laid out in WAC 174-123-260, the Code of Student Rights and Responsibilities. In complaints against employees, the appeal process will follow the procedures laid out in the grievance procedures.

Interim Measures

The appropriate party or designee may institute interim restrictions prior to, or at any stage during, an investigation of hazing when the physical or mental safety of any member of the college community is deemed at risk, as stated in WAC 174-123-200.

Social Fraternity and Sorority Organizations or National/State Organizations

In the event a social fraternity, sorority, or any other national or state organization plans on chartering, rechartering, opening, or reopening a chapter at The Evergreen State College, the organization must notify the College prior to starting the chapter.

Notification to Evergreen means registering with Student Activities and becoming a Registered Student Organization. Any RSO must adhere to the guidelines outlined by Student Activities, attend workshops, and have an advisor to assist and guide the organization along the way.

In the instance of an internal investigation or complaint against the organization for hazing or other activity that could include an element of hazing, it is the organization's responsibility to notify their Advisor and Student Activities. The organization will comply with their national/state organization and provide all materials and the results of the investigation to their Evergreen Advisor and the Office of Student Rights and Responsibilities. It will be the organization's responsibility to comply with the findings, recommendations, and sanctions of the investigation. The Evergreen State College may initiate a fact-finding investigation separate from the National/State organization, and the organization must comply with that investigation and findings as well.

Any local social fraternity or sorority chapter that is seeking to maintain or obtain registration with The Evergreen State College must certify in writing and provide weblinks to the institution that shows that all webpage owned or controlled by that organization contain a full list of all findings of violations of any hazing policies including state and federal laws related to hazing, alcohol, drugs, sexual assault, physical assault, or the Student Code of Rights and Responsibilities violations for the last five year.

Failure to adhere to the above conditions by an organization will lead to an automatic loss of recognition and may be subject to additional sanctions and loss of privileges until an organization can prove their compliance with the above.

Hazing Education

Students: Evergreen will provide students with an educational program on hazing and the dangers of and prohibition on hazing, which will include information regarding hazing awareness, prevention, intervention, and the institution's policy on hazing.

The educational program will be part of new student orientation and be posted on the public website for parents, legal guardians, and volunteers to view. Educational materials on student rights and responsibilities in conjunction with the hazing prevention materials will be provided to student organizations, athletic teams, and residential students.

Employees and Volunteers: All employees, including student employees and applicable volunteers, are required to complete Evergreen's Hazing Prevention Training on the signs and dangers of hazing and their duty to report incidents. The training is to be completed annually at the beginning of each academic year and for new employees at the beginning of each academic quarter, including summer term. Employees will be notified via email with information on how to access the training.