

Annual Security & Fire Report

Kirksville, Missouri, campus
2026

About the Annual Security & Fire Safety Report

A.T. Still University (ATSU) Annual Security (and Fire Safety) Reports (ASRs) are published each year in compliance with, Jeanne Clery Campus Safety Act, a federal statute codified at 20 U.S.C. Section 1092 (f) and updated in 2013. The ASR for the Kirksville, Missouri, campus also includes a Fire Safety Report, as the Kirksville, Missouri, campus has student housing. The law is named for Jeanne Clery, a 19-year-old Lehigh University freshman who was sexually assaulted and murdered in her campus residence hall in 1986. The Clery Act, signed in 1990, was originally known as the Crime Awareness and Campus Security Act. The Violence Against Women Act (“VAWA”) amended the Clery Act in 2013; it expanded the rights afforded to campus survivors of dating violence, domestic violence, sexual assault, and stalking. For more information on the Clery Act, please visit the Clery Center at clerycenter.org.

Compliance with these provisions does not constitute a violation of Section 444 of the General Education Provisions Act (20 U.S.C. 1232g), commonly known as the Family Educational Rights and Privacy Act of 1974 (FERPA).

The Higher Education Opportunity Act of 2008 and its accompanying regulations amend the Higher Education Act and specify new campus safety reporting requirements in fire safety and fire statistics for on-campus housing. This information is included within the fire safety section of this annual report.

This ASR contains statistics for the three previous years concerning reported crimes that occurred 1) on campus, including student housing as a subset, 2) in certain off-campus buildings or property owned, leased, and/or controlled by ATSU, and 3) on public property adjacent to campus. It also contains statistics for fires in student housing facilities.

ATSU is comprised of three campuses, Kirksville, Missouri; Mesa, Arizona; and Santa Maria, California. Other ATSU locations also meet Clery Act criteria and include ATSU’s Missouri School of Dentistry & Oral Health (ATSU-MOSDOH) St. Louis Dental Center in St. Louis, Missouri. Separate ASRs are published for each of ATSU’s locations. This report is for the Kirksville, Missouri campus, located at 800 W. Jefferson St., Kirksville, MO 63501.

This ASR includes crime statistics reported to ATSU Campus Safety, local law enforcement, and designated campus security authorities (CSAs), including but not limited to deans, vice chancellor and associate vice chancellor for student affairs, assistant chief human resources, director of human resources, chief operating officer & general counsel, and director of policy and Title IX.

ATSU policies concerning safety, security, fire, sexual offenses, and alcohol/drug use are also found in the 2026 ASRs. ATSU ASRs are prepared by ATSU Campus Safety in cooperation with local law enforcement authorities, University CSAs, and various other offices of the University. Questions about the 2026 ASRs may be referred to the director of campus safety a 660.626.2282 or kvcampusafety@atsu.edu

ATSU Campus Safety Overview

ATSU Campus Safety exists at ATSU's Kirksville, Missouri; St. Louis, Missouri; Santa Maria, California; and Mesa, Arizona, campuses and locations to promote and maintain a safe and secure environment for the University community through security services, crime prevention, and education.

ATSU Campus Safety consists of a director of campus safety, campus safety supervisor, campus safety managers, and unarmed, uniformed campus safety officers. While ATSU Campus Safety officers are not commissioned police officers and do not have arrest authority, they will provide assistance and/or contact local police and fire departments and other emergency personnel, as needed. ATSU Campus Safety's responsibilities are to ensure campus safety and security and to enforce rules and regulations established by ATSU policies and procedures.

ATSU Campus Safety maintains certified Terrorism Liaison Officers (TLOs) who work closely with the Missouri Fusion Center and other local and federal law enforcement agencies to ensure that the University is abreast of threats to institutions of higher education and infrastructure. Additionally, these TLOs receive alerts specific to crime prevention, infrastructure security posture, and threat analysis.

Services provided by ATSU Campus Safety include:

- Report and investigation of crimes;
- Observation, correction, and reporting of safety hazards;
- 24 hours/day, 365 days/year, foot and vehicular campus patrol;
- Security checks of University facilities and property;
- Emergency and non-emergency assistance to students, employees, and visitors;
- Education and training in safety and emergency procedures;
- Escorts of University community members on campus, upon request;
- Parking enforcement; and
- Central lost and found.

How to contact ATSU Campus Safety

Still Building, 2nd Floor
800 W. Jefferson St.
Kirksville, MO 63501

24 hours a day/seven days a week, dial 660.349.9513, or dial 33 from a campus landline

The University will provide support, assist with law enforcement communication, and refer cases for resolution as needed. Responders can offer direct assistance or connect individuals with resources such as health services, mental health support, and other campus services.

Law enforcement and jurisdiction

Kirksville Police Department (119 E. McPherson, Kirksville, MO, 660.665.5621) stands ready to assist anyone on the ATSU campus or surrounding community. ATSU Campus Safety will make immediate contact with the Kirksville Police Department in any emergency or matter of crime reporting and crime investigation.

Kirksville Police Department
911 (emergency)
660.665.5621
119 E McPherson St.
Kirksville, MO 63501

ATSU has no non-campus locations owned or controlled by registered student organizations. Due to student housing facilities, ATSU entered into a Memorandum of Understanding with the Kirksville Police Department regarding cooperation in important areas, including the ATSU Missing Student Policy, found in [ATSU Policy No. 95-104](#).

How to report a crime or emergency

Dial 911 for any police, fire, or medical emergency

Call quickly! Do not assume someone else has made the call. Provide the dispatcher with accurate, detailed information. Stay on the phone until the dispatcher tells you it is okay to hang up.

Reporting procedures:

Any individual on ATSU's campus who is a victim of or who observes any criminal activity, should promptly notify ATSU Campus Safety. This will aid in providing timely warning notices to the campus and/or community, when appropriate. Reporting crimes will ensure inclusion in annual crime statistics. Suspicious or inappropriate activities, conduct which is questionable for criminal activity, or non-emergency safety concerns occurring on campus, should also be reported to ATSU Campus Safety.

In Kirksville, Missouri, dial 660.349.9513 or dial 33 from any campus landline, or activate one of the red "Emergency" phones outside on campus.

Additionally, community members, students, faculty, staff, and guests are encouraged to accurately and promptly report all emergencies and public safety related incidents to the Kirksville Police Department and/or ATSU Campus Safety when the victim of a crime elects not to report or is unable to make such a report.

Safety tip: Students and employees are strongly encouraged to program the direct telephone number for ATSU Campus Safety onto their mobile phones.

Tell a Campus Security Authority (CSA)

Although the University would like all criminal incidents to be reported to law enforcement and/or ATSU Campus Safety, individuals sometimes prefer to tell someone other than the police or Campus Safety. ATSU has designated individuals with significant responsibility for student and campus activities as CSAs to whom crimes may be reported.

Under Federal Law, CSAs are required to report a crime.

“Campus Security Authority” is a Clery-specific term that encompasses four groups of individuals and organizations associated with an institution.

- A campus police department or a campus security department
- Any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or campus security (e.g., an individual who is responsible for monitoring the entrance into university property)
- Any individual or organization to which students and employees should report criminal offenses
- An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline and campus judicial proceedings. An official is defined as any person who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

If someone has significant responsibility for student and campus activities, they are a CSA.

Under the Clery Act, crimes are considered reported when they are brought to the attention of a CSA. When a CSA receives information about a Clery reportable crime believed to have been provided in good faith, the CSA will document the incident and submit a report to ATSU Campus Safety. The CSA's role is not to apprehend alleged perpetrators or conduct investigations. CSAs also are not responsible for trying to convince a victim to contact the police if the victim does not choose to do so. CSAs, however, do have a reporting responsibility. The reports enable any ongoing threats to the community to be assessed and for the incidents to be included in the reported crimes for the University.

Reporting to a CSA will aid in providing emergency notification and timely warning notices to the campus and/or community, when appropriate. Reporting crimes will ensure inclusion in annual crime statistics. Suspicious or inappropriate activities, conduct which is questionable for criminal activity, or non-emergency safety concerns occurring on campus, should also be reported.

Mesa, Arizona, campus

Tonya Fitch
Director, Human Resources
480.219.6007
tfitch@atsu.edu

Michael Zajac
Associate Vice Chancellor, Student Affairs
480.219.6026
michaelzajac@atsu.edu

California campus

Dianne Korth
Director, Student Affairs
805.621.7681
diannekorth@atsu.edu

Kirksville, Missouri, campus

Donna Wyatt
Assistant Chief Human Resources
660.626.2790
dbrown@atsu.edu

Deanna Hunsaker
Vice Chancellor for Student Affairs
660.626.2236
dhunsaker@atsu.edu

John Gardner
Title IX and Civil Rights Coordinator
660.626.2113
titleix@atsu.edu

Other CSAs include designated staff members of Student Affairs and Human Resources, deans, assistant deans, chief operating officer & general counsel, clinic directors, regional directors of medical education, advisors for registered student organizations, and ATSU Campus Safety officers. For a complete list of CSAs, contact the director of campus safety at 660.626.2282 or kvcampussafety@atsu.edu.

To report a crime or emergency after normal business hours, contact ATSU Campus Safety. Any person who feels unsafe or threatened should be assured of the University's commitment to provide the actions, assistance, support, and resources needed to ensure their safety and wellbeing.

Reporting crimes confidentially

ATSU will make every effort to protect the confidentiality of victims, to the extent permitted under the law. Only those with a need to know for purposes of investigating the crime, assisting the victim, or disciplining the perpetrator will be notified of the victim's identity. Employees (other than ATSU Behavioral Health & Wellness professionals) who become aware of sexual misconduct (including, but not limited to, dating violence, domestic violence, sexual assault, and stalking) are required to report that information, including the identity of the parties, if known, to the ATSU Title IX coordinator.

Victims of non-sexual crimes who do not wish to pursue University disciplinary action may make a confidential report to a CSA. In those instances, a report may be made without revealing the victim's identity. Such a confidential report allows the University to take steps to protect the victim and the campus community yet still comply with the victim's desire for confidentiality. The report will enable the University to maintain records of crimes, note any patterns or trends, alert the campus community if there is danger, and report crime statistics as required under the Clery Act.

Throughout an investigation, the University will maintain the confidentiality of any accommodation or protective measures provided to involved parties, to the extent maintaining such confidentiality does not impair the University's ability to provide such accommodations or protective measures.

Reports made by students to ATSU Behavioral Health & Wellness professionals will be kept confidential. See the section in this ASR titled "ATSU Behavioral Health & Wellness services for students."

Anonymous crime reporting is available through a secure online reporting form at fraudhl.com or through a 24-hour telephone service at 1.855.FRAUD.HL. When prompted for a "company name" use "ATSU."

Any publicly available recordkeeping, such as the Daily Crime Log and the Clery Act crime statistics included in ASRs, will not include personally identifiable information.

Crime prevention and safety

University employees and students are encouraged to take an active role in their personal safety and security. Everyone is expected to take precautions and act responsibly concerning their personal safety, the security of their possessions, and the safety of others. Suspicious individuals or unusual incidents on campus should be reported to ATSU Campus Safety. Individuals should seek to avoid situations which leave them vulnerable to possible bodily harm. Walking alone at night on campus is discouraged. ATSU Campus Safety is available to escort University community members walking at night, upon request. ATSU Campus Safety phone numbers should be programmed into individuals' mobile phones for ready access. Anyone on campus who notices malfunctioning lights or other repairs needed to ensure a safe campus should report the deficiency to ATSU Campus Safety or ATSU Facilities.

University facilities and grounds are patrolled by ATSU Campus Safety to make sure pathways are well-lit and egress lighting is working in hallways and stairwells. Any unsafe conditions are reported by ATSU Campus Safety to University Facilities for correction. ATSU facilities and grounds are maintained by ATSU Facilities to minimize hazardous conditions. Repairs to parking lots, sidewalks, and buildings are made as needed. Red “Emergency” phones are located in various locations on campus, which dial directly into ATSU Campus Safety and the local law enforcement “911” system.

ATSU Campus Safety, Human Resources, and Student Affairs collaborate to offer training to new and current students and employees on emergency procedures. Campus Safety provides periodic emails to ATSU employees and students about campus security procedures and practices and to encourage students and employees to be responsible for their own security and the security of others. The emails contain detailed, practical information on topics relevant to crime prevention and safety, including sexual assault awareness.

The programs are discussed below:

Campus security, emergency procedures, and fire safety procedures are discussed during new student orientation. University Campus Safety, Behavioral Health and Wellness, Office of Student Affairs, and the Director of Policy Title IX participate in forums, town hall meetings, and programs to explain University security, public safety, and fire safety measures and procedures.

Orientation programming includes information about services such as campus safety student escorts, sexual/relationship violence, alcohol and drug policies, hazing, emergency procedures, active shooter response, and general safety. The mobile app Noonlight, is shared as well. Crime prevention and sexual/relationship violence prevention programs are offered periodically throughout the academic year. These sessions are provided by the Director of Title IX. Additional crime prevention awareness sessions are offered to educate the campus community about personal safety and services offered and keep them informed of crime prevention strategies. Information is also disseminated via tri-fold brochures around campus and the University Campus safety website and email blasts are periodically sent out to students and employees with crime prevention and other safety tips.

Student housing

Student housing maintains a 24-hour security program which includes a physical access control system (PACS). Access to student housing is restricted to residents, their approved guests, and other approved members of the University community. Residents gain entry 24/7 by utilizing their student ID badges as a proximity access card.

There are closed circuit television cameras covering all building access locations and in the area of the laundry rooms. Although these cameras are not monitored 24/7, they are always recording.

Other tips for your security:

- Lock your room door and windows when you leave, even if only for a minute, and take

your keys with you.

- Keep small personal valuables out of sight, in a closed drawer, or another secure location.
- Politely offer assistance to persons in your student housing areas that you do not recognize or contact Campus Safety to investigate.
- Do not leave personal belongings in common areas. Keep them on your person or in your room.
- If you hear or see something suspicious, call Campus Safety or 911.

Security escorts

ATSU Campus Safety offers a 24/7 security escort service anywhere on campus. Students, staff, faculty, and visitors may call 660.349.9513 to request an escort. This service is free and available year-round.

Facilities access

ATSU is a private campus, and as such, the grounds, administrative buildings, academic buildings, and student services facilities are open and accessible to the public only during regular business hours and at times when an event may be scheduled by ATSU after hours.

Only authorized personnel and students are allowed to enter University buildings after hours. Authorized personnel entering a building after hours should notify ATSU Campus Safety of their presence and location. ATSU Campus Safety should be notified if an unknown or suspicious person is observed on campus after hours.

Administrative, academic, and service buildings are generally secured when not in use during weekends and at night and are only unlocked during those times upon receipt by ATSU Campus Safety of a request from an authorized person. Limited exceptions to this rule permit students extended study hours in clearly defined areas. ATSU Campus Safety patrols ATSU's campus and buildings around the clock.

The two ATSU student housing buildings on campus always remain locked. Housing residents and authorized employees are provided access by using their assigned student ID badges with physical access control technology via proximity card to all external access points. The use of the proximity card access system is the only method of gaining access into each building (physical keys are maintained by Facilities and Campus Safety in case of emergencies or system failures). Student housing residents are given a separate key which provides access into their respective units.

Individuals should not prop doors open, open doors for unauthorized individuals, or lend their ATSU building keys to others.

Students and employees are to wear ATSU ID badges while on campus. These badges allow ATSU Campus Safety and others to verify the identity of persons suspected to be in campus facilities without permission.

ATSU has closed-circuit television cameras that record video 24/7. The cameras record access to building entrances and other strategic locations throughout campus buildings and parking lots. These closed-circuit television cameras are not monitored 24/7 but are actively recording at all times.

ATSU Behavioral Health & Wellness services for students

ATSU Behavioral Health & Wellness professionals are not considered CSAs and are not required to report crimes for inclusion in the annual disclosure of crime statistics. ATSU Behavioral Health & Wellness professionals are encouraged, if and when they deem appropriate, to inform persons being counseled of the procedure to report crimes to a CSA or other University official on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

For purposes of this section, “Behavioral Health & Wellness professional” is defined as an ATSU employee whose official responsibilities include providing professional counseling or case management to ATSU students and who is functioning within the scope of their license or certification. ATSU does not have pastoral counselors.

All ATSU students with relevant issues, including drug or alcohol abuse, or who have experienced sexual offenses, may seek help from ATSU Counseling Services.

Contact:

Phone: 660.626.2424

Email: counseling@atsu.edu

Please visit the ATSU Behavioral Health & Wellness website at atsu.edu/bhw for more information.

Crime statistics

ATSU complies with all Clery Act requirements to report and disclose crime statistics on a calendar-year basis, in accordance with the definitions of crimes provided by the FBI for use in the Uniform Crime Reporting system. Categories of crime statistics include certain criminal offenses: arson, criminal homicide (murder/non-negligent manslaughter, manslaughter by negligence), sexual assault (rape, fondling, incest, and statutory rape), robbery, aggravated assault, burglary, motor vehicle theft, and arson); arrests and referrals for disciplinary action for weapons, drug abuse, and liquor law violations; hate crimes; and offenses under the Violence Against Women Act (dating violence, domestic violence, and stalking). Crime statistics include those reported to ATSU Campus Safety, CSAs, Kirksville Police Department, and law enforcement agencies for other geographical locations.

The Clery Act identifies geographic categories for crimes, including 1) on campus, with student housing as a subset, where applicable; 2) non-campus; and 3) public property. See Appendix A for definitions of Clery Act geography. ATSU does not have any officially recognized student organizations with non-campus locations for which crime statistics must be reported.

Disclosure of crime statistics

Crime statistics for 2023, 2024, and 2025 are found in Appendix B. ATSU posts reportable crime statistics for public access at ope.ed.gov/security/. Yearly disclosures of crime statistics to students and employees occur in accordance with the “Annual Security Report distribution” section of this ASR.

Daily crime log

A daily crime log records all criminal and alleged criminal incidents reported to ATSU Campus Safety. The log may be viewed at the ATSU Campus Safety office during regular business hours. It includes the date the crime was reported; the date and time the crime occurred; the nature and general location of the crime; and the disposition, if known. Entries and updates to the daily crime log are recorded within two business days of receiving the information. Crimes are included unless prohibited by law or necessary to protect victim confidentiality. The log is publicly accessible for the most recent 60 days during business hours; older entries are available within two business days upon request.

Publicly available recordkeeping

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the University, to the extent possible.

Annual Security Report (ASR) distribution

This 2026 Annual Security Report (ASR) may be located electronically at atsu.edu/asr-kirkville. All ATSU ASRs, including ATSU-MOSDOH’s St. Louis Dental Center, Mesa, Arizona, and Santa Maria, California, may be found at atsu.edu/security-and-emergencies. ATSU distributes the ASR annually to all potential and current employees and students, as follows:

Potential and current employees:

- All job applicants receive notification of the ASR by email or posted notice at the Human Resources office, offering a copy upon request;
- Newly hired employees receive an electronic version of the ASR and are required to return a signed statement within 30 calendar days of their start date indicating they have received, read, and understood the report;
- All current employees receive notification (Oct. 1) via email that includes the website link to the ASR, and offers a paper copy upon request;
- All employees participate in annual employee education, which includes review of the ASR. Completion is verified via the Paylocity Learning platform; and
- All employees have unhindered access to the ASR on the University’s website, and printed versions are available upon request.

Potential and current students:

- All applicants to ATSU receive notification through the electronic admissions application of the existence of the ASR. The notification offers a paper copy upon request;
- All current ATSU students receive notification (by Oct. 1st) via email that includes the website link to the ASR, and offers a paper copy upon request;
- Newly admitted students, transfer students, and students returning after a withdrawal are provided information on how to access the ASR as part of the admission acceptance agreement, which is signed by the student; and
- Directions on how to access the ASR are shared during new student orientation.

Printed copies of this ASR are available by contacting:

ATSU Student Affairs (studentaffairs@atsu.edu; 660.626.2236); or Human Resources (hr@atsu.edu; 660.626.2790).

Emergency notifications/timely warnings

ATSU has developed procedures by which it will notify the campus community when there is significant emergency or dangerous situation occurring on campus that involves an immediate or impending threat to health and safety (emergency notification) or when there is ongoing danger due to a crime (timely warning).

Students and employees will receive emergency notifications and timely warnings by email to their ATSU email account. Students and employees who have registered will receive emergency notifications and timely warnings by text message. When necessary or appropriate, other means of communication such as face-to-face notifications, overhead paging, and campus digital signage may be utilized in addition to email and text messages.

Important: To receive emergency notifications and timely warnings by text message, students and employees must register online at atsu.edu/security-and-emergencies (click “Emergency Notification System” to learn more and register). There is no need to register separately for emergency notifications and timely warnings.

In the event ATSU issues an emergency notification, it is not required to also issue a timely warning based on the same circumstances.

In compliance with the Clery Act, detailed procedures for emergency notifications and timely warnings are outlined below.

Emergency notifications

ATSU will immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or staff occurring on campus. The University has identified a process by which it will:

1. be made aware of an immediate or impending threat to health and safety on campus;

2. confirm the threat;
3. determine whether or not an emergency notification is needed to institute emergency response and evacuation procedures;
4. determine the content of the notification and the appropriate segment(s) of the campus community to receive a notification; and send the emergency notification by email and/or text message to students and employees. Examples of situations which may warrant an emergency notification, include: outbreak of meningitis or other serious illness, approaching extreme weather conditions, gas leak, armed intruder, bomb threat, and significant hazardous waste spill, to name a few. The University is not required to issue a Timely Warning if an Emergency Notification has already been issued for the same incident, unless additional information warrants a follow-up communication to the campus community.

To initiate the emergency notification procedure, anyone who witnesses a potential emergency should immediately call 911 and, if possible, call ATSU Campus Safety. The ATSU Campus Safety officer on duty will confirm the known details of the threat. “Confirmation” of a threat means the University has verified a legitimate emergency or dangerous situation exists, regardless of whether the pertinent details are known or are even available. Local law enforcement and the National Weather Service are also resources in verifying the existence of an emergency or dangerous situation.

The ATSU Campus Safety officer on duty, alone or in collaboration with the director of campus safety, the Campus Safety supervisor, the chief operating officer & general counsel, and/or the campus executive in charge will, without delay, and taking into account the safety of the community, determine whether an emergency notification is needed, the segment(s) of the campus community to receive the notification, and the content of the notification. Segmenting alerts for the campus community are determined using the following criteria:

- Geographic Impact
- Nature of the Threat
- Population at Risk
- Operational Considerations
- Law Enforcement Guidance

The ATSU Campus Safety Officer on duty will initiate the Rave Alert Notification System, unless issuing a notification will, in their professional judgment, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The notification may provide details of the threat, action that should be taken, and other relevant information. All actions described in this section as the responsibility of the ATSU Campus Safety officer on duty may be undertaken, as necessary, by the director of campus safety, the director of facilities, or their designees.

Emergency notifications are issued by email, computers connected to campus wi-fi, digital signage, overhead paging, and by text message to those who are registered for text messaging. The University uses the Rave Alert Notification System. Templates for various scenarios have been prepared and pre-installed in the Rave system. The template will be modified by the ATSU

Campus Safety officer on duty at the time of the emergency notification, as needed, to include the specific location of the threat, if applicable, and other incident-specific information. The Rave Alert Notification System is configured to allow ATSU to select the appropriate segment(s) of the campus community to receive an emergency notification.

For external audiences, University leadership and the on-site incident commander will work collaboratively with the University's public information officer to determine how and when the assigned University spokesperson will interact and communicate officially with members of the public, media, and other agencies with incident-related information. Methods of communication will be determined by the type and immediacy of the emergency.

The situation will continue to be assessed; follow-up and/or all-clear communications will be sent by the ATSU Campus Safety officer on duty.

Emergency notification tests

Scheduled tests of ATSU's emergency notification system are performed at least quarterly. The test focuses on the messaging capabilities of the system. All persons enrolled in the system receive the scheduled tests. Testing includes email, text message, overhead paging, and digital signage.

Testing that occurred in 2025 included:

Test Date	Start Time	Type of Test (drill, exercise etc.)	Announced or Unannounced
02/05/2025	0955	Emergency Alert Test	Announced
03/05/2025	0955	Tornado Drill	Announced
04/02/2025	0955	Emergency Alert Test	Announced
05/07/2025	0955	Emergency Alert Test	Announced
06/04/2025	0955	Emergency Alert Test	Announced
07/02/2025	0955	Emergency Alert Test	Announced
08/06/2025	0955	Emergency Alert Test	Announced
08/13/2025	0955	Fire Drill	Announced
09/03/2025	0955	Emergency Alert Test	Announced
10/01/2025	0955	Emergency Alert Test	Announced
11/05/2025	0955	Emergency Alert Test	Announced
12/03/2025	0955	Emergency Alert Test	Announced

Timely warnings

Timely warnings will be issued in response to reported crimes committed on campus or, in some cases, off campus that, in the judgment of the University, constitute an ongoing threat to members of the University community. Timely warnings are issued by text message to University community members who are registered for text messaging and by email to the entire University community. Timely warnings are not limited to violent crimes or crimes against persons. Timely warnings are not limited to crimes reportable under the Clery Act but include any crimes for which a timely warning is deemed by university officials to be warranted.

Timely warning text messages are issued by the ATSU Campus Safety officer on duty. Timely warning emails are issued by ATSU Communication & Marketing. The content of timely warning text messages and emails are determined by ATSU Communication & Marketing and approved by the Chancellor or their designee. The director of campus safety and the chief operating officer & general counsel may collaborate in determining the content of timely warnings. Whether or not the University issues a timely warning is determined on a case-by-case basis considering facts surrounding a crime, including the nature of the crime, and whether there is continuing danger to the campus community, keeping in mind possible risk of compromising law enforcement efforts. The director of campus safety will document decisions about whether to issue or not issue a timely warning on the ATSU Timely Warning Publication Documentation form. Actions described in this section as the responsibility of the ATSU Campus Safety officer on duty may be undertaken, as necessary, by the ATSU Campus Safety manager, assistant director of facilities, director of facilities, or their designee.

Timely warnings are intended to enable people to protect themselves, and thus, they will be issued as soon as pertinent information is available. Even if the University does not have all of the facts surrounding a criminal incident that represents a serious and continuing threat to students and employees, a timely warning will contain pertinent information that is available, including when and where the crime occurred, if known, as well as information to promote safety and aid in the prevention of similar crimes. Additional information may be provided as it becomes available.

Timely warnings are considered for incidents including, but not limited to, criminal homicide, sex offenses, robbery, aggravated assault, hate crimes, burglary, motor vehicle theft, arson, weapons offenses, or other reported crimes as deemed appropriate in an effort to prevent similar crimes from occurring. Conduct, incidents, or crimes, which may result in the need for a timely warning, should be reported to ATSU Campus Safety or to a CSA by employees, students, and citizens on campus. Timely warnings will usually withhold and keep confidential the names and other personally identifying information of victims. However, in appropriate emergency circumstances, personally identifiable information may be included.

The University is not required to provide a timely warning with respect to crimes reported to an ATSU pastoral or professional counselors (ATSU Behavioral Health & Wellness professionals).

Emergency Operations Plan

ATSU has an Emergency Operations Plan (EOP) for the Kirksville, Missouri; Santa Maria, California; and Mesa, Arizona, campuses which are consistent with the Incident Command System (ICS) and the National Incident Management System (NIMS). In the event of a campus emergency posing an immediate threat to the health or safety of employees and students, the ATSU Campus Safety officer on duty or the director of campus safety will immediately notify the Chancellor's Office, who will alert the "executive in charge." The Chancellor's Office designates "executives in charge" who serve on a rotating basis. The executive in charge will activate command staff members, as needed. The EOP is located on the ATSU website at atsu.edu/security-and-emergencies and is available on the ATSU portal and on desktops of ATSU employee computer workstations.

The Emergency Operations Committee (EOC) is responsible for reviewing the EOP on an annual basis. ATSU Campus Safety is responsible for emergency response and evacuation tests, both announced and unannounced, which are conducted periodically throughout the year. Drill monitors fill out drill evaluation forms and return them to ATSU Campus Safety. Records of drills and testing are available for review upon request at ATSU Campus Safety. The drill evaluation forms are reviewed by the director of campus safety. Deficiencies are noted and addressed.

Evacuation routes are posted in all campus buildings. Emergency procedure information is distributed to employees and students annually in conjunction with at least one evacuation drill per year.

Comprehensive ATSU emergency procedures are contained in appendices of the EOP or may be accessed online at atsu.edu/security-and-emergencies.

Evacuation procedures

In some emergency situations, such as severe weather, utility failures, etc., an evacuation of the campus may be ordered. A campus evacuation or closure is an organized withdrawal from campus facilities where the time of return is determined by the circumstances of the emergency event.

Preparing for emergencies

Watch for people who may need assistance, particularly those with limited mobility or physical disabilities.

An alarm should be activated if instructed to do so by police or emergency personnel.

Everyone should remain at the designated emergency assembly point. A head count may be conducted, and emergency responders may provide additional instructions. No one should re-enter a building until firefighters, police, or campus officials declare it safe to do so.

Individuals should be familiar with the building's floor plan, including the locations of stairways, fire extinguishers, and emergency exits. For locations visited frequently within a building,

individuals should become familiar with the number of doors passed along the evacuation route before reaching the nearest exit

When evacuating in smoky conditions, individuals should keep a hand on the wall and crawl to the nearest exit. Awareness of more than one exit route and the number of doors between the room and the exit should be maintained at all times.

Leaving campus

In the event of a campus evacuation or relocation, steps should be taken to ensure that everyone is informed of the plan, including the route, transportation arrangements, and estimated arrival time.

Individuals with access to a vehicle should ensure it is in good working condition and maintain at least half a tank of fuel or sufficient electric charge to travel approximately 50–100 miles. If a personal vehicle is not available, alternative transportation should be arranged.

An emergency kit should be brought when evacuating, if possible.

A note indicating the time of departure and destination should be left in a visible location for others to see.

Campus identification and vehicle registration should be kept accessible, as access to campus facilities may be restricted.

Shelter in place procedures

Shelter in place means remaining indoors in a designated safe location when it is unsafe to go outside. Choose a small, interior room whenever possible, ideally one with few or no windows, and remain there until it is safe to move.

Sheltering in place may be required during severe weather, hazardous contamination, or an active threat on campus. Use good judgment when deciding whether to remain in place. If there is a fire or hazardous contamination inside the building, evacuate immediately.

Severe weather

- Choose a location with as few windows as possible.
- Try to locate to the lowest level of the building.
- Keep a radio or television on to listen to news updates.
- Seal cracks around the door with material that will block air flow.
- Shut off ventilation systems and fans.
- Keep a radio, television, or streaming service on to listen to news updates.

Chemical contamination

- Select an interior space above the ground floor with the fewest windows or vents. The room should have adequate space for everyone to sit. Use more rooms to avoid overcrowding.
- Seal cracks around the door with material that will block air flow.
- Shut off ventilation systems and fans.
- Keep a radio, television, or streaming service on to listen to news updates.

Active shooter or armed intruder

- Secure the location. Individuals should immediately lock doors, close blinds, and turn off lights. They should remain quiet and move away from windows and doors. If possible, furniture or other objects should be used to barricade the door.
- Assess escape options. If the room cannot be locked, individuals should determine whether there is a safe route to exit the building. They should evacuate only if it is safe to do so. If gunfire is nearby, it may be safer to stay in place and hide.
- Stay out of sight and take cover. Individuals should get low to the floor and remain behind solid objects if possible, avoiding windows or areas visible from outside.
- Silence communication devices. Cell phones should be placed on silent mode (not vibrating) to avoid making noise that could reveal the location.
- Call for help when safe. If the shooter is nearby and it is safe to use a phone, individuals should call 911, report their location and the situation, and remain on the line until directed to hang up.
- Avoid triggering fire alarms. Fire alarms should not be activated, as this may draw others into dangerous areas.
- Be prepared to take action. If confronted directly and escape is impossible, individuals should be ready to defend themselves using any available means.

Policies, procedures, and programs related to dating violence, domestic violence, sexual assault, and stalking

Sexual violence policy statement

The University is committed to preventing sexual violence in all forms, including dating violence, domestic violence, sexual assault, and stalking, as those terms are defined for purposes of the Clery Act, and will take appropriate remedial action against any individual found responsible for acts in violation of this policy. Acts of sexual violence may also constitute violations of criminal or civil law, or University policies requiring separate proceedings. The definitions of local jurisdictions for the terms dating violence, domestic violence, sexual assault, and stalking are found in the definitions section of this ASR.

Sexual violence awareness and prevention program/campaign

The following sections of this report discuss the University's educational program/campaign to: promote the awareness of dating violence, domestic violence, sexual assault, and stalking; provide information concerning procedures students and employees should follow and the services available in the event they do become a victim/survivor of one of these offenses; and advise students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

ATSU conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault, and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

ATSU also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in the PPAP but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault, and stalking.

PPAP and OPAC programming methods

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the University. Methods may include online resources, distribution of written materials, periodic email blasts and social media posts, and presentations, workshops, and guest speakers. Programming includes, but is not limited to, the following:

- New student orientation includes information on Title IX and sexual violence prevention.
- Students preparing to leave campus for medical, dental, and other health profession clinical rotations receive information on Title IX and sexual violence prevention.
- New employee orientation includes discrimination, harassment, and sexual violence prevention training.
- All employees annually complete Required Employee Education, which addresses discrimination, harassment, and sexual violence prevention education.
- ATSU Human Resources offers educational presentations on sexual violence prevention education to employees through the Still Healthy program. These programs are often livestreamed and recorded so more employees have access to them. Because ATSU is a health sciences institution, such events often include a focus on recognizing and responding to sexual violence and domestic violence for those involved in providing healthcare.
- ATSU Student Affairs offers presentations, tabling events, and social media posts on sexual violence prevention training.
- While programming occurs throughout the year, ATSU Student Affairs offers educational sessions in coordination with nationally recognized observances such as Sexual Assault

Awareness Month and Domestic Violence Awareness Month.

- A Behavioral Health & Wellness Resources link on the intranet portals offers access for students to make counseling appointments with ATSU behavioral health professionals.
- TimelyCare is a free resource for all residential students at ATSU. Visit timelycare.com/atsu or download the TimelyCare app.

The PPAP and OPAC seek to be culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome.

This ASR is one part of the PPAP and OPAC. The ASR contains:

- A statement that ATSU prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking;
- Information on risk reduction strategies;
- A description of safe and positive options for bystander intervention;
- Response and disciplinary processes;
- Definitions of dating violence, domestic violence, sexual assault, and stalking in the applicable jurisdiction; and
- The definition of consent in reference to sexual activity in the applicable jurisdiction.
- The ASR is distributed to students and employees under the distribution policy described in this ASR. All employees are required to review the ASR annually as part of Required Employee Education.

Risk reduction strategies

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you reduce your risk of being accused of sexual assault or another sexual crime:

- Remember you owe sexual respect to the other person.
- Don't make assumptions about the other person's consent or about how far they are willing to go.
- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so the other person has a chance to clearly tell your intentions.
- Consider "mixed messages" a clear sign the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don't take advantage of someone who is drunk or on drugs. Intoxication can be an indicator of incapacitation. Persons who are incapacitated cannot give consent for sexual activity. Further, don't be afraid to step in if you see someone else trying to take advantage someone who is or may be incapacitated.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc. Those who are incapacitated

cannot give consent for sexual activity.

The following are strategies to reduce one's risk of sexual assault or harassment. The inclusion of risk reduction strategies is not intended to indicate any blame as it relates to victims/survivors. For another resource, see the Rape, Abuse, & Incest National Network at rainn.org.

- If you need to get out of an uncomfortable or scary situation:
 - Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason.
 - Have a code word with friends or family so if you don't feel comfortable you can call and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
 - It's okay to lie. It is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor "NO" clearly and loudly.
 - Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
 - Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
 - Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
 - Be aware of someone trying to slip you an incapacitating "rape drug" like Rohypnol or GHB.

Bystander intervention information

If anyone suspects a friend, acquaintance, or stranger may be in a high-risk situation for becoming a victim, is being victimized, or has been a victim of any form of sexual offense, including dating violence, domestic violence, sexual assault, or stalking, it is important to decide as a bystander whether there is a safe and reasonable way to intervene effectively to assist a person before, during, or after an incident takes place.

While there is no legal obligation for a bystander to act or intervene, ATSU promotes a campus culture of respect and concern for others, creating a community of responsible citizens. The following are suggestions for safe and positive bystander actions.

- Take steps to stop a friend who chooses to use violence.
- Ask a friend, acquaintance, or stranger who is attempting to take sexual advantage of another to stop and leave the location.
- Recruit help from others if necessary.
- Take the initiative to help friends who are not thinking clearly to get to a safe location.

- Don't leave a friend or acquaintance alone at a bar.
- Prevent a friend or acquaintance from going to a private location with an intoxicated person.
- Recognize dating or domestic partners who cause fear or physical pain to their partner, and voice your concerns, when appropriate.
- Keep yourself safe.
- If things get out of hand, don't hesitate to call the police.
- Report the incident to ATSU's Title IX and Civil Rights Coordinator.
- Contact ATSU Campus Safety, Human Resources, Student Affairs, or another person of authority who can assist.
- Encourage a friend or acquaintance to seek assistance from a counselor.

Sexual Offense Victim/Survivor Bill of Rights

In compliance with federal law, ATSU will adhere to the following Sexual Offense Victim/Survivor Bill of Rights, addressing the rights of victims/survivors of dating violence, domestic violence, stalking, and sexual assault. Any disciplinary hearings described below refer to ATSU internal conduct proceedings only and do not relate to criminal or civil proceedings in any court of law. ATSU students and employees reporting as a victim of a sexual offense, including dating violence, domestic violence, sexual assault, and stalking, whether occurring on or off campus, shall be provided a written explanation of the student or employee's rights and options by the ATSU Title IX coordinator, including the following:

1. Victims/survivors shall be informed of their options to notify law enforcement. ATSU will assist with notifying law enforcement personnel if the victim so desires.
2. Victims/survivors have the right to choose not to notify law enforcement.
3. Victims/survivors shall be notified of counseling services available.
4. Victims/survivors shall be notified in writing of options for changes to academic, living, transportation, working situations, or protective measures. The University will support any reasonable accommodations or protective measures requested by the victim, regardless of whether the victim chooses to report the crime to ATSU Campus Safety or local law enforcement.
5. Both the accuser and accused have the right to have an advisor of their choice present during any disciplinary proceeding conducted by ATSU.
6. Both the accuser and accused shall receive simultaneous notification, in writing, of: a) the result of any ATSU disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking; b) the procedures for appeal of the result of the disciplinary procedures, if such procedures are available; c) any change to the result; and d) when such results become final.

For more information, please see the "Procedures for disciplinary proceedings" section below in this ASR.

Procedures for victims/survivors

Victims/survivors of sexual offenses should first get to a place of safety and then obtain necessary medical treatment. Any ATSU employee or student who has experienced a sexual offense is strongly encouraged to seek assistance immediately by dialing 911 from any telephone.

Victims/survivors are encouraged to report sexual offenses. The report may be made to local law enforcement, ATSU Campus Safety, ATSU Title IX coordinator, or another ATSU CSA.

Victims/survivors may choose to be assisted by campus authorities in notifying law enforcement authorities if they so choose. Victims/survivors may decline to notify law enforcement if they so choose. Community sexual violence counselors are available to assist; contact information may be found in the “Counseling and victim support” section of this ASR.

The Kirksville Police Department is located at 119 E. McPherson St., Kirksville, Missouri 63501. Their non-emergency telephone number is 660.665.5621. When you file a report, you will be asked for your name, address, phone number, and Social Security number and/or driver’s license number. You will be advised you are making an official statement and asked to confirm everything you are about to say is true and correct to the best of your knowledge. You will then be asked to recount the incident in as much detail as possible.

In Kirksville, ATSU Campus Safety may be reached by dialing 660.349.9513 or 33 from a campus landline. Student victims may contact the vice president for student affairs at 660.626.2236 for assistance in contacting local authorities and in seeking counseling. Employees may contact the assistant vice president for human resources at 660.626.2790.

Reports of dating violence, domestic violence, sexual assault, or stalking may be made to the following persons:

Mesa, Arizona, campus

Tonya Fitch
Director Human Resources
480.219.6007
tfitch@atsu.edu

Michael Zajac
Associate Vice Chancellor Student Affairs
480.219.6026
michaelzajac@atsu.edu

Santa Maria, California, campus

Dianne Korth
Director of Student Affairs
805.621.7681
diannekorth@atsu.edu

Kirksville, Missouri, campus

Donna Wyatt
Assistant Chief Human Resources
660.626.2790
dbrown@atsu.edu

John Gardner
Title IX and Civil Rights Coordinator
660.626.2113
titleix@atsu.edu

Following an allegation of domestic violence, dating violence, sexual assault, or stalking, the University will provide changes in academic, living, transportation, and working situations, or other protective measures, if the victim/survivor requests them, and if they are reasonably available, regardless of whether the victim/survivor chooses to report the crime to ATSU Campus Safety or local law enforcement. ATSU will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the accommodations or protective measures.

Students and employees who report to the University that they are victims/survivors of dating violence, domestic violence, sexual assault, or stalking will receive from the University Title IX coordinator a written explanation of their rights and options, and information about counseling, health, mental health, and victim advocacy services available both within the University and in the community.

Preserving evidence

ATSU strongly advocates victims/survivors of dating violence, domestic violence, stalking, and sexual assault report the incident in a timely manner. Physical evidence is crucial in helping to prosecute assailants. Physical evidence must be collected in a timely manner by a certified medical facility. It is best practice to preserve evidence by not showering, bathing, brushing teeth, changing clothes, or cleaning or otherwise changing the scene, prior to a medical/legal exam. Police officers will provide guidance in preserving items necessary for investigation. Completing a forensic exam does not obligate a victim/survivor to file a police report, but it does help preserve evidence in the event the victim/survivor decides to file a report at a later time. Preserving evidence may be helpful in obtaining a protection order.

Victims/survivors should save evidence such as letters, notes, emails, phone calls, videos, photos, texts, social media postings (Facebook, Twitter, etc.), computer screenshots, voicemails, or any other form of evidence.

Counseling and victim/survivor support

ATSU and the local police department will work to assure victims/survivors have access to confidential counseling from counselors trained in sexual assault crisis intervention.

ATSU has Behavioral Health & Wellness professionals on staff who are available to students. Please see the “ATSU Behavioral Health & Wellness services for students” section in this ASR for more information.

TimelyCare is a free telehealth-based resource for all residential students at ATSU. Visit timelycare.com/atsu and sign in with your ATSU student email for access to 24/7 Talk Now mental health support, scheduled counseling, and medical care.

Victim support services are provided by:

Avenues Hannibal, Missouri avenueshelp.org
24-hour hotline: 1.833.AID.NEMO or 1.833.243.6366
Main office (business hours): 573.603.1827

True North of Columbia, Missouri truenorthofcolumbia.org/
Crisis hotline: 573.875.1370 or 800.548.2480

The Missouri Coalition Against Domestic and Sexual Violence, [How to Get Help](#) provides information for resources by county.

The National Sexual Assault Hotline may be accessed nationwide at 800.656.4673.

Orders of Protection

Victims/survivors may file an Order of Protection with the Adair County Circuit Clerk or other applicable court.

The Adair County Circuit Clerk may be reached at:

Adair County Courthouse
106 W. Washington St.
Kirksville, MO 63501
660.665.2552

A person who obtains an Order of Protection should provide a copy to ATSU Campus Safety, ATSU Human Resources (employees), or ATSU Student Affairs (students), per the contact information contained in ATSU Policy No. 90-210 of this ASR. While ATSU Campus Safety officers are not commissioned police officers and do not have arrest authority, they will provide assistance and/or contact local law enforcement, as needed.

Procedures for disciplinary proceedings

Following a complaint of discrimination or harassment, an investigation and/or disciplinary proceedings will take place in accordance with ATSU Policy 90-210, which may be found on the ATSU website at: atsu.edu/prohibition-of-discrimination-harassment-and-retaliation

The University will conduct a prompt, thorough, and impartial investigation, and hearing (if called for by policy).

ATSU Policy No. 90-210. A formal complaint of sexual harassment, sexual misconduct, dating violence, domestic violence, stalking, or sexual assault is reviewed under ATSU Policy No. 90-210. A formal complaint will be initially reviewed to determine the appropriate grievance process. The complaint will be processed under the Title IX Grievance Process if it meets the appropriate definitions. If the complaint does not meet the Title IX Grievance Process definitions, it will be processed under the General Discrimination Grievance Process.

Under the Title IX Grievance Process, there will be notice of investigation provided to both parties, the Complainant and Respondent. Both parties will have opportunities for supportive measures. A formal resolution process will begin which includes an investigation by an impartial investigator(s), a hearing before an impartial hearing panel, the opportunity to present witnesses and evidence, the opportunity to cross-examine the other party and party's witness, and the opportunity to appeal. In the formal resolution process, the hearing panel decides on policy violation and sanctions. If an appeal has standing under the policy, an appellate panel will rule on the appeal. Written notice will be provided to the parties following the appellate panel report. The parties have the opportunity to move from a formal resolution process to an informal resolution process in some instances based on the nature of the formal complaint.

A complaint reviewed under the General Discrimination Grievance Process will follow the initial steps including a meeting between the investigator(s) and the Complainant, and the implementation of reasonable supportive measures, as needed. If it is determined no potential policy violations exist, the investigator will produce a report stating such a conclusion. If a potential policy violation was determined, notice will be provided to the Respondent and appropriate supportive measures provided. An investigation by an unbiased investigator(s) would begin. The parties will be regularly updated, and timely notices of any meetings provided to both parties. Written notice will be provided to both parties of the findings of the investigation, including determination of responsibility and sanctions, and available appeal procedures. Both parties have the right to appeal. If the appeal has standing under the policy, an appellate panel will rule on the appeal. Written notice will be provided to the parties following the appellate panel report.

The investigation for either process will be concluded within a reasonable timeframe of the receipt of the report. Some investigations may take up to 60 days or longer, based on factors such as the complexity of the investigation. The parties will be regularly updated as to the projected timeline for completion of the investigation. Timeframes for reviewing the investigative report and providing feedback will be consistent with policy. Any extension of timeframes will be communicated to the parties.

For the Title IX Grievance Process, timeframes for hearing panels will be maintained consistent with policy with any extension communicated to the parties.

For ATSU Policy No. 90-210, appeal timelines will be consistent with policy. The parties will have the opportunity to appeal in writing within a limited time period per the approved appeal rationale. Parties will have the opportunity to respond in writing to the other party's appeal. For the Title IX Grievance Process, a decision to dismiss is appealable.

Please refer to ATSU Policy No. 90-210 for the full, authoritative description of steps, anticipated timelines, and decision-making processes. The disciplinary process described in ATSU Policy 90- 210 will be prompt, fair, and impartial from the initial investigation to the final result. The policy utilizes the preponderance of the evidence standard, where the burden of proof is met if a claim is "more likely than not."

Both the Complainant and Respondent will have the same opportunity to have an advisor of their choice present. Both parties will receive simultaneous notification in writing of the results.

The process will be conducted by officials who receive annual training on the issues related to these policy violations and how to conduct an investigation and hearing process protecting the safety of the parties while promoting accountability. The training will include definition of sexual harassment, scope of the recipient's education program or activity, impartiality, how to avoid prejudging of facts, actual and perceived conflicts of interest, bias, issues of relevance as it relates to questions and evidence (specifically as how it relates to sexual predisposition or prior sexual behavior), basic procedural rules for conducting an investigation, hearing, appeal, and an informal resolution, ability to use the technology in a live hearing, writing of investigative reports, and writing of hearing and appeals decisions.

When University investigation determines a violation of its policies has occurred, sanctions for employees may include a disciplinary warning to be added to the employee's permanent file, performance management improvement process, required counseling, probation, additional training, suspension with or without pay, loss of annual pay increase, loss of oversight or supervisory responsibility, demotion, dismissal, and other context appropriate sanctions. Sanctions for students may include reprimand, a disciplinary warning to be added to the student's permanent file, educational sanctions, required counseling, limitations in activities, probation, suspension, dismissal, revocation of diploma, student organizational sanctions, and other context appropriate sanctions.

Upon request, the University will disclose the results of a disciplinary proceeding for a violent crime or non-forcible sex offense (incest or statutory rape) to the next of kin, if the victim is deceased.

The University will protect the confidentiality of parties. Any publicly available recordkeeping, such as the daily crime log and the Clery Act crime statistics included in ASRs, will not include personally identifying information about the victim.

Rights of the parties in disciplinary proceedings

During the course of the process described in the previous section, both the Complainant and Respondent are entitled to:

1. A prompt, fair, and impartial process from the initial investigation to the final result. The process should be:
 - a. Completed within reasonably prompt timeframes designated by University policy, including a process that allows for the extension of timeframes for good cause, with written notice to the parties of the delay and the reason for the delay.
 - b. Conducted in a manner:
 - i. Consistent with the University's policies and transparent to the parties.
 - ii. Inclusive of timely notices for meetings at which either party, or both, may be present; or
 - iii. Providing timely access for the Complainant, Respondent, and appropriate officials to any information that will be used during the informal and formal disciplinary meetings and hearings.
 - iv. Conducted by officials who do not have a conflict of interests or bias for or against either party.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the definition of sexual harassment, scope of the recipient's education program or activity, impartiality, how to avoid prejudging of facts, actual or perceived conflicts of interest, bias, issues of relevance as it relates to questions and evidence (specifically as how it relates to sexual predisposition or prior sexual behavior), basic procedural rules for conducting an investigation, hearing, appeal, and an informal resolution, ability to use the technology in a live hearing, writing of investigative reports, and writing of hearing and appeals decisions.
3. The same opportunities to have an advisor of their choice at any meeting or proceeding. The University may not limit the choice of advisor but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
4. Have the outcome determined by the preponderance of the evidence standard.
5. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, "result" means "any initial, interim, and final decision by an official or entity authorized to resolve disciplinary matters" and must include the rationale for reaching the result and any sanctions imposed.

Possible sanctions or protective measures

Following a final determination of responsibility in the institution's disciplinary process for sexual harassment, sexual misconduct, domestic violence, dating violence, sexual assault, or stalking, ATSU may impose sanctions based on any mitigating or aggravating circumstances.

Sanctions for employees may include a disciplinary warning placed in the employee's permanent file, participation in a performance improvement process, required counseling or training, probation, suspension with or without pay, loss of annual pay increase, removal of supervisory responsibilities, demotion, dismissal, or other appropriate measures.

Sanctions for students may include a reprimand, a disciplinary warning placed in the student's permanent file, educational requirements, required counseling, restrictions on activities, probation, suspension, dismissal, revocation of a diploma, student organization sanctions, or other appropriate measures.

ATSU may also provide supportive or protective measures to either the complainant or respondent. These may include modifications to academic assignments or class schedules, changes to housing arrangements, implementation of protective or restraining orders, no-contact directives, restrictions on access to certain campus areas, and security escorts.

In some cases, a finding of responsibility may involve multiple violations (e.g., sexual harassment, Code of Conduct, or Acceptable Use Policy). Additional sanctions, such as educational requirements, fines, or those outlined in applicable policies, may be imposed for these separate violations,

When an individual is found responsible for sexual assault, the following sanctions are available:

- Expulsion or Termination
- Contract adjustment for faculty
- Suspension
- Deferred Suspension
- Administrative Leave without Pay
- Revocation of Admission
- Demotion
- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for domestic violence, the following sanctions are available:

- Expulsion or Termination
- Contract adjustment for faculty
- Suspension
- Deferred Suspension
- Administrative Leave without Pay
- Revocation of Admission
- Demotion
- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for dating violence, the following sanctions are available:

- Expulsion or Termination
- Contract adjustment for faculty
- Suspension
- Deferred Suspension
- Administrative Leave without Pay
- Revocation of Admission
- Demotion
- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

When an individual is found responsible for stalking, the following sanctions are available:

- Expulsion or Termination
- Contract adjustment for faculty
- Suspension
- Deferred Suspension
- Administrative Leave without Pay

- Revocation of Admission
- Demotion
- College Housing Suspension, Expulsion, or Restrictions
- No-Contact Requirements
- Social Restrictions
- Loss of Privileges
- Educational
- Mandated Assessment(s)
- Removal from Grants
- Revocation of Scholarship(s)
- Revocation of Award(s)

Sexual harassment

ATSU is committed to creating and maintaining an environment free from sexual harassment. The University works to prevent harassment and will take immediate action when allegations of sexual harassment are made. Retaliation is prohibited against an individual who has brought forward a complaint of sexual harassment and/or has taken part in an investigation as a result of a sexual harassment complaint. ATSU Policy No. 90-210 (Prohibition of Discrimination, Harassment, and Retaliation) may be found on the ATSU website at: atsu.edu/prohibition-of-discrimination-harassment-and-retaliation

Registered sex offenders

Under provisions of the Campus Crimes Sex Prevention Act of 2000, an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act (Wetterling Act), any person who is required to register under a state sex offender registration program must notify the state when they enroll at an institution of higher education or is employed at an institution of higher education. Sex offender registration information is to be transmitted from each state to the law enforcement entities where the registered sex offender resides. In Missouri, the sex offender list is maintained at the county level.

In Kirksville, this information can be accessed at the Adair County Sheriff's Office at 660.665.4644 or on the Missouri State Highway Patrol's webpage at: <https://www.mshp.dps.missouri.gov/CJ38/searchRegistry.jsp>

Definitions - Violence Against Women Act (VAWA)

Definitions in this section are from the Violence Against Women Act of 1994 [42 U.S.C. 13925 (a)]

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; where the existence of such a relationship shall be determined based on a consideration of the following factors: length of the relationship, type of relationship, and frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or threats of such abuse. If the act of violence meets the definition of domestic violence (below), then the act is classified as domestic violence, rather than dating violence.

Domestic violence: Includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction receiving grant funding and, in the case of victim services, includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim; is cohabitating or has cohabitated with the victim as a spouse or intimate partner, shares a child in common with the victim; or commits acts against a youth or adult against an adult or youth victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

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

For the purposes of this definition –

Course of conduct means two or more acts, including, but not limited to, acts 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.

A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Definitions – Missouri state law

Dating violence: The institution has determined, based on good-faith research, that Missouri law does not define the term dating violence.

Domestic violence (Mo. Rev. Stat. §§ 455.010(5) and 455.010 (7)): Abuse or stalking committed by a family or household member, as such terms are defined in Mo. Rev. Stat. § 455.010. "Family" or "household member", [includes] spouses, former spouses, any person related by blood or marriage, persons who are presently residing together or have resided together in the past, any person who is or has been in a continuing social relationship of a romantic or intimate nature with the victim, and anyone who has a child in common regardless of whether they have been married or have resided together at any time.

Additionally, Missouri law defines the term "Domestic Assault" (Mo. Rev. Stat. §§ 565.072 to 565.076):

- A person commits the offense of domestic assault in the first degree if he or she attempts to kill or knowingly causes or attempts to cause serious physical injury to a domestic victim, as the term "domestic victim" is defined under section 565.002.
 - Mo Rev. Stat. § 565.002(6) indicates that a "domestic victim" is a household or family member as the term "family" or "household member" is defined in 455.010, including any child who is a member of the household or family.
- A person commits the offense of domestic assault in the second degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and he or she:
 1. Knowingly causes physical injury to such domestic victim by any means, including but not limited to, use of a deadly weapon or dangerous instrument, or by choking or strangulation; or
 2. Recklessly causes serious physical injury to such domestic victim; or
 3. Recklessly causes physical injury to such domestic victim by means of any deadly weapon.
- A person commits the offense of domestic assault in the third degree if he or she attempts to cause physical injury or knowingly causes physical pain or illness to a domestic victim, as the term "domestic victim" is defined under section 565.002.
- A person commits the offense of domestic assault in the fourth degree if the act involves a domestic victim, as the term "domestic victim" is defined under section 565.002, and:
 1. The person attempts to cause or recklessly causes physical injury, physical pain, or illness to such domestic victim;
 2. With criminal negligence the person causes physical injury to such domestic victim by means of a deadly weapon or dangerous instrument;
 3. The person purposely places such domestic victim in apprehension of immediate physical injury by any means;
 4. The person recklessly engages in conduct which creates a substantial risk of death or serious physical injury to such domestic victim.
 5. The person knowingly causes physical contact with such domestic victim knowing he or she will regard the contact as offensive; or
 6. The person knowingly attempts to cause or causes the isolation of such domestic victim by unreasonably and substantially restricting or limiting their access to other persons, telecommunication devices or transportation for the purpose of isolation.

Stalking (Mo. Rev. Stat. §§ 565.225 and 565.227):

- As used below, the term "disturbs" shall mean to engage in a course of conduct directed at a specific person that serves no legitimate purpose and that would cause a reasonable person under the circumstances to be frightened, intimidated, or emotionally distressed.
- A person commits the offense of stalking in the first degree if he or she purposely, through their course of conduct, disturbs or follows with the intent of disturbing another person and:
 1. Makes a threat communicated with the intent to cause the person who is the target of the threat to reasonably fear for their safety, the safety of their family or household member, or the safety of domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property. The threat shall be against the life of, or a threat to cause physical injury to, or the kidnapping of the person, the person's family or household members, or the person's domestic animals or livestock as defined in section 276.606 kept at such person's residence or on such person's property; or
 2. At least one of the acts constituting the course of conduct is in violation of an order of protection and the person has received actual notice of such order; or
 3. At least one of the actions constituting the course of conduct is in violation of a condition of probation, parole, pretrial release, or release on bond pending appeal; or
 4. At any time during the course of conduct, the other person is seventeen years of age or younger and the person disturbing the other person is twenty-one years of age or older; or
 5. He or she has previously been found guilty of domestic assault, violation of an order of protection, or any other crime where the other person was the victim; or
 6. At any time during the course of conduct, the other person is a participant of the address confidentiality program under sections 589.660 to 589.681, and the person disturbing the other person knowingly accesses or attempts to access the address of the other person.
- A person commits the offense of stalking in the second degree if he or she purposely, through their course of conduct, disturbs, or follows with the intent to disturb another person.

Sexual assault (Mo. Rev. Stat. § 455.010(1)(e)): Causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress, or without that person's consent.

For purposes of the Clery Act, the term "sexual assault" includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Missouri law are as follows:

- **Rape (Mo. Rev. Stat. §§ 566.030 and 566.032):**
 - A person commits the offense of rape in the first degree if he or she has sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible

compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.

- A person commits the offense of rape in the second degree if he or she has sexual intercourse with another person knowing that he or she does so without that person's consent.
- **Fondling:** The institution has determined, based on good-faith research, that Missouri law does not define the term fondling.
- **Incest (Mo. Rev. Stat. § 568.020):** A person commits the offense of incest if he or she marries or purports to marry or engages in sexual intercourse or deviate sexual intercourse with a person he or she knows to be, without regard to legitimacy, their:
 1. Ancestor or descendant by blood or adoption; or
 2. Stepchild, while the marriage creating that relationship exists; or
 3. Brother or sister of the whole or half-blood; or
 4. Uncle, aunt, nephew or niece of the whole blood.
- **Statutory Rape (Mo. Rev. Stat. §§ 566.032 and 566.034):**
 - A person commits the offense of statutory rape in the first degree if he or she has sexual intercourse with another person who is less than fourteen years of age.
 - A person commits the offense of statutory rape in the second degree if being twenty- one years of age or older, he or she has sexual intercourse with another person who is less than seventeen years of age.

Other crimes under Missouri law that may be classified as a “sexual assault” include the following:

- **Sodomy (Mo. Rev. Stat. §§ 566.060 and 566.061):**
 - A person commits the offense of sodomy in the first degree if he or she has deviate sexual intercourse with another person who is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion. Forcible compulsion includes the use of a substance administered without a victim's knowledge or consent which renders the victim physically or mentally impaired so as to be incapable of making an informed consent to sexual intercourse.
 - A person commits the offense of sodomy in the second degree if he or she has deviate sexual intercourse with another person knowing that he or she does so without that person's consent.
- **Statutory Sodomy (Mo. Rev. Stat. §§ 566.062 and 566.064):**
 - A person commits the offense of statutory sodomy in the first degree if he or she has deviate sexual intercourse with another person who is less than fourteen years of age.
 - A person commits the offense of statutory sodomy in the second degree if being twenty-one years of age or older, he or she has deviate sexual intercourse with another person who is less than seventeen years of age.

- **Child Molestation (Mo. Rev. Stat. §§ 566.067 to 566.071):**

- A person commits the offense of child molestation in the first degree if he or she subjects another person who is less than fourteen years of age to sexual contact and the offense is an aggravated sexual offense.
- A person commits the offense of child molestation in the second degree if he or she:
 1. Subjects a child who is less than twelve years of age to sexual contact; or
 2. Being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact and the offense is an aggravated sexual offense.
- A person commits the offense of child molestation in the third degree if he or she subjects a child who is less than fourteen years of age to sexual contact.
- A person commits the offense of child molestation in the fourth degree if, being more than four years older than a child who is less than seventeen years of age, subjects the child to sexual contact.

- **Sexual Misconduct Involving a Child (Mo. Rev. Stat. § 566.083):**

- A person commits the offense of sexual misconduct involving a child if such person:
 1. Knowingly exposes their genitals to a child less than fifteen years of age under circumstances in which he or she knows that their conduct is likely to cause affront or alarm to the child;
 2. Knowingly exposes their genitals to a child less than fifteen years of age for the purpose of arousing or gratifying the sexual desire of any person, including the child;
 3. Knowingly coerces or induces a child less than fifteen years of age to expose the child's genitals for the purpose of arousing or gratifying the sexual desire of any person, including the child; or
 4. Knowingly coerces or induces a child who is known by such person to be less than fifteen years of age to expose the breasts of a female child through the internet or other electronic means for the purpose of arousing or gratifying the sexual desire of any person, including the child.

- **Sexual Misconduct (Mo. Rev. Stat. §§ 566.093 and 566.095):**

- A person commits the offense of sexual misconduct in the first degree if such person:
 1. Exposes their genitals under circumstances in which he or she knows that their conduct is likely to cause affront or alarm;
 2. Has sexual contact in the presence of a third person or persons under circumstances in which he or she knows that such conduct is likely to cause affront or alarm; or
 3. Has sexual intercourse or deviate sexual intercourse in a public place in the presence of a third person.
- A person commits the offense of sexual misconduct in the second degree if he or she solicits or requests another person to engage in sexual conduct under

circumstances in which he or she knows that such request or solicitation is likely to cause affront or alarm.

- **Sexual Abuse (Mo. Rev. Stat. §§ 566.100 and 566.101):**

- A person commits the offense of sexual abuse in the first degree if he or she subjects another person to sexual contact when that person is incapacitated, incapable of consent, or lacks the capacity to consent, or by the use of forcible compulsion.
- A person commits the offense of sexual abuse in the second degree if he or she purposely subjects another person to sexual contact without that person's consent.

Consent (as it relates to sexual activity) (Mo. Rev. Stat. § 556.061(14)): Consent or lack of consent may be expressed or implied. Assent does not constitute consent if:

- a. It is given by a person who lacks the mental capacity to authorize the conduct charged to constitute the offense and such mental incapacity is manifest or known to the actor; or
- b. It is given by a person who by reason of youth, mental disease or defect, intoxication, a drug-induced state, or any other reason is manifestly unable or known by the actor to be unable to make a reasonable judgment as to the nature or harmfulness of the conduct charged to constitute the offense; or
- c. It is induced by force, duress, or deception.

Other definitions

Awareness programs: Community-wide or audience specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration.

Bystander intervention: Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking.

Bystander intervention includes recognizing situations of potential harm and understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene. Ongoing prevention and awareness campaign: Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

Primary prevention programs Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms

in healthy and safe directions.

Proceeding: All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or information meetings, and hearings. Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Result: Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution. The result must include any sanctions imposed by the institution.

Risk reduction: Options designed to decrease perpetration and bystander inaction and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

Alcohol and other drug policies

The University encourages a wellness model for the entire institution and recognizes its responsibility to support and promote activity that prevents disease and minimizes health risks.

In addition, the possession, use, and sale of illegal drugs is prohibited by federal and state drug laws and enforced by the University by all appropriate means under the law. In order to meet this standard, ATSU established the Drug and Alcohol Misuse Prevention Program (DAMPP), which consists of ATSU Policy No. [90-324](#): Drug-free and Alcohol-free Workplace (employees), the Drug and Alcohol Misuse Prevention (DAMP) policy section of ATSU's Student Handbook (students) and programming designed to educate students and employees of the health risks of alcohol and drug misuse and available resources for addiction. This program complies with the Drug-free Workplace Act of 1988 and the Drug-free Schools and Communities Act of 1989. The University's DAMPP follows the guidelines provided by the Education Department General Administrative Regulations (EDGAR), Part 86. EDGAR, Part 86 establishes three primary areas of compliance, which include annual notification, method of distribution, and biennial review.

The University conducts a biennial review of its DAMPP to determine its effectiveness, implement changes if needed, and ensure sanctions for violations are enforced consistently. The last biennial review report was completed by the ATSU DAMPP Biennial Review Committee in 2025.

ATSU actively supports a drug and alcohol-free campus and workplace. The University's standard of conduct prohibits all employees from possessing, reporting to work, or working under the influence of intoxicants (non-prescribed drugs, narcotics, alcohol, etc.) or the illegal possession, manufacture or use of drugs or alcohol in the workplace. ATSU enforces federal and state drug laws and underage drinking laws. ATSU Policy 90-324 (Drug-free and Alcohol-free Workplace) is distributed to all ATSU employees, as follows:

- All job applicants receive notification through the UltiPro consent policy or posted notice at the Human Resources office of the existence of ATSU's Policy No. 90-324: Drug-free and Alcohol-free Workplace. The notice offers a copy of the document upon request;
- Newly hired employees receive an electronic version of the policy and are required to return a signed statement within thirty (30) calendar days of the employee's start date indicating they have received, read, and understood the policy;
- All employees receive annual notification of the policy and its specific online location via email;
- All employees participate in annual training review of the policy. Training completion is verified via the Paylocity Learning platform;
- All employees have unhindered access to the policy on the University's website, including access to printed versions upon request.

The DAMP policy addresses drug and alcohol issues as they pertain to students. The DAMP policy may be found at atsu.edu/dampp and is distributed to all ATSU students, as follows:

- All applicants to ATSU receive notification on the electronic application of the existence of DAMP policy section of the ATSU Student Handbook. This notification offers a copy of the policy upon request;
- All current ATSU students receive annual notification (October) via email that includes the website link to the DAMP policy section of the ATSU Student Handbook, and a paper copy upon request;
- Newly admitted students, transfer students, and students returning after a withdrawal are provided information on how to access the DAMP Policy section of the ATSU Student Handbook as part of the admission acceptance agreement, which is signed by the student.

ATSU has an employee impairment intervention protocol described in ATSU Policy [90-324](#), which is also available on the ATSU portal. Employee disciplinary sanctions may include a disciplinary warning to be added to the employee's permanent file, probation, suspension with or without pay, and/or termination.

The Code of Behavioral Conduct of ATSU's Student Handbook addresses the prohibition and penalties for the unlawful use, possession, or distribution of illegal drugs and alcohol by students, along with inappropriate or unprofessional use of alcohol and drugs. Violations of the Code of Behavioral Conduct may result in reprimand, probation, suspension, dismissal, and disciplinary consultation, as well as other sanctions deemed appropriate by the University. The Student Handbook is available on ATSU's website at: atsu.edu/studenthandbook

The use of alcoholic beverages on the ATSU Kirksville campus must be approved by the chancellor of the University. All state and federal laws governing the use of alcohol must be obeyed, including the prohibition of possession of alcohol by persons under 21 years of age. ATSU Policy No. 95-101 (Alcohol at ATSU Events) is available on the ATSU portal or by written request to kvcampussafety@atsu.edu

A complete list of drug and alcohol counseling and treatment programs is available on the Missouri Department of Mental Health, Division of Alcohol and Drug Abuse website at dmh.mo.gov.

Programs available for persons needing assistance with drug or alcohol counseling include:

- Center for Substance Abuse Treatment findtreatment.samhsa.gov/
- Alcoholics Anonymous (AA) aa.org
- Narcotics Anonymous (NA) na.org

A list of drug and alcohol counseling and treatment programs is also available in Attachment 3 of ATSU Policy 90-324.

ATSU students also have access to certified on-campus counselors.

State laws for alcohol and other drugs federal penalties

Federal trafficking penalties for Schedules I, II, III, IV, & V (except Marijuana, App. 2)

Schedule	Substance	Quantity
II	Cocaine	500-4,999 grams mixture
II	Cocaine Base	28-279 grams mixture
IV	Fentanyl	40-399 grams mixture
I	Fentanyl Analogue	10-99 grams mixture
I	Heroin	100-999 grams mixture
I	LSD	1-9 grams mixture
II	Methamphetamine	5-49 grams pure or 50-499 grams mixture
II	PCP	10-99 grams pure or 100-999 grams mixture

First Offense: Not less than 5 yrs. and not more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$5 million if an individual, \$25 million if not an individual.

Second Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$8 million if an individual, \$50 million if not an individual.

Schedule	Substance	Quantity
II	Cocaine	5 kilograms or more mixture
II	Cocaine Base	280 grams or more mixture
IV	Fentanyl	400 grams or more mixture
I	Fentanyl Analogue	100 grams or more mixture
I	Heroin	1 kilogram or more mixture
I	LSD	10 grams or more mixture

II	Methamphetamine	50 grams or more pure or 500 grams or more mixture
II	PCP	100 grams or more pure or 1 kilogram or more

First Offense: Not less than 10 yrs. and not more than life. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine of not more than \$10 million if an individual, \$50 million if not an individual.

Second Offense: Not less than 20 yrs, and not more than life. If death or serious bodily injury, life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

2 or More Prior Offenses: Life imprisonment. Fine of not more than \$20 million if an individual, \$75 million if not an individual.

Substance/Quantity	Penalty - First Offense	Penalty - Second Offense
Any amount of other Schedule I & II substances OR Any amount of any drug product containing Gamma Hydroxybutyric Acid OR Flunitrazepam (Schedule IV) 1 Gram	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if not an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if not an individual.
Any amount of other Schedule III Drugs	Not more than 10 yrs. If death or serious bodily injury, not more than 15 yrs. Fine not more than \$500,000 if an individual, \$2.5 million if not an individual.	Not more than 20 yrs. If death or serious injury, not more than 30 yrs. Fine not more than \$1 million if an individual, \$5 million if not an individual.
Any amount of all other Schedule IV drugs (other than Flunitrazepam)	Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.	Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Flunitrazepam (Schedule IV) (Other than 1 gram or more)	Not more than 5 yrs. Fine not more than \$250,000 if an individual, \$1 million if not an individual.	Not more than 10 yrs. Fine not more than \$500,000 if an individual, \$2 million if other than an individual.
Any amount of all Schedule V drugs	Not more than 1 yr. Fine not more than \$100,000 if an individual, \$250,000 if not an individual.	Second Offense: Not more than 4 yrs. Fine not more than \$200,000 if an individual, \$500,000 if not an individual.

Substance/ Schedule	Quantity	Penalty - First Offense	Penalty - Second Offense
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Marijuana (Schedule I)	1,000 kg or more marijuana mixture; 1,000 or more marijuana plants	Not less than 10 yrs. or more than life. If death or serious bodily injury, not less than 20 yrs., or more than life. Fine not more than \$10 million if an individual, \$50 million if other than an individual.	Not less than 20 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million individual, \$75 million if other than an individual.
Marijuana (Schedule I)	100 kg to 999 kg marijuana mixture; or 100 to 999 marijuana plants	Not less than 5 yrs. or more than 40 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine not more than \$5 million if an individual, \$25 million if other than an individual.	Not less than 10 yrs. or more than life. If death or serious bodily injury, life imprisonment. Fine not more than \$20 million if an individual, \$75million if other than an individual.
Marijuana (Schedule I)	More than 10 kgs hashish; 50 to 99 kg marijuana mixture More than 1 kg of hashish oil; 50 to 99 marijuana plants	Not more than 20 yrs. If death or serious bodily injury, not less than 20 yrs. or more than life. Fine \$1 million if an individual, \$5 million if other than an individual.	Not more than 30 yrs. If death or serious bodily injury, life imprisonment. Fine \$2 million if an individual, \$10 million if other than an individual.
Marijuana (Schedule I)	Less than 50 kilograms marijuana (but does not include 50 or more marijuana plants regardless of weight) 1 to 49 marijuana plants;	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
Hashish (Schedule I)	10 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.

Hashish Oil (Schedule I)	1 kg or less	Not more than 5 yrs. Fine not more than \$250,000, \$1 million if other than an individual.	Not more than 10 yrs. Fine \$500,000 if an individual, \$2 million if other than individual.
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Health risks of alcohol and other drugs

Alcohol

The following information on health risks is from the Centers for Disease Control and Prevention: Excessive alcohol use causes significant harm in the United States. From 2011–2015, it led to about 95,000 deaths and 2.8 million years of potential life lost each year, shortening lives by an average of 29 years. Among adults aged 20–64, it accounted for roughly 1 in 8 deaths. In 2010, excessive drinking cost the U.S. economy \$249 billion, or about \$2.05 per drink.

The Dietary Guidelines define moderate drinking as up to one drink per day for women and up to two drinks per day for men and do not recommend that non-drinkers start drinking. Excessive alcohol use can cause immediate and long-term health problems, including high blood pressure, heart disease, stroke, liver disease, digestive problems, several types of cancer, mental health issues, memory and learning problems, social challenges, and alcohol dependence. Reducing alcohol consumption lowers the risk of these harms.

Cannabis/Marijuana

The following information on health risks is from the Centers for Disease Control and Prevention: Marijuana is the most commonly used drug in the United States and can have a range of effects on the body and brain. About 1 in 10 users develop cannabis use disorder, rising to 1 in 6 among those who start before age 18. Frequent or high-dose use can impair attention, memory, and learning, and may cause disorientation, anxiety, paranoia, or temporary psychosis.

Long-term use increases the risk of mental health challenges, including schizophrenia, depression, and anxiety. Smoking marijuana can harm lung tissues, damage small blood vessels, and increase the risk of bronchitis and respiratory symptoms, which often improve after quitting. Higher THC concentrations and concentrated forms, such as dabbing or edibles, can intensify these effects.

MDMA

The following information on health risks from the National Institute on Drug Abuse: MDMA (ecstasy or Molly) is usually taken as a capsule, tablet, or liquid. “Molly” is often sold as pure powder, but may contain other substances such as synthetic cathinones (“bath salts”). Some users combine MDMA with alcohol or marijuana.

MDMA increases dopamine, norepinephrine, and serotonin, producing heightened energy,

mood, empathy, and increased heart rate and blood pressure. Effects last about 3–6 hours, and high doses can impair the body's temperature regulation, potentially causing organ failure or death. After use, individuals may experience irritability, anxiety, depression, sleep problems, memory and attention difficulties, and reduced sexual interest.

Prescription Opioids

The following information on health risks is from the National Institute on Drug Abuse: Prescription opioids are effective for short-term pain relief when taken as directed, but they carry risks of misuse and addiction. They work by binding to opioid receptors in the brain, spinal cord, and other organs, blocking pain signals and releasing dopamine, which reinforces drug use. Short-term effects include pain relief, relaxation, and euphoria, while side effects can include drowsiness, nausea, constipation, confusion, and slowed breathing.

Opioid misuse or overdose can reduce oxygen to the brain (hypoxia), causing coma, permanent brain damage, or death. Withdrawal from opioids can begin within hours and include muscle pain, insomnia, diarrhea, cold flashes, leg movements, and strong cravings.

In cases of overdose, calling 911 immediately is critical. Medical personnel can administer naloxone, a medication that quickly blocks opioid receptors and reverses overdose effects. Naloxone is available as an injection, auto-injector (EVZIO®), and nasal spray (NARCAN®).

Drug Facilitated Sexual Assault Drugs

The following information on health risks is from the Drug Enforcement Agency. There are three specific drugs that are commonly utilized in drug facilitated sexual assault: Rohypnol®, GHB (Gamma Hydroxybutyric Acid), or Ketamine.

Rohypnol®: (flunitrazepam) is not approved in the United States but is prescribed as a sleep aid in some other countries. It usually comes as a tablet, taken orally or dissolved in a drink. Short-term effects include drowsiness, sedation, sleep, amnesia, impaired judgment and coordination, confusion, slurred speech, slowed breathing and heart rate, and, in some cases, aggression or excitability. When combined with alcohol, it can cause severe sedation, unconsciousness, dangerously slowed breathing and heart rate, and even death. Rohypnol® can remain in the body for 36–72 hours, and its long-term health effects are not well understood.

GHB (Gamma Hydroxybutyric Acid): GHB is a depressant approved for treating narcolepsy and is also known as Goop, liquid ecstasy, or liquid X. It usually appears as a colorless liquid or white powder and is often ingested orally, sometimes with alcohol. Short-term effects include euphoria, drowsiness, nausea, vomiting, confusion, memory loss, slowed heart rate and breathing, lowered body temperature, seizures, unconsciousness, coma, and death. Mixing GHB with alcohol increases the risk of nausea, respiratory problems, and severe depressant effects. GHB is eliminated from the body within 10–12 hours, and its long-term effects are not well understood.

Ketamine: Ketamine is a dissociative drug used as a surgical and veterinary anesthetic and, under strict medical supervision, to treat resistant depression. It appears as a liquid or white powder and can be swallowed, snorted, smoked, or injected. Short-term effects include hallucinations, dreamlike states, sedation, confusion, memory loss, impaired attention and learning, elevated blood pressure, unconsciousness, and slowed breathing. Long-term use may cause bladder and kidney problems, stomach pain, depression, and memory issues.

If someone believes they or a friend have ingested Rohypnol®, GHB, or ketamine, they should seek care at a facility that treats sexual assault survivors and can perform a forensic exam. Urine samples can be collected for toxicology testing immediately or saved in a clean, sealed container in a refrigerator or freezer if immediate testing isn't possible.

Stop campus hazing policy and programming

The term 'hazing', for purposes of reporting statistics on hazing incidents means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—

(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and

(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—

(aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;

(bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;

(cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;

(dd) causing, coercing, or otherwise inducing another person to perform sexual acts;

(ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;

(ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and

(gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.”

Missouri Anti-Hazing Law: DANNY’S LAW: OFFENSE OF HAZING (Section 578.365)

This act provides that the offense of hazing shall be known as “Danny’s Law” and provides that a person is guilty of the offense of hazing if a person knowingly, actively, and not under duress participates in, solicits another person to participate in, or causes or plans a willful act that endangers a student or certain members of organizations under the sanction of a public or private college or university.

§ 578.365. Hazing — consent not a defense — penalties.

1. A person commits the offense of hazing if he or she knowingly participates in or causes a willful act, occurring on or off the campus of a public or private college or university, directed against a student or a prospective member of an organization operating under the sanction of a public or private college or university, that recklessly endangers the mental or physical health or safety of a student or prospective member for the purpose of initiation or admission into or continued membership in any such organization to the extent that such person is knowingly placed at probable risk of the loss of life or probable bodily or psychological harm.

Acts of hazing include:

- (1) Any activity which recklessly endangers the physical health or safety of the student or prospective member, including but not limited to physical brutality, whipping, beating, branding, exposure to the elements, forced consumption of any food, liquor, drug or other substance, or forced smoking or chewing of tobacco products;
- (2) Any activity which recklessly endangers the mental health of the student or prospective member, including but not limited to sleep deprivation, physical confinement, or other extreme stress-inducing activity; or
- (3) Any activity that requires the student or prospective member to perform a duty or task which involves a violation of the criminal laws of this state or any political subdivision in this state.
- (4) Public or private colleges or universities in this state shall adopt a written policy prohibiting hazing by any organization operating under the sanction of the institution.
- (5) Nothing in this section shall be interpreted as creating a new private cause of action against any educational institution.
- (6) Consent is not a defense to hazing. Section 565.010 does not apply to hazing cases or to homicide cases arising out of hazing activity.
- (7) The offense of hazing is a class A misdemeanor, unless the act creates a substantial risk to the life of the student or prospective member, in which case it is a class D felony.

If you are a victim of hazing, go to a safe place and contact:

Kirksville Campus Safety 660.349.9513
33 from any in-house phone kvcampussafety@atsu.edu

Kirksville and St. Louis
Student Affairs 660.626.2236
studentaffairs@atsu.edu

Those who witness or hear about an incident of hazing are also encouraged to report in the same manner.

When a report of hazing is received, it will be investigated by ATSU Student Affairs or their designee. The Office of Student Affairs will investigate a student organization or individual's involvement, in consultation with Student Affairs leadership and the organization's advisor, as needed. Any individual found to have engaged in hazing may face disciplinary actions, which may include dismissal, suspension, probation, or other sanctions, in accordance with ATSU's Code of Behavioral Standards. Any registered student organization found to have engaged in hazing may face warning, probation, or loss of status, in accordance with the Organizational Misconduct policy, located in the Registered Student Organization Handbook.

Hazing Prevention and Awareness Program

The institution provides prevention and awareness programming related to hazing by requiring each registered student organization president, or equivalent officer, to read and acknowledge the University's Anti-Hazing Policy, as part of the annual re-registration process. Additionally, at least one officer from each student organization is required to participate in a student organization leadership training, provided by the Office of Student Life. Information regarding the definition of hazing, as well as the reporting, investigation, and consequences of hazing incidents are provided.

All student organization advisors are required to read and acknowledge the University's Anti-Hazing Policy, as part of their Advisor Agreement, completed annually, as part of the re-registration process. All incoming new students at orientation are educated on the University anti-hazing policy and how to make a report. Employees of the University receive information regarding the University's Anti-Hazing policy annually as part of the required employee education.

As part of its ongoing campaign, the University uses a variety of strategies such as emails blasts with pertinent information, social media announcements, awareness programming on digital signage, and posted prevention material in strategic areas throughout campus.

ATSU provides counseling and support services to individuals who have experienced hazing. Any student who needs assistance is encouraged to reach out to Student Affairs or Behavioral Health and Wellness for support.

Missing students in residential housing

If the University is made aware that a student who resides in campus residential housing may be missing, protocols are in place regarding investigation and emergency notification, in accordance with the Higher Education Act of 2008. Since the Kirksville, Missouri, campus has residential housing for students, it has implemented ATSU Policy No. 95-104: Missing Student Policy, available on the ATSU portal at: <https://atsu.edu/95-104>

To report a possible missing student, families, friends, or associates should contact either:

Vice Chancellor of Student Affairs 660.626.2236; or

ATSU Campus Safety 660.349.9513 or 33 (from campus landline)

A report made to Student Affairs will be referred immediately to ATSU Campus Safety. Students who reside in on-campus student housing facilities are notified annually that they have the option to designate a confidential missing person contact to be notified in the event the student is determined to be missing. This contact information is separate from the general emergency contact information provided by the student and will be kept confidential. It will be accessible only to authorized University officials and will be disclosed solely to law enforcement personnel in furtherance of a missing person investigation.

If a report is made to Student Affairs that a student residing in on-campus housing may be missing, the report will be referred immediately to ATSU Campus Safety. In collaboration with Student Affairs and other appropriate University personnel, Campus Safety will initiate a prompt and thorough investigation, which may include, but is not limited to, checking the student's residence, contacting the student via phone or other means, reviewing class schedules, and speaking with roommates, friends, and other members of the campus community. If, at any point during the investigation, circumstances appear suspicious or the student cannot be located, Campus Safety will make an official determination that the student is missing. Within 24 hours of this determination, the University will notify the appropriate local law enforcement agency. In addition, within 24 hours, the Vice President for Student Affairs (or designee) will notify the student's designated confidential missing person contact, if one has been provided.

If the student is under 18 years of age and not emancipated, the University will notify the student's custodial parent or legal guardian within 24 hours of the determination that the student is missing, in addition to notifying any designated confidential contact. Local law enforcement will be notified within 24 hours of the determination that a student is missing, regardless of whether the student has designated a confidential missing person contact.

2026 Annual Fire Safety Report

The Annual Fire Safety Report contains fire safety policies and procedures related to on-campus student housing and statistics for fires that occurred in those facilities. This report complies with the Higher Education Opportunity Act of 2008 and its accompanying regulations, which amend the Higher Education Act. The information required to be reported by Oct. 1 of each year includes statistics for number and causes of fires in residential buildings, a description of fire safety systems, number of fire drills, policies on electrical appliances, smoking, and open flames, evacuation procedures, and fire reporting.

A copy of this Annual Fire Safety Report may be requested by contacting ATSU Campus Safety at 660.349.9513; by email at kvcampussafety@atsu.edu; or by written request to: ATSU Campus Safety, 800 W. Jefferson St., Kirksville, MO 63501. The report is also found online at atsu.edu/asr-kirksville.

On-campus student housing

ATSU has two on-campus student housing buildings located at 200 S. Osteopathy, Kirksville, Missouri. Any on-campus housing referred to in the Annual Fire Safety Report pertains to the Kirksville, Missouri, campus only.

The ATSU student housing buildings are locked at all times. Housing residents and authorized employees are provided with a physical access control system (PACS) ID card which allows entry into external access points. The use of the PACS access ID card is the primary method of gaining access into each building. Housing residents are given a separate key which provides access into their respective units.

How to report a fire

Dial 911 for any fire

Call quickly! Do not assume someone else has made the call.

Call ATSU Campus Safety

ATSU is required to annually disclose statistical data on fires that occur in on-campus student housing. Listed below are the numbers to report a fire in on-campus student housing. If you find evidence of a fire or hear about such a fire, please contact one of the numbers below. When calling, please provide as much information as possible about the location, date, time, and cause of the fire.

In Kirksville, call ATSU Campus Safety at 660.349.9513, or 33 from a campus landline. For potential fire threats at on-campus housing, call the student housing manager at 660.349.0821.

Evacuation procedures

If a person discovers fire, smoke, or hears the fire alarm:

1. Leave the building immediately by the nearest exit.
2. If the fire alarm is not already ringing, pull the alarm upon leaving.
3. Close all doors upon leaving, including any which are propped open.
4. Once safely outside, call 911 and ATSU Campus Safety.
5. Do not take action to address the fire. No training is provided to students or employees in firefighting or suppression as this is inherently dangerous.
6. Students' and employees' only responsibility is to exit safely. At no time should the closing of doors or the activation of the alarm delay a person's exit from the building.
7. Persons with access and functional needs requiring extra assistance should move to, or be taken to, designated stairwell landings to wait for assistance by trained first responders.
8. Even if the fire alarm stops, continue the evacuation. Warn others who attempt to enter the building after the alarm stops.
9. Evacuate to a distance of at least 500 feet from the building and out of the way of emergency personnel.
10. Do not return to the building until instructed to do so by Campus Safety officers or other authorized personnel.

Students should gather at the ATSU-College of Graduate Health Studies after evacuation.

Evacuation Routes - Building A			Evacuation Routes - Building B		
101 A 102 A 103 A	201A 202A 203A	Residents in these apartments should exit the building through the east (end) door	101 B 102 B 103 B	201B 202B 203B	Residents in these apartments should exit the building through the south (end) door
104 A 105 A 106 A 107 A 109 A	204A 205A 206A 207A 209A	Residents in these apartments should exit the building through the north (middle) door	104 B 105 B 106 B 107 B 109 B	204B 205B 206B 207B 209B	Residents in these apartments should exit the building through the east (middle) door
108A 110 A 111 A	208A 210A 211A	Residents in these apartments should exit the building through the west (end) door	108 B 110 B 111 B	208B 210B 211B	Residents in these apartments should exit the building through the north (end) door

Each on-campus student housing unit is equipped with a battery-operated smoke detector. All smoke detectors are serviced and batteries replaced on an annual basis. The halls and public areas (laundry room, lounge, boiler room, etc.) are equipped with a fire alarm system monitored by Midwest Central Dispatch.

Each on-campus student housing building is equipped with fire extinguishers in the laundry room, lounge, basement, boiler room, and every hallway. Each unit is equipped with a fire extinguisher. All fire extinguishers are serviced annually. The housing units also have hard-wired carbon monoxide detectors.

When a fire alarm has been sounded or a fire otherwise reported, ATSU Campus Safety will notify appropriate University personnel.

Fire safety education and fire drills

Residents receive information about fire safety protocols, including a copy of the Annual Security and Fire Safety Report and information on evacuation procedures.

Throughout the academic year, residents are provided with informational paperwork providing fire prevention education, including an On-campus Housing Handbook, produced annually by the ATSU Student Life.

Fire and evacuation drills are coordinated by ATSU Campus Safety and occur twice a year for each residential building. Each student housing building's fire alarm is activated, and all residents are required to evacuate. The purpose of the fire and evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. In addition to educating occupants of each building about fire safety and evacuation procedures during the drills, the process also provides ATSU Campus Safety with an opportunity to test the operation of the fire alarm system components.

Evacuation drills are monitored by ATSU Campus Safety to evaluate egress and behavioral patterns. Reports are prepared by ATSU Campus Safety which identify deficient equipment so repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments for consideration. ATSU Campus Safety documents each test it conducts, including a description of the test, the date the test was held, the time the test started and ended, and whether the test was announced or unannounced.

The presiding ATSU Campus Safety official fills out a Fire Drill Evaluation Form after each fire evacuation drill. This form is maintained in the Fire Drill Report Book in the ATSU Campus Safety office. A copy of this form can be requested by contacting ATSU Campus Safety at 660.349.9513; by fax request to 660.626.2929; or by written request to: ATSU Campus Safety, 800 W. Jefferson St., Kirksville, MO 63501.

Fire drills for calendar years 2023, 2024, and 2025			
Facility	Number of drills	Date	Date
Building A	2	May 03, 2023	July 26, 2023
Building B	2	May 03, 2023	July 26, 2023
Building A	2	April 10, 2024	July 31, 2024
Building B	2	April 10, 2024	July 31, 2024
Building A	2	May 07, 2025	July 23, 2025
Building B	2	May 07, 2025	July 23, 2025

Fire drill response evaluation forms were completed by building monitors (ATSU Campus Safety personnel) following the fire drills. Evacuations were orderly and timely, taking between 15 and 20 minutes. The forms were reviewed and approved by the Director of Campus Safety.

Fire safety improvements

The University assesses and upgrades fire safety equipment to ensure that all equipment meets National Fire Safety standards. The University continues to evaluate and improve smoke/heat detection systems as necessary to meet life safety requirements and protect University assets. It periodically assesses the need for improvements in fire safety, making recommended improvements as soon as possible.

Fire safety system

The fire safety system for ATSU residential facilities (Buildings A and B, 200 S. Osteopathy, Kirksville, Missouri) includes the following:

- Smoke detectors in hallways and inside each residential unit
- Fire alarm pull stations at all exits
- Combination horn/strobe light alarm
- Fire extinguisher devices
- Evacuation plans and placards
- Fire doors (stairwells only)
- Fire walls (each residential unit)
- Two evacuation (fire) drills each calendar year.

Open flames, smoking, portable electric devices, and other prohibited items

Open flames: Candles, incense, or any open flames are not permitted in ATSU student housing.

Smoking: ATSU is a tobacco-free institution; any type of smoking is strictly prohibited in or around ATSU Student Housing.

Portable electric devices and other prohibited items

To ensure the safety of student residential facilities, the following items are prohibited:

1. Weapons of any type, including but not limited to firearms, air guns, gun replicas, compound bows, fireworks, and other explosive devices;
2. Candles and incense;
3. Flammable liquids, including but not limited to propane, gasoline, petroleum-based solvents, paint thinners;
4. Liquid oil kitchen cookware in non-kitchen area;
5. Hot plates, waffle irons, and popcorn poppers in non-kitchen areas;
6. Toaster ovens in non-kitchen areas; and
7. Live holiday decorations, such as holiday trees, garlands, wreaths, etc.

Daily fire log

All fires in on-campus student housing facilities, whether extinguished or still burning, are recorded regardless of the local fire department's response. The fire log includes information about the nature of the fire, the date and time it occurred, and its general location.

The daily fire log is open to public inspection at the ATSU Campus Safety Office during regular business hours and is updated within two business days of a fire being reported.

Fire statistics

Fire statistics for the current reporting period are:

Fire statistics for Student Housing A 200 S. Osteopathy, Kirksville, Missouri	2023	2024	2025
Number of fires	0	0	0
Deaths related to fire	0	0	0
Injuries related to fire	0	0	0
Value of property damage related to fire	\$0	\$0	\$0

Fire statistics for Student Housing B 200 S. Osteopathy, Kirksville, Missouri	2023	2024	2025
Number of fires	0	0	0
Deaths related to fire	0	0	0
Injuries related to fire	0	0	0
Value of property damage related to fire	\$0	\$0	\$0

Definitions

While the Annual Security Report includes disclosures of certain crimes as defined by federal law, it also includes arrests and referrals for discipline for certain state law violations. Below please find certain relevant definitions used in preparing this report.

Clery Act Geography

The Clery Act specifically defines the geography of the University which is used to report crimes and in certain cases arrests and referrals for discipline.

On Campus

- Any building or property owned or controlled by the institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and
- Any building or property that is within or reasonably contiguous to the area identified in the above paragraph of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

On-campus Residential Facilities

Crimes that occur in on campus residence halls are counted in the On Campus category as well as the On Campus residential category. On Campus Residential is a sub-set of On Campus, and the crime counts should not be added together.

Non-campus

- Any Building or property owned or controlled by a student organization that is officially recognized by the 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 geographic area of the institution.

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

At the University, the specific Clery Act geography is included in the list on the following page.

Clery Geography - Kirksville campus

On campus

Main campus: 800 W. Jefferson, 700 W. Jefferson

Couts/Memorial Hall: 204 W. Jefferson

CGHS: 210A S. Osteopathy

TCC: 210 S. Osteopathy

Wright Building: 211 W. McPherson

IPE: 500 West Jefferson

NRMC: 315 S. Osteopathy

NMHC: 402 W. Jefferson

AHEC: 302 W. Jefferson

Student Housing: 200 S. Osteopathy

Maint. Shed: 316 S. Osteopathy

Cancer Center: 603 W. Pierce

St. Andrews: 500 N. Osteopathy

Non-campus

Burdman: 807 N. Franklin

**5th Floor of Missouri Hall & parking lot on
Truman State University Campus**

Dates: **Aug. 26-Oct. 24, 2025**

Hampton Inn, Kirksville: 2604 N. Baltimore

Dates: **July 29-Aug. 29, 2025**

Appendix B – Crime Statistics

Kirksville, Missouri, campus crime statistics

Caveat: Statistics were requested from local law enforcement for 2025 for a non-campus location, but the statistics were not available in a usable format for Clery reporting

[illegible]

Kirksville, Missouri, campus crime statistics (cont.)

There was no hate crimes reported in 2023, 2024, or 2025. A hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. The following categories of bias are to be reported under the Clery Act: race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

No crime reports from 2023, 2024, or 2025 were determined to be "unfounded." An institution may withhold or subsequently remove a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and based on the results of this full investigation and evidence, have made a formal determination the crime report is false or baseless, and therefore, "unfounded." Only sworn or commissioned law enforcement personnel may make this determination. The recovery of stolen property, low value of stolen property, refusal of the victim to cooperate with the prosecution, and failure to make an arrest do not "unfound" a crime report.

