

Commercial Divers International



ANNUAL SAFETY REPORT 2024

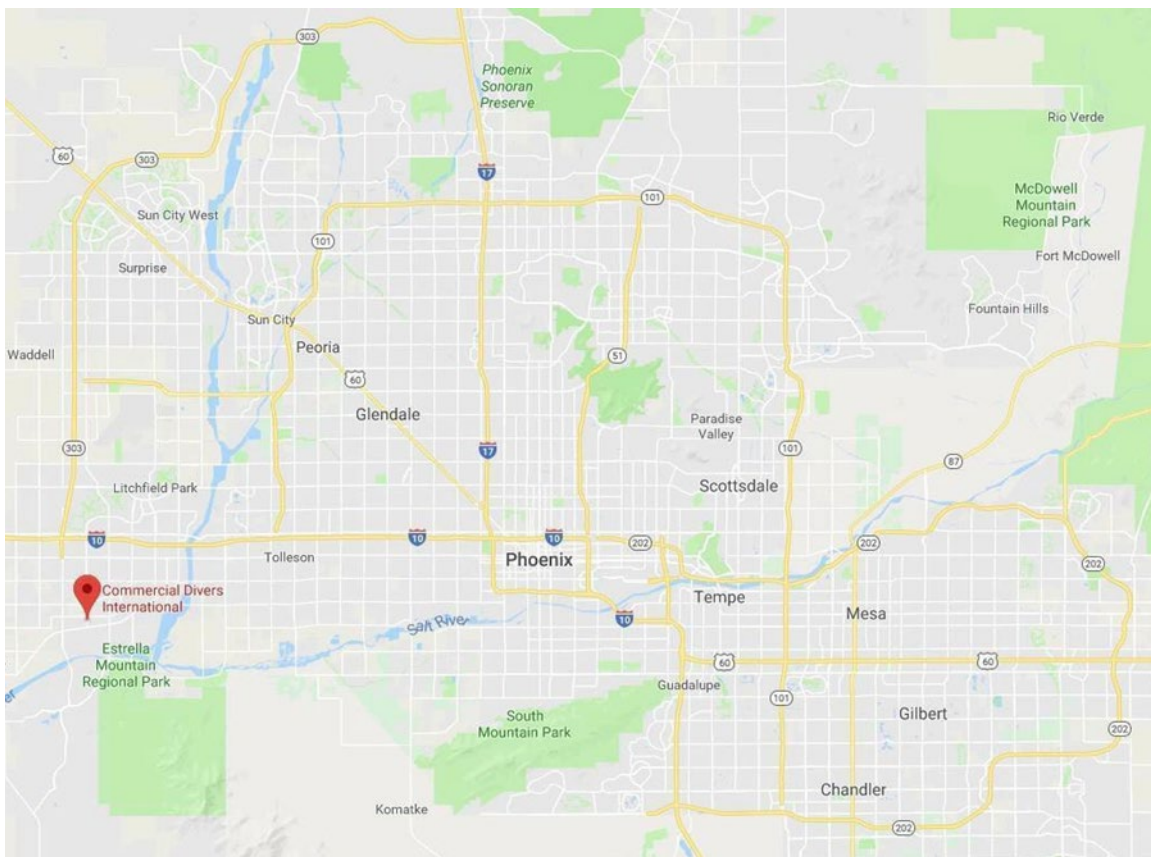
Commercial Divers International

Website: <https://www.commercialdiversinternational.edu>

4055 S. Sarival Ave.
Goodyear, AZ 85338



COMMERCIAL DIVERS INTERNATIONAL GOODYEAR CAMPUS LOCATION



CAMPUS SECURITY / CLERY ACT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, formerly the Campus Security Act of 1990, requires Commercial Divers International to disclose to the public specific crime-related information on an annual basis. In compliance with this legislation, the school must report campus crime statistics, campus offenses, and security measures to all students and employees by October 1st of each year.

Prospective students and employees shall receive a notice of its availability and a brief summary of its contents. The school may publish the report electronically, but the school must give students, employees, and potential students or employees a paper copy upon request and individually inform them of the availability of the report in electronic format. The school sends official annual notifications with the new report to all currently enrolled students via their email address that is on file with the school and to all faculty and staff via their official school email address. Contact Student Services at (623) 295-2020 for clarification or additional information.

Crime Statistics

The following statistics are reported in compliance accordance with the Uniform Crime Reporting procedures and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics, which requires all institutions of higher learning receiving federal funds to publish the occurrence of certain criminal offenses reported to school safety departments, to other appropriate school officials, or to local police. Statistics are reported for the three most recently completed calendar years. Individuals who wish to make a report of a criminal incident for purposes of making timely warnings to our students and staff or for inclusion in this annual report are urged to provide the relevant information to the Student Services, 4055 South Sarival Avenue, Goodyear, Arizona 85338, (623) 882-3483.

The statistics for campus incidents are compiled from the Student Services Office, who maintains records on disciplinary referrals and actions reported. The Student Services Office and Directors determine which category a given incident fits for purposes of preparing this report and whether the incident occurred on campus or not.

Furthermore, Commercial Divers International must provide the following geographic breakdown of the crime statistics:

- On campus;

- In a non-campus building or on non-campus property;
- On non-campus public property including thoroughfares, streets, sidewalks, or parking facilities that are within the campus or immediately adjacent to and accessible from the campus.

The number of crimes determined to be unfounded and removed from crime statistics must also be reported. For offenses of domestic violence, dating violence, and stalking, such statistics shall be compiled in accordance with the definitions used in section 40002(9) of the Violence Against Woman Act of 1994 (42 U.S.C.

13925(a). Such statistics shall not identify victims of crimes or persons accused of crimes. No crimes have been determined unfounded and removed during this reporting period.

APPENDIX E: 2021- 2023 CAMPUS CRIME STATISTICS

Category	On Campus			Non-Campus Property (parking lot)		
Hate Offenses	2021	2022	2023	2021	2022	2023
Arson	0	0	0	0	0	0
Assault	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Destruction, Damage or Vandalism of Property	0	0	0	0	0	0
Homicide	0	0	0	0	0	0
Murder	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Non-negligent Manslaughter	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Larceny	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0
Sex Offense - Forcible	0	0	0	0	0	0
Sex Offense - Non-forcible	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Theft	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Theft - Other Than Motor Vehicle Theft	0	0	0	0	0	0
Trespassing	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0
Violence Against Women Act (VAWA) Offenses	2021	2022	2023	2021	2022	2023
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Sexual Assault	0	0	0	0	0	0
Stalking	0	0	0	0	0	0
Unfounded Crimes	2021	2022	2023	2021	2022	2023
Total Unfounded Crimes	0	0	0	0	0	0

Category	On Campus			Non-Campus Property (parking lot)		
Criminal Offenses	2021	2022	2023	2021	2022	2023
Arson	0	0	0	0	0	0
Assault	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Destruction, Damage or Vandalism of Property	0	0	0	0	0	0
Homicide	0	0	0	0	0	0
Murder	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0
Non-negligent Manslaughter	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Larceny	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Sex Offenses	0	0	0	0	0	0
Sex Offense - Forcible	0	0	0	0	0	0
Sex Offense - Non-forcible	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Theft	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Theft - Other Than Motor Vehicle Theft	0	0	0	0	0	0
Trespassing	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0
Arrests	2021	2022	2023	2021	2022	2023
Liquor Law Violations	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Weapons Possessions	0	0	0	0	0	0
Disciplinary Actions	2021	2022	2023	2021	2022	2023
Liquor Law Violations	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Weapons Possessions	0	0	0	0	0	0

Campus Security Procedures for Reporting Incidents

The safety of students, visitors, faculty, and staff is a top priority of Commercial Divers International. Each student and staff member are responsible for reporting, as soon as possible, any of the witnessed events to the Chief Administrator, Education Operations Manager, the Student Services Office, or the any Faculty Supervisor. Campus emergencies are to be reported to the aforementioned individuals, or a student's instructor. A staff person is to report campus emergencies to the supervisor of the department. Crimes, arrests, and hate incidents must be reported immediately!

CDI does encourage anyone who is a victim or witness to a crime to promptly report the incident to the local police. Due to police reports being public records under the state law, reports of crimes cannot be held in confidence. Confidential reports of a crime can be made to the Crime Stoppers at (866) 845-8477.

Commercial Divers International encourages students and staff to assume responsibility for their own personal safety and security by taking common sense precautions. Precautions might include walking to your car at night with a fellow student or asking a CDI employee to walk you out. Another is keeping your car locked and parked in a well-lit area with valuables placed out of sight.

Should you witness a crime in process, the institution requests that you adhere to the following procedure. During the hours of 7:00 A.M.-5:00 p.m., Tuesday through Friday, immediately contact an administrative instructor. These designated individuals will notify Commercial Divers International's Chief Administrator, Glen Tharp. The local law enforcement agency or emergency medical system will be notified depending on the seriousness of the incident. CDI does not employ or contract with a security department or campus policing agency. CDI does not have procedures for voluntary, confidential reporting of crime statistics. Violations of the law will be referred to law enforcement agencies and the Student Services Office for review.

All reports will be investigated. Campus personnel are responsible for completing crime and accident reports and for responding to emergencies. They are also responsible for enforcing other regulations such as parking, the use of controlled substances, weapons, and underage drinking.

Incident reports are maintained on file by their nature, date, time, general location, and disposition of the complaint. The Student Services Office maintains a record of the incident reports for a maximum of three years, and the school shall make the incident reports available to the public within two business days of receiving a written request unless disclosure of such information would:

- Be prohibited by law;
- Jeopardize the confidentiality of the victim;
- Jeopardize an on-going criminal investigation;
- Jeopardize the safety of an individual;
- Cause a suspect to flee or evade detection; or
- Result in the destruction of evidence.

If you are a victim of domestic violence, dating violence, sexual assault, stalking, or any other crime on any campus of Commercial Divers International you should report this to any Executive Director, the Student Services Office or the Goodyear Police Department having jurisdiction on the campus. Reporting of the above crimes is voluntary and may be reported in a confidential basis directly to the Chief Administrator.

In the event of accidents or injuries, other medical emergencies, or crime-related incidents, someone witnessing the incident should notify the nearest instructor or staff member immediately. This procedure does not prohibit or impede the reporting of an emergency directly to the appropriate party (i.e., police, fire, ambulance, hospital, etc.). A school administrator will secure professional emergency care if needed.

As a nonresidential school, Commercial Divers International expects students to secure normal medical services through a family physician as well as from a certified hyperbaric physician. In the case of serious accidents or illnesses, the school will refer students to the nearest hospital for emergency care and will notify their emergency contacts. Students and/or their families are responsible for the cost of such emergency care.

School officials notify Commercial Divers International or the local police when someone commits a crime on campus or at school-sponsored events. In case of accidents or injuries, other medical emergencies, or crime-related incidents involving students, visitors, or

employees, the persons involved must complete and return incident report forms to the Chief Administrator.

School personnel of chartered campus organizations must report criminal incidents committed by students while participating in school-sponsored activities both on and off campuses and properties. These reports must be submitted in writing to a Director and/ or Student Services Office. Students who violate the Student Conduct Code or who commit crimes of misdemeanor or felonious nature, as defined by the Criminal Code of Arizona, while participating in school-sponsored activities will be subject to a hearing before a duly appointed committee (see Student Code of Conduct). The Chief Administrator will report violations of local, state, and/or federal laws to the appropriate law enforcement officials.

Crime Log

Commercial Divers International maintains a Crime Log of all crimes reported. The Student Services Office maintains the Crime Log in an electronic format and a paper copy is available upon request.

Campus Facilities and Security Access

The campus Facilities Department maintains school buildings and grounds with concern for safety and security. This department inspects campus facilities regularly and promptly makes repairs. Students and employees must notify the school at (623) 882-3483, or in person in the receptionist desk to report any hazard. The Facilities Department routinely inspects school facilities to review lighting and environmental safety.

Most campus facilities are open to the public during the day and evening hours when classes are in session. Administrative staff is responsible for securing the facilities if maintenance personnel is not available. When officially closed, all school facilities remain locked and accessible only to employees with keys.

Emergency Response and Evacuation Procedures

Each classroom and laboratory contain a posted emergency action plan for fire or hazardous weather conditions. The plan includes evacuation instructions in case of emergency. Please familiarize yourself with these placards at the beginning of each class.

In the event of fire, personal injury, or criminal action, someone witnessing the incident should notify the nearest instructor or staff member immediately. That person should also notify the supervisor in charge of disaster management (or their designee) during an emergency in the following order:

1. Instructor of Class - Immediately in person
2. Student Services - Kari Johnson (623)882-3483
3. Director Marcus Clark (602)-469-8083
4. Chief Administrator - Glen Tharp (602) 810-3312

If the situation is an emergency, an employee should call 911 before contacting any school personnel.

Any student who experiences any personal injury must have their instructor complete and submit an incident report to the Student Services Office as soon as possible.

In the event of a serious or life-threatening emergency caused by natural disaster or human hands, a supervisor in charge of disaster management, or their designee, will be responsible for issuing timely warnings of all threats that represent an ongoing and continuous threat to the campus community. These notifications will be made immediately and without delay unless doing so would compromise efforts to assist a victim or contain, respond or otherwise mitigate the emergency. The safety of the campus will dictate the content and methods of notification.

When a crime or emergency is reported to a supervisor in charge of disaster management, or their designee, they will go directly to the scene and assess the situation. 911 will be contacted immediately if the situation warrants it and if necessary, the process to begin notifying the campus will begin. During instances of severe weather, staff will monitor weather information from the local TV/Radio stations and will listen for the civil defense sirens.

In the event of imminent danger, that could result in the loss of life, the Receptionist on duty will be responsible sending text warnings to students with cell phone numbers on record. Once activated the campus should immediately go on lockdown.

If time warrants, the campus voicemail will be changed to a recorded message notifying any students, staff, or family members who are not on the campus at the time of an emergency about the situation. Information about when the campus will reopen will also be recorded on the message.

In the event that a situation gains media attention, all inquiries will be referred to the Chief Administrator.

Evacuation Instructions

In the event of a fire or notification of a fire by building alarm, it is important to follow these guidelines:

1. Everyone is to turn off dive equipment
2. WALK, do not run
3. Assist persons that have special needs
4. Go directly to the designated locations (see designated meeting places listed below)
5. Stay at designated location and check in with your instructor. Instructors will account for all students using the class roster. Wait for further instructions.
6. DO NOT ATTEMPT TO RE-ENTER THE BUILDING.

DO NOT LEAVE.

For the quickest way out of the building, refer to the fire maps on the walls located throughout the building.

Designated Meeting Places

Primary Location - Barkley Seed Inc.

Students are to meet their instructor at the designated location. Students in the dive tanks, chamber room, and classrooms area will meet their instructor at the Barkley Seed Inc., which is located opposite the campus on Eddie Albert Way, or the Southeast corner of the intersection of Eddie Albert Way and South Sarival Avenue. Once ordered to evacuate, all employees, students, and visitors should proceed to the primary evacuation location.

Secondary Location - W.R. Meadows of Arizona

If the primary evacuation location is inaccessible, the secondary location is recommended. Staff and students are to meet on the dirt patch (Vacant Lot) on the west side of South Sarival Avenue, across the street from campus.

Timely Warning

In the event that a situation arises either on or off campus that constitutes an ongoing continuing threat, a campus wide “timely warning” will be issued. The warning will be issued through a memo to students, faculty, and staff via campus intercom or word of mouth.

Anyone with information warranting a “timely warning” should immediately report the circumstances to the Education Operations Manager at (602) 469-8083, or in person to any Director or at Commercial Divers International Reception Desk.

The Chief Administrator, Education Operations Manager, Lead Instructor, and Student Services Office is responsible for issuing timely warnings.

Personal Safety and Crime Prevention

Commercial Divers International recognizes the importance of security for all students and staff while on campus property. Furthermore, Commercial Divers International supports law enforcement agencies and works with them where appropriate to minimize crime.

Commercial Divers International endorses all applicable city, state, and federal laws. Security issues affect all students, visitors, and staff on campus property, which includes the parking lots. Commercial Divers International does not have campus housing. The Directors

or one of the Student Advisors will make available information for staff on safety and security measures.

The Educations Operations Manager serves as security coordinator for the campus. As such, he does not have authority to arrest individuals; however, he does work with state and local police and other law enforcement agencies. His department is responsible for opening and closing the facilities on-campus. Instructors provide information on safety and security precautions for all new students on the first day of training.

Weapons

Commercial Divers International is committed to providing all employees, students, volunteers, visitors, vendors, and contractors a safe and secure workplace and academic setting by expressly prohibiting the possession of a firearm, weapon, or explosive compound or material on any campus property or within the designated school safety zone, which is defined as being in, on, or within 1,000 feet of the campus or other designated worksites. This policy extends to any school-sanctioned function.

Unless otherwise provided by law, it is unlawful for individuals to carry, possess, or have under their control any firearm, weapon, or unlawful explosive compound while within a school safety zone, a school building, on school property, at a school-sanctioned function, or on a bus or other transportation furnished by the school. Such buildings include any public- owned, public-leased, or public-operated building that houses any educational function.

The following are applicable exemptions to the weapons restrictions:

- Participants in organized sport shooting events or firearm training courses.
- Persons participating in military training programs conducted by the armed forces of the United States or the Arizona Department of Defense.
- Persons participating in law enforcement training conducted by a certified police academy.
- Peace officers, law enforcement officers, prosecuting attorneys, campus police or security officers, and medical examiners employed by the state when acting in the performance of their official duties or en-route to or from their official duties.

- A weapon that is in a locked compartment of a motor vehicle or a locked firearms rack which is on a motor vehicle when that vehicle is being used by an adult over 21 who is not a student attending the school in order to bring or pick up a student at the school.
- Teachers and other school personnel who are otherwise authorized to possess or carry weapons provided the weapon is in a locked compartment of a motor vehicle or in a located container or a locked firearms rack which is on a motor vehicle.

Any employee or student who violates the provisions of this weapons policy shall be subject to disciplinary action up to and including dismissal. From a legal perspective, any person who violates this restriction shall be guilty of a felony and upon conviction shall be punished by a fine of up to \$10,000 and/or imprisonment for between two and ten years. Vendors or contractors who violate the provisions of this policy shall be subject to the termination of their business relationship with the school.

Except for cases in which the institution previously imposed sanctions for the term or other similar period for which students were enrolled as of the date of conviction, students shall forfeit any right to any academic credit otherwise earned or earnable for that term or other similar period. The educational institution shall subsequently revoke any such academic credit granted prior to the completion of administrative actions necessary to implement such suspensions.

Arizona law specifies that school-sanctioned student organizations that, through its officers, agents, or responsible members, knowingly permits or authorizes the sale, distribution, serving, possession, consumption, or use of marijuana, a controlled substance, or dangerous drug in violation of state laws at any function shall have its recognition withdrawn.

Furthermore, state laws also specify that the school must expel that organization from campus for a minimum of one calendar year from the year of determination of guilt.

The Arizona Penal Code prohibits the possession of alcohol by a person under the age of 21 or providing alcohol to such a person. State laws also specify fines for violators in the amount of \$1,000 and a prison sentence of 12 months.

Alcohol/Drug Use and Substance Abuse

Much has been written in recent years about the health benefits of moderate alcohol use.

Unfortunately, that information has also been viewed by some as permission to continue their ongoing

abuse of alcohol. Likewise, while there are valid medical reasons to take legally prescribed drugs, it is not uncommon for an individual to lose control over their use of those medications and in some instance advance to such risk-taking behavior as seeking illegal drugs as a substitute.

Once an addiction begins, it can carry a host of additional issues, including loss of self- control, judgment, motivation, memory, and the ability to learn. People who choose to abuse alcohol and/or drugs run the risk of incurring serious health problems such as high blood pressure, increased risk of cancer, heart disease, hepatitis, cirrhosis, alcoholism, drug addiction, brain damage, and in extreme cases sudden death. Additionally, individuals with substance abuse problems pose a serious risk to themselves and to others when they elect to drive under the influence.

Any student who suspects that they or a friend might have a problem with alcohol or drug use should contact the Student Services Office for assistance.

The Student Services Office can provide reading materials and direction to the nearest alcohol and substance abuse events. Notices will be posted on bulletin boards around campus and electronic message boards when necessary.

Drug Testing/Background Checks

Certain employers who hire our graduates require students to complete drug testing and/or criminal background checks prior to allowing students to be hired. Commercial Divers International has a program whereby students are randomly selected for drug testing. Unless otherwise noted, students are responsible for the costs associated with drug testing and/or criminal background checks. Based on hiring company, the results of background checks and/or drug tests may prevent students from completing their programs of study and/or being hired by certain employers.

Sexual Assault and Other Crimes

It is important for all students, faculty, and staff members to know where to turn for help and what to do if they or someone they know becomes the victim of domestic violence, dating violence, stalking, and sexual assault. Whether the assailants are strangers, acquaintances, close friends, or dates, everyone needs to know how to get necessary treatment, counseling, and other services. Domestic

violence, dating violence, stalking, and sexual assault are criminal offenses subject to prosecution under the law. These acts are also violations of the Student Conduct Code.

Studies show that “acquaintance rape” occurs more frequently among school-age students than among any other group. This form of rape is one of the most unrecognized and under-reported crimes because few people identify it as a crime punishable by law.

Please familiarize yourself with prevention tips that can be found at:

https://www.kevincoffey.com/women_safety/rape_prevention_tips.htm

With regard to date rape and acquaintance rape, remember the following precautions:

- Know your own sexual values, expectations, wishes, and intentions, and communicate them clearly and openly.
- Be observant of your acquaintance’s or date’s attitudes toward you.
- Avoid using mood-altering chemicals such as drugs and alcohol. Studies have shown that being under the influence of alcohol or drugs contributes to increased incidences of date rape.
- Be assertive about your needs and rights.
- Reinforce your verbal “no” with physical resistance, unless you feel this will further endanger you.
- Tell your assailant that he or she is committing a sexual act to which you do not consent and that he or she is breaking the law.

If You Are A Victim

You need to remember to take the following steps if someone attacks you:

- Be aware of your capabilities and limitations. Your judgment and thinking will be your best weapons.
- Evaluate the situation for possible avenues of escape.
- Your first concern should be for your safety and survival.
- Use your judgment to do what is necessary to save your life. That may mean making a scene and drawing attention to yourself so that the assailant leaves. It may buy you enough time to escape. This action may mean fighting back. It may mean not physically resisting.

- If you choose not to physically resist the attack, it does not mean that you have asked to be raped. It means that you did what you needed to do to survive.
- Remember—there is no one “right” way to respond. The person under attack is the best judge of which options will work well in that situation.
- If someone assaults or attempts to assault you or someone you know, you should take the following steps:
 - Get to a safe place as soon as you can.
 - Try to preserve all physical evidence. Do not bathe, douche, use the toilet, or change clothing.
 - If the attack occurred on campus, contact the Student Services Office at (623) 295-2020.
 - If the attack occurred off campus, immediately contact a local law enforcement agency by dialing 911.
 - Get medical attention as soon as possible to determine the presence of physical injury, sexually transmittable diseases, or pregnancy. Medical personnel can also obtain evidence to assist in criminal prosecution.

Sex crimes can cause psychological after-effects. Counseling is a good idea, whether or not you think you need it. Remember, sex crimes are never the victim’s fault. For assistance, contact the Student Services Office.

The Student Services Office will, upon request, help address any concerns victims might have because of an assault. The school will also assist victims in changing their academic or living situations after the assault if requested and reasonably available. If the assailant is a student, the victim may file a written complaint with the Chief Administrator. Under the Student Code of Conduct, the school affords both the accused and the accuser the same rights.

Campus Sex Crimes Prevention Act

The Campus Sex Crimes Prevention Act amended the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act to require certain convicted sex offenders to notify states of each institution of higher education at which the individual is a student or employee. The act also requires states to make such information available promptly to law enforcement agencies having jurisdiction of the location of the applicable institutions of higher education. The act also specifies that

local law enforcement officials must enter this information into appropriate state records or data systems. The act also requires institutions to notify the campus community where they can obtain from law enforcement agencies' information concerning registered sex offenders.

Arizona Sex Offender Registry

The Arizona Sexual Offenders and Predators Registry website provides access to an "Offender Lookup" registry. Please visit their website at:

<https://www.azdps.gov/services/public/offender>

You may also access this information from Maricopa County Sheriff's Office on their website:

<https://www.mcso.org/Patrol/SexOffender>

Preventing and Responding to Domestic Violence, Dating Violence, Sexual Assault, and Stalking

Commercial Divers International will not tolerate domestic violence, dating violence, sexual assault, stalking, or other forms of sexual misconduct. Offenders may be subject to appropriate campus adjudication processes, disciplinary action, and/or criminal proceedings. If you are a victim of domestic violence, dating violence, sexual assault, stalking, or other forms of sexual misconduct you should consider reporting it immediately to the Student Services Office.

Commercial Divers International utilizes procedures that provide prompt, fair, and impartial investigation and resolution in cases involving domestic violence, dating violence, sexual assault, and stalking.

Sexual violence is a form of sexual harassment, and services are available to students, faculty, and staff who experience sexual violence, domestic violence, dating violence, and instances of stalking. In these situations, Commercial Divers International is committed to providing crisis intervention measures for students, faculty, and staff, as well as appropriate administrative response for the complainant and respondent; referring individuals to criminal authorities; and educating and promoting discussion on interpersonal abuse and violence issues. The school's process does not preclude adjudication under state law.

Commercial Divers International prohibits retaliation by its officers, employees, students, or agents against a person who exercises his or her rights or responsibilities under any provision of federal or state law, including Title IX and the Campus SAVE Act, or this policy.

Definitions Applicable to Federal Law

Domestic Violence - Arizona defines domestic violence as “family violence”, any commission of a battery, simple battery, simple assault, assault, stalking, criminal damage to property, unlawful restraint, criminal trespass, or any felony committed between the following persons:

- current or former spouses;
- persons who are parents of the same child;
- parents and children;
- stepparents and stepchildren;
- foster parents and foster children; or
- persons currently or formerly living in the same household.

The definition of family violence expressly excludes a parent’s “reasonable discipline” of a child that takes the form of corporal punishment, restraint, or detention.

Dating Violence - Dating violence is defined as the physical, sexual, psychological, or emotional violence within a dating relationship.

Sexual Assault - A person commits the offense of sexual battery when he/she intentionally makes physical contact with the intimate parts of the body of another person without the consent of that person.

Stalking - A person commits the offense of stalking when he or she follows, places under surveillance, or contacts another person at or about a place or places without the consent of the other person for the purpose of harassing and intimidating the other person. For the purpose of this article, the terms "computer" and "computer network" shall have the same meaning; the term "contact" shall mean any communication including, without being limited to, communication in person, by telephone, by mail, by broadcast, by computer, by computer network, or by any other electronic device; and the place or places that contact by telephone, mail, broadcast, computer, computer network, or any other electronic device is deemed to occur shall be the place or places where such communication is received.

Consent - is when someone agrees, gives permission, or says yes enthusiastically to sexual activity with someone else. Central to the concept of consent is the understanding that every person has a right to control his/her body and to not be acted upon by someone else in a sexual manner unless he/she gives clear permission to do so. The person initiating the sexual activity is responsible for obtaining permission from the person or persons he/she wants to engage in sexual activity with. Consent is always freely given, and every person involved in a sexual situation must feel that they are able to say “yes” or “no” at any point during sexual activity. Absence of clear permission means you can’t touch someone, not that you can. In most cases, consent should be a clear verbal agreement. However, if a person is seeking consent from someone who cannot communicate verbally, he/she should obtain consent using another agreed upon method of communication. Non-verbal communication includes sign language, writing or typing messages, gestures, nodding or shaking one’s head, and blinking, to name just a few.

How to Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.

We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help.

If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK. Confront and report people who seclude, hit on, try to make out with, or have sex with people who are incapacitated. Speak up when someone discusses plans to take advantage of another person. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking. Refer people to on- or off-campus resources listed in this document for support or assistance.

Prevention Efforts

Commercial Divers International attempts to foster a safe learning and working environment for all members of the campus community. To accomplish this, Commercial Divers International considers the educational programming that addresses all aspects of domestic violence, dating violence, sexual assault, and stalking (safety precautions and prevention, crisis management, reporting, medical and counseling services, Commercial Divers International discipline systems, academic schedules, the campus response to sexual violence, domestic violence, dating violence, and instances of stalking, and physical surroundings throughout the campus community).

Commercial Divers International continually reviews and modifies its physical surroundings to enhance security and safety, such as campus lighting, locking procedures, signage, etc. For additional safety information, contact Commercial Divers International at (623) 882-3483.

Administrative Disciplinary Procedures:

Response to Allegations of Harassment, Sexual Misconduct and Other Forms of Discrimination

CDI will act on any formal or informal grievance of dating violence, domestic violence, sexual assault, or stalking using the following procedures. The procedures will apply to all reports involving students and employees. Requests for responsive actions for grievances brought involving non-members of the campus are also covered by these procedures. Even though the same procedures are being followed, depending on the nature of the grievance, the sanctions imposed will vary accordingly.

Both the accused and the accuser will have the same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice.

Investigations will be conducted by officials, who at a minimum, receive annual training on the following: the issues related to dating violence, domestic violence, sexual assault, and stalking, and how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. Proceedings will include a prompt, fair, and impartial process from the initial investigation to the final result.

Reporting Misconduct

Any student, employee, guest, or visitor who believes that a situation of dating violence, domestic violence, sexual assault, or stalking has occurred, on campus, at a school-sponsored event, or off campus when applicable, should immediately contact the Student Services Director, which is any employee of CDI.

All employees receiving reports of this nature are expected to contact the Student Services Director within 12 hours of becoming aware of a report or incident. All initial contacts will be treated with the maximum possible privacy; specific information on any grievances received by any party will be reported to the Student Services Director, but subject to Commercial Divers International's obligation to redress violations, every effort will be made to maintain the privacy of those initiating a report. In all cases, CDI will give consideration to the party bringing a grievance with respect to how the grievance is pursued, but reserves the right, when necessary to protect the campus, to investigate and pursue a resolution when an alleged victim chooses not to initiate or participate in a formal grievance.

Preliminary Inquiry

Normally, within two business days, an initial determination is made whether a policy violation may have occurred. If the report does not appear to allege a policy violation, then the grievance does not proceed to investigation.

A full investigation and prompt resolution will be pursued if there is evidence of a pattern of misconduct or a perceived threat of further harm to the community or any of its members. CDI strives to complete all investigations within a sixty (30) business daytime period, which can be extended as necessary for appropriate cause by the Chief Administrator or designee with notice to the parties.

Interim Remedies

If, in the judgment of the Chief Administrator or designee, the safety or well-being of any member(s) of the campus community may be jeopardized by the presence on campus of the accused individual whose behavior is in question, the Chief Administrator or designee may provide interim remedies intended to address the short-term effects of harassment, discrimination and/or retaliation, i.e., to compensate for harm to the alleged victim and the community and to prevent further violations.

CDI may suspend a student or employee for an interim pending the completion of the investigation and procedures. In all cases in which an interim suspension is imposed, the student or employee will be given the opportunity to meet with the Chief Administrator or designee prior to such suspension being imposed or as soon thereafter as reasonably possible to show cause why the suspension should not be implemented. The Chief Administrator or designee has sole discretion to implement or stay an interim suspension under the policy on Equal Opportunity, Harassment, and Nondiscrimination and to determine its condition and duration. Violation of an interim suspension under this policy will be grounds for expulsion or termination.

During an interim suspension or administrative leave, a student or employee may be denied access to CDI campus/Placement/events. As determined by the Chief Administrator or designee, this restriction includes classes and/or all other CDI activities or privileges for which the student might otherwise be eligible. At the discretion of the Chief Administrator or designee, alternative coursework options may be pursued to ensure as minimal an impact as possible on the accused student.

Investigation

If a party bringing a grievance wishes to pursue a formal grievance or if CDI, based on the alleged policy violation, wishes to pursue a formal grievance, then the Chief Administrator or designee appoints two investigators to conduct the investigation, usually within two business days of determining that a grievance should proceed.

Investigation of grievances brought directly by those alleging harm should be completed expeditiously and with prompt resolution, normally within 10 business days of notice to the Chief Administrator or designee. Investigation may take longer when initial reports fail to provide direct firsthand information. CDI may undertake a short delay (3-10 days, to allow evidence collection) when criminal charges based on the same behaviors that invoke this process are being investigated. CDI action will not be altered or precluded on the grounds that civil or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced. All investigations will be thorough, reliable and impartial, and will entail interviews with all relevant parties and witnesses, obtaining available evidence and identifying sources of expert information, if necessary.

A typical investigation proceeds as follows:

- Initiate or assist with any necessary remedial actions.
- Determine the identity and contact information of the reporting party.
- Identify all policies allegedly violated.
- Immediate preliminary inquiry to determine if there is reasonable cause to believe the responding party has violated policy.
- Commence a thorough, reliable, and impartial investigation.
- Prepare the notice of allegation (charges) based on the preliminary inquiry.
- Meet with the reporting party to finalize their statement, if necessary.
- Provide written notification to the parties prior to their interviews that they may have the assistance of an advisor of their choosing present for all meetings attended by the advisee.
- Provide reporting party and responding party with a written description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures and a statement of the potential sanctions/responsive actions that could result.
- Allow each party the opportunity to suggest questions they wish the investigators to ask of the other party and witnesses.
- Provide parties with all relevant evidence to be used in rendering a determination and provided each with a full and fair opportunity to address that evidence prior to a finding being rendered.
- Complete the investigation promptly, and without unreasonable deviation for the intended timeline.
- Provide regular updates to the reporting party throughout the investigation, and to the responding party, as appropriate.
- Recommend to the Chief Administrator or Designee a finding, based on a preponderance of the evidence (whether a policy violation is more likely than not).
- for students: Share findings of investigation and recommended sanctions (if applicable) with the disciplinary panel comprised of the Director of Placement and selected staff to determine final outcome (and sanctions, if applicable);
- for employees: Share findings of investigation and recommended sanctions (if applicable) with the disciplinary panel comprised of the Director of Human

Resources and selected staff to determine final outcome (and sanctions, if applicable);

- The Chief Administrator or Designee finalize and present the findings to the parties, without undue delay between notifications.

At any point during the investigation, if it is determined there is no reasonable cause to believe that Commercial Divers International policy has been violated, the Chief Administrator has authority to terminate the investigation and end resolution proceedings.

Advisors

Each party is allowed an advisor of their choice to be present with them for all disciplinary meetings and proceedings, from intake through to final determination. The parties may select whomever they wish to serve as their advisor if the advisor is eligible and available and otherwise not involved with the resolution process, such as serving as a witness. The advisor may be a friend, mentor, family member, attorney, or any other supporter a party chooses to advise them. Witnesses cannot also serve as advisors. The parties may choose advisors from inside or outside the campus community or proceed without an advisor. Advisors should help their advisees prepare for each meeting, and are expected to advise ethically, with integrity and good faith. Advisors are expected to refrain from discussing the investigation with anyone except for the party they are advising and agree to uphold the confidentiality of the investigation.

The parties may advise the investigators of the identity of their advisor at least one day before the date of their first meeting with investigators (or as soon as possible if a more expeditions meeting is necessary or desired). The parties must provide timely notice to investigators if they change advisors at any time.

The school cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney, but the other party does not, or cannot afford an attorney, the school is not obligated to provide one. However, to promote fairness and transparency, if one party selects an attorney as their advisor, the Chief Administrator or Designee will notify the other party that an attorney will be present in the capacity of advisor.

Expectations of Advisors

- All advisors are subject to the same campus rules, whether they are attorneys or not;
- Advisors may not address campus officials in a meeting or interview unless invited to;
- The advisor may not make a presentation or represent the reporting party or the responding party during any meeting or proceeding and may not speak on behalf of the advisee to the investigators or hearing panelists. The parties are expected to ask and respond to questions on their own behalf, without representation by their advisor;
- Advisors may confer quietly with their advisees or in writing as necessary, as long as they do not disrupt the process. For longer or more involved discussions, the parties and their advisors should ask for breaks or step out of meetings to allow for private conversation;
- Advisors will typically be given an opportunity to meet in advance of any interview or meeting with the administrative officials conducting that interview or meeting. This pre-meeting will allow advisors to clarify any questions they may have and allows the school an opportunity to clarify the role the advisor is expected to take.
- Advisors are expected to refrain from interference with the investigation and resolution. Any advisor who steps out of his/her role will be warned once and only once. If the advisor continues to disrupt or otherwise fails to respect the limits of the advisor role, the advisor will be asked to leave the meeting. When an advisor is removed from a meeting, that meeting will typically continue without the advisor present. Subsequently, the Chief Administrator or Designee will determine whether the advisor may be reinstated, may be replaced by a different advisor, or whether the party will forfeit the right to an advisor for the remainder of the process;
- The school expects that the parties will share documentation related to the allegations with their advisors directly if they wish. Advisors are expected to maintain the privacy of the records shared with them. These records may not be shared with third parties, disclosed publicly, or used for purposes not explicitly authorized by the school;

- The school may seek to restrict the role of any advisor who does not respect the sensitive nature of the process or who fails to abide by the school's privacy expectations;
- The school expects an advisor to adjust his/her schedule to allow him/her to attend school meetings when scheduled. The school does not typically change scheduled meetings to accommodate an advisor's inability to attend. The school will however make reasonable provisions to allow an advisor who cannot attend in person to attend a meeting by telephone, video and /or virtual meeting technologies as may be convenient and available.

A party may elect to change advisors during the process and is not committed to using the same advisor throughout.

Proceedings

Proceedings are private. All persons present at any time during the resolution process are expected to maintain the privacy of the proceedings in accord with Commercial Divers International policy. While the contents of the investigation and outcome are private, the parties have discretion to share their own experiences if they so choose.

Resolution

During or upon the completion of investigation, the investigators will meet with the Chief Administrator or Designee. Based on that meeting, the Chief Administrator or Designee will make a decision on whether there is reasonable cause to proceed with the grievance. If the Chief Administrator or Designee decides that no policy violation has occurred or that the preponderance of evidence (i.e., whether it is more likely than not that the accused individual committed each alleged violation) does not support a finding of a policy violation, then the process will end unless the party bringing a grievance requests that the Chief Administrator or Designee make an extraordinary determination to re-open the investigation. This decision lies in the sole discretion of the Chief Administrator or Designee. If there is reasonable cause, the Chief Administrator or Designee will direct the investigation to continue, or if there is a preponderance of evidence of a violation, then the Chief Administrator or Designee may recommend a resolution without a hearing.

The Chief Administrator or Designee will provide written notification of a report to both the accused and accuser of an offense of dating violence, domestic violence, sexual assault, and stalking. The Chief Administrator or Designee (together with the investigator(s)) will meet with the responding individual to explain the finding(s) of the investigation. Once informed, the responding party may choose to admit responsibility for all or part of the alleged policy violations at any point in the process. If so, the Chief Administrator or Designee will render a finding that the individual is in violation of CDI policy for the admitted conduct and will normally make a determination on any remaining disputed violations. For admitted violations, Chief Administrator or Designee will recommend or determine an appropriate sanction or responsive action.

Sanctions

Sanctions or responsive actions will be determined by the Chief Administrator or Designee.

Factors considered when determining a sanction/responsive action may include:

- The nature, severity of and circumstances surrounding the violation;
- An individual's disciplinary history;
- Previous reports or allegations involving similar conduct;
- Any other information deemed relevant by the panel;
- The need for sanctions/responsive actions to bring an end the discrimination, harassment and/or retaliation;
- The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment and/or retaliation;
- The need to remedy the effects of discrimination, harassment and/or retaliation on the reporting party and the community.

Student Sanctions

The following are the sanctions that may be imposed upon students singly or in combination:

- **Warning:** A formal statement that the behavior was unacceptable and a warning that further infractions of any Commercial Divers International policy, procedure or directive will result in more severe sanctions/responsive actions.
- **Probation:** A written reprimand for violation of the Code of Student Conduct, providing for more severe disciplinary sanctions if the student is found in violation of any Commercial Divers International policy, procedure, or directive within a

specified period of time. Terms of the probation will be specified and may include denial of specified privileges, exclusions from school activities, non- contact orders and/or other measures deemed appropriate.

- **Termination:** Permanent termination of student status, revocation of rights to be on campus for any reason.

Employee Sanctions

The following are the sanctions that may be imposed upon employees singly or in combination:

- Warning- Verbal or Written
- Performance Improvement/Management Plan
- Required counseling/Required Training or Education/Probation
- Loss of Pay Increase
- Loss of Oversight or Supervisory Responsibility
- Demotion
- Suspension with pay
- Suspension without pay
- Termination

Withdrawal or Resignation While Charges are Pending

Students: Commercial Divers International does not permit a student to withdraw from school if that student has an allegation pending for violation of the CDI policy. Should a student decide to leave and/or not participate in the investigation and/or hearing, the process will nonetheless proceed in the student's absence to a reasonable resolution and that student will not be permitted to return to CDI unless all sanctions have been satisfied. The student will not have access to an academic transcript until the allegations have been resolved.

Employees: Should an employee resign with unresolved allegations pending, the records of the Chief Administrator or Designee will reflect that status, and any CDI responses to future inquiries regarding employment references for that individual. The Chief Administrator or Designee will send notification to HR for the employee file. The Chief Administrator or Designee will act to promptly and effectively remedy the effects of the conduct upon the reporting party and the community.

Appeals

All requests for appeal considerations must be submitted in writing to the Chief Administrator or Designee within three business days of the delivery of the written finding.

A three-member panel designated by the Chief Administrator or Designee which was not involved in the report previously will consider all appeal requests. Any party may appeal the findings and/or sanctions only under the criteria described below:

- A procedural error or omission occurred that significantly impacted the outcome of the hearing (e.g., substantiated bias, material deviation from established procedures, etc.).
- To consider new evidence, unknown or unavailable during the original hearing or investigation, that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included.
- The imposed sanctions fall outside the range of sanctions the school has designated for this offense and the cumulative record of the responding party.

The appeals panel will review the appeal request(s). The original finding and sanction/responsive actions will stand if the appeal is not timely or is not based on the grounds listed above, and such a decision is final. When any party requests an appeal, the other party (parties) will be notified and joined in the appeal. The party requesting an appeal must show that the grounds for an appeal request have been met, and the other party or parties may show the grounds have not been met or that additional grounds are met. The original finding and sanction are presumed to have been decided reasonably and appropriately.

Where the appeals panel finds that at least one of the grounds is met, and proceeds, additional principles governing the hearing of appeals include the following:

- Decisions by the appeals panel are to be deferential to the original decision, making changes to the finding only where there is clear error and to the sanction/responsive action only if there is a compelling justification to do so.
- Appeals are not intended to be full re-investigations of the allegation. In most cases, appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for

appeal. An appeal is not an opportunity for appeals panelists to substitute their judgment for that of the original investigator(s) merely because they disagree with its finding and/or sanctions.

- Appeals granted based on new evidence should normally be remanded to the original hearing panel for reconsideration;
- Sanctions imposed are implemented immediately unless the Chief Administrator or Designee halts their implementation in extraordinary circumstances, pending the outcome of the appeal;
- The Chief Administrator or Designee will normally, after conferring with the appeals panel, render a written decision on the appeal to all parties within 2-3 business days from hearing of the appeal;
- All parties should be informed of whether the grounds for an appeal are accepted and the results of the appeal decision;
- Once an appeal is decided, the outcome is final: further appeals are not permitted;
- In cases where the appeal results in reinstatement to the school or resumption of privileges, all reasonable attempts will be made to restore the responding party to their prior status, recognizing that some opportunities lost may be irreparable in the short term.

Failure to Complete Sanctions/Comply with Responsive Actions

All responding parties are expected to comply with conduct sanctions/ responsive/corrective actions within the timeframe specified by the Chief Administrator or Designee. Failure to abide by these conduct sanctions/responsive/corrective actions by the date specified, whether by refusal, neglect or any other reason, may result in additional sanctions/responsive/corrective actions and/or suspension, expulsion and/or termination from CDI and may be noted on a student's official transcript or in an Employee's personnel file. A suspension will only be lifted when compliance is achieved to the satisfaction of the Chief Administrator or Designee.

Records

In implementing this policy, records of all allegations, investigations, resolutions, and hearings will be kept indefinitely in the Employees Personnel File or students' Educational File.

Statement of the Reporting Party's rights:

- To experience a safe educational and work environment;
- To have an advisor of his/her choice during this process;
- To receive amnesty for minor student/employee misconduct (such as alcohol or drug violations} that is ancillary to the incident;
- To be free from retaliation;
- To have reports heard in substantial accordance with these procedures;
- To be notified in writing simultaneously as the accused of:
 - Any institutional disciplinary proceeding that arises from an allegation of discrimination, harassment and/or retaliation;
 - The institution's procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding;
 - Any change in the result;
 - When such results become final;
- To have assistance in referrals to law enforcement and no-contact orders;
- Upon request, the institution will disclose the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of any crime of violence or a non-forcible sex offense to:
 - The alleged victim;
 - Next of kin if the victim is deceased.

Statement of the Rights of the Responding Party

- To be treated with respect by CDI officials;
- To be free from discrimination, harassment and/or retaliation;
- To have access to off-campus resources;
- To experience a safe educational and work environment;
- To have an advisor of his/her choice during this process;
- To have reports heard in substantial accordance with these procedures;
- To be notified in writing simultaneously as the victim of:
 - Any institutional disciplinary proceeding that arises from an allegation of dating violence, domestic violence, sexual assault, or stalking;
 - The institution's procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding;

- Any change in the result;
- When such results become final.

Disabilities Accommodation in the Administrative Disciplinary Procedure

Commercial Divers International is committed to providing qualified students, employees, or others with disabilities with reasonable accommodation and support needed to ensure equal access to the Administrative Disciplinary Procedure. Anyone needing such accommodations or support should contact the Chief Administrator and/or Designee who will review the request and in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full participation.

Revision

These policies and procedures will be reviewed and updated annually. Commercial Divers International reserves the right to make changes to this document as necessary and once those changes are posted online, they are in effect. If government regulations change in a way that impacts this document, this document will be construed to comply with government regulations in their most recent form.

This document does not create legally enforceable protections beyond the protection of Washington State and federal laws which frame such codes generally.

Campus Crime Statistics

Classifying and Disclosing Crimes:

CDI discloses campus crime statistics gathered from campus security, local law enforcement, and other school officials. The statistics are broken down geographically into "on campus," "non-campus," or "public property" such as streets and sidewalks. The report also indicates if any of the reported incidents, or any other crime involving bodily injury, was a "hate crime."

See Appendix E: 2021- 2023 Campus Crime Statistics

In some cases, an incident that is reported as a crime may not be included in the Annual Security Report. The following standards must be met for an incident to be included in the annual report.

- **Reported to the Proper Authorities:** Incidents must be reported to law enforcement or a Campus Security Authority (CSA). A CSA can be any campus employee who a student reasonably believes that he or she can report a crime to and expect that the matter will be addressed directly by contacting law enforcement and the Student Services Director.
- **Listed Crimes:** The crime must be one of those listed in the Clery Act, VAWA Act, or listed as a reportable hate crime. (See list below)
- **Reportable Area:** The crime must have occurred in one of the reportable areas. Every reportable crime occurring within the boundaries of campus is the reportable area. The two remaining areas are more difficult to define. Perimeter streets are described in the following way: "Sidewalk - Street - Sidewalk." This means that a reportable crime occurring on the sidewalk on either side of a perimeter street is reportable, as are incidents occurring in the street. But an incident occurring in a building (privately owned store) on the distant side of a perimeter street would not be included. With regard to non-campus buildings, crimes occurring in those buildings or on the property of that location are reportable. Incidents occurring on the sidewalk or on the streets in front of that building are not Clery Act reportable.

On Campus: Building/Property that is owned/operated by the institution for school, including any paths necessary to travel to get to building/property.

Non-Campus: Building/Property that is owned/controlled by a student organization or the institute, but not within the same contiguous geographical region (i.e., on campus).

Public Property: Thoroughfares, streets, sidewalks, and city owned parking facilities within the campus or immediately adjacent to/and accessible from the campus.

See Appendix F: CDI/ Campus Maps

- **Made in Good Faith:** For an incident to be included there must be a determination that the report is made in good faith. Supporting evidence makes this determination easy, but such evidence is not always available. In such a case the credibility of the person making the report is considered. When the incident is reported to us through a law enforcement agency, we assume that this determination has already been made.

If law enforcement determines that a particular reported incident could not have occurred or did not occur, i.e., a false report, then the crime is not included in the Annual Security Report. Only law enforcement can rule a case "unfounded."

Clery Act Crimes:

Criminal Homicide:

Murder/ Non-negligent Manslaughter

Negligent Manslaughter

Sex Offenses:

Rape

Fondling

Incest

Statutory Rape

Robbery

Aggravated Assault Burglary

Motor Vehicle Theft Arson

Arrests or Judicial Referrals for Disciplinary Action:

Liquor Law Violations

Drug Law Violations

Illegal Weapons Possession

VAWA Crimes:

- Sexual Assault
- Domestic Violence
- Dating Violence
- Stalking

Hate Crimes: Evidence that shows the victim was intentionally selected because of the victim's actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability. If any of the following crimes occur due to bias, it will be counted as a Hate Crime.

- Clery Crime
- VAWA Crime
- Larceny/Theft
- Simple Assault
- Intimidation
- Destruction, Damage, or Vandalism of Property