Clery Annual Campus Crime and Security Report

Baptist Health College Little Rock

2026 - 2027

Institutional Security Policies and Crime Statistics

On behalf of Baptist Health College Little Rock (BHCLR), its students, faculty, staff and administration, we are pleased to welcome you to our campus community. BHCLR has always been committed to providing a safe and secure campus. The ***Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act***, the ***Violence Against Women Act,*** and the ***Higher Education Act***, as amended by the ***Higher Education Opportunity Act*** require colleges and universities across the United States to disclose information about crime on and around their campuses. Institutions are required to publish an annual report disclosing campus security policies and three years of selected crime statistics.

Annual Security Report Availability

BHCLR's annual security report is now available. This report is required by federal law and contains policy statements and crime statistics for the College. The policy statements address the College's policies, procedures and programs concerning safety and security, for example, policies for responding to emergency situations and sexual offenses. Three years' worth of statistics are included for certain types of crimes that were reported to have occurred on campus, in or on off-campus buildings or property owned or controlled by the College and on public property within or immediately adjacent to the campus. This report is available online at www.BHCLR.edu. You may also request a paper copy from BH Security located on the Baptist Health Medical Center Little Rock campus.

Preparation for Disclosure of Crime Statistics

The Dean of Business Affairs and College Operations in conjunction with Baptist Health (BH) Security compiles and publishes the annual security report by October 1st of each year. Campus crime, arrest and referral statistics include those reported to BH Security, designated campus officials (including but not limited to Deans Associate Deans, Program Directors, Course Leaders, and advisors to students/student organizations), and local law enforcement agencies. These statistics may also include crimes that have occurred in private residences or businesses and is not required by law. Counseling Services staff informs their clients of the procedures to report crimes to BH Security on a voluntary or confidential basis, should they feel it is in the best interest of the client. A procedure is in place to anonymously capture crime statistics disclosed confidentially during such a session.

BHCLR's full text of the annual report can be located on our web site at http://www.BHCLR.edu/current-students/security/. This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus and non-campus sites.

Each year, an e-mail notification is made to all enrolled students, faculty and staff that provides the web site to access this report. Copies of the report may also be obtained at BHCLR through Business Office Suite 1302 or by calling (501) 202-6200. All prospective employees may also obtain a copy from Business Office, and the web site.

How to Report Criminal Offenses

To report a crime:
Contact BH Security at 202-2700 (non-emergencies), dial 9-1-1 (emergencies only). Any suspicious activity or person seen in the parking lots or loitering around vehicles or inside buildings should be reported to BH Security. In addition, you may report a crime to any of the Campus Security Authorities:

Interim President	501-202-6633
Dean of Business Affairs and College Operations	501-202-7436 Suite 1004
Dean of Nursing	501-202-7937 Suite 1004
Dean of Allied Health	501-202-6633 Suite 1004
Associate Dean of Nursing	501-202-6089 Suite 1004
Associate Dean of Nursing	501-202-7966 Suite 1004
Associate Dean/Program Director Nuclear Medicine Technology	501-202-7919 Office 1139
Associate Dean/Program Director Medical Laboratory	501-202-6632 Office 1305
Associate Dean/Program Director OTA	501-202-7770 Office 1309
Associate Dean/Program Director Radiography	501-202-7468 Office 1315
Associate Dean/Program Director Sleep Technology	501-202-6037 Office 1316
Associate Dean/Program Director Surgical Technology	501-202-7920 Office 1116

Limited Voluntary Confidential Reporting

BH Security encourages anyone who is the victim of or witness to any crime to promptly report the incident to the local law enforcement. Because local law enforcement reports are public records under state law, BH Security cannot hold reports of crime in confidence. Confidential reports for purposes of inclusion in the annual disclosure of crime statistics can generally be made to other BHCLR campus security authorities as identified above.

Security and Access

Access to BHCLR is restricted to students, parents, employees, contractors, guests, and invitees through the use of their badge or by BH Security. To gain entry to the building if you do not have a badge, you must be let in by the front desk.

Emergencies may necessitate changes or alterations to any posted schedules. Areas that are revealed as problematic have security surveys conducted of them. These surveys examine security issues such as landscaping, locks, alarms, lighting, and communications.

Timely Warning, Notice and Access to Information

In the event that a situation arises, either on or off campus, that, in the judgment of the Director of Security or Baptist Health College Little Rock (BHCLR) administration, constitutes an ongoing or continuing threat, a campus wide "timely warning" will be issued. The warning will be issued through the BHCLR e-mail system to students, faculty, staff and the Text Messaging Notification System.

Depending on the particular circumstances of the crime, especially in all situations that could pose an immediate threat to the community and individuals, a notice may also be placed on the BHCLR web site at: http://www.BHCLR.edu, providing the community with more immediate notification. The website is immediately accessible via computer by all faculty, staff and students. Anyone with information warranting a timely warning should report the circumstances to BHCLR Security, by phone (202-2700) or in person at the front desk of BHCLR.

Emergency Notification

If the Dean of Business Affairs and College Operations or the BH Director of Security confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the BHCLR community, BH Security and BHCLR Administration will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the BHCLR community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. The Dean of Business Affairs and College Operations and BH Security will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders (including, but not limited to: BH Security, local law enforcement, and/or the local fire and emergency medical services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

In the event of a serious incident that poses an immediate threat to members of the BHCLR community, the BHCLR has various systems in place for communicating

information quickly. Some or all of these methods of communication may be activated in the event of an immediate threat to the BHCLR campus community. These methods of communication include network emails and emergency text messages that can be sent to a phone (individuals can sign up for this service on the BHCLR web site). BHCLR will send subsequent updates during a critical incident using the same communication routes.

Emergency Drills, Testing and Evacuation Procedures

The Baptist Health College Little Rock (BHCLR) Emergency Response Manual identifies procedures used by the Emergency Response Team to comprehensively address specified emergency conditions.

The Emergency Response Team consists of identified personnel that are activated in the event of an emergency situation. The Emergency Response Team has delegated authority to provide direction to students, employees, visitors and any other individuals on BHCLR campus during emergency situations.

BHCLR conducts emergency response exercises each year, such as table top exercises, field exercises, and tests of the emergency notification systems on campus. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

Procedures for Testing Emergency Response and Evacuation Procedures

An evacuation drill is coordinated by BHCLR each semester. Thus, the emergency response and evacuation procedures are tested at least twice each year. Students learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting the facility for a short-term building evacuation.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. At BHCLR, evacuation drills are used as a way to educate and train occupants on issues specific to the building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. Fire alarm systems are tested annually and separately from these drills.

Evacuation drills are monitored by the BHCLR administration to evaluate egress and behavioral patterns. Recommendations for improvements are also submitted to the Dean of Business Affairs and College Operations for consideration. Students receive information about evacuation and shelter-in-place procedures during orientation.

Campus Law Enforcement Authority

All BHCLR employees have the authority to ask persons for identification and to determine whether individuals have lawful business at BHCLR. BH security officers have the authority to issue parking tickets, which are billed to financial accounts of

students. Faculty and staff are notified by the Business Office. BH Security officers do not possess arrest power. Criminal incidents are referred to the local police who have jurisdiction on the campus. The BH Security Office at Baptist Health Medical Center-Little Rock maintains a highly professional working relationship with the Little Rock Police Department, and the Arkansas State Police. All crime victims and witnesses are strongly encouraged to immediately report the crime to the BH Security Office at 202-2700 and the appropriate police agency. Prompt reporting will assure timely warning notices on-campus and timely disclosure of crime statistics.

The BH Security Office maintains a close working relationship with the Little Rock Police Department (LRPD). The BH Security staff occasionally works with other law enforcement agencies, including the FBI, North Little Rock Police Department, and Arkansas State Police. Meetings are held between the leaders of these agencies on both a formal and informal basis. The officers of BH Security and LRPD communicate regularly on the scene of incidents that occur in and around the campus area. The LRPD Police Investigators work closely with the staff of BH Security when incidents arise that require joint investigative efforts, resources, crime related reports and exchanges of information, as deemed necessary. There is no written memorandum of understanding (MOU) between LRPD and BH Security.

Encouragement of Accurate and Prompt Crime Reporting

Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents to BH Security and local law enforcement in a timely manner. BH Security should be contacted when incidents, emergencies, or crimes occur at BHCLR or in the Hospitals or other clinical sites.

To report a crime or an emergency on the Colonel Glenn campus, call BH Security at 501-202-2700, you may also dial 88 within BHCLR or one of the BH hospitals. To report a non-emergency security or public safety related matter, call BH Security at 501-202-2700 or BHCLR Security at 501-519-1282.

Dispatchers are available at these telephone numbers 24 hours a day to answer your call. In response to a call, BH Security will take the required action, dispatching an officer or asking the victim to report to BH Security to file an incident report. All BHCLR security related incident reports are forwarded to the Dean of Business Affairs and College Operations for review and potential action. BH Security will investigate a report when it is deemed appropriate. Additional information obtained via the investigation will also be forwarded to the Dean of Business Affairs and College Operations. If assistance is required from the local law enforcement or a local fire department, BH Security will contact the appropriate unit. If a sexual assault or rape should occur, staff on the scene, including BH Security, will offer the victim a wide variety of services through contact with the Academic and Spiritual Counselor.

Counselors and Confidential Crime Reporting

All reports will be investigated. BHCLR does not have procedures for voluntary, confidential reporting of crime statistics. Violations of the law will be referred to law enforcement agencies and when appropriate, to the Dean of Business Affairs and College Operations for review. When a potentially dangerous threat to the BHCLR community arises, timely reports or warnings will be issued through e-mail announcements, text messaging, in-class announcements, or other appropriate means.

Criminal Activity Off Campus

BH Security members do not provide security for activities off-campus. BH Security enjoys a close working relationship with local law enforcement agencies and works closely with them when violations of federal, state, or local laws surface. This cooperative team approach addresses situations as they arise as well as future concerns.

Security Awareness Programs for Students and Employees

During orientation each year, students are informed of services offered by BH security. Presentations outline ways to maintain personal safety and security. Students are told about crime on-campus and in surrounding neighbor-hoods. Similar information is presented to new employees.

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others.

When time is of the essence, information is released to the BHCLR community through security alerts by e-mail and text messaging.

Crime Prevention Programs for Students and Employees

Crime prevention at BHCLR is based upon the dual efforts of eliminating or minimizing criminal opportunities whenever possible and encouraging students and employees to be responsible for their own security and the security of others. BH Security or the Dean of Business Affairs and College Operations present safety policies and Active Shooter during new student orientation. Information on personal safety and theft prevention is provided annually. BH Security personnel are available to advise students, faculty, staff and visitors on actions they can take to provide for their personal safety and security.

Some basic crime prevention steps include the following:

- Be sure to lock your doors and roll up windows
- Place all valuables in the trunk or out of sight
- Have your keys out and ready
- Be cautious and aware of your surroundings

- Be sure to look into your vehicle as well as the vehicles around it before entering
- Park in a well-lit area and never in a dark or secluded spot
- Walk to and from your vehicles with others if possible
- Avoid parking next to large trucks or vans with sliding doors
- Once in your vehicle, Lock the doors immediately
- Ask Security or Staff members for an escort to your vehicle (call 501-519-1282 for security escort)

Alcoholic Beverages and Illegal Drug Possession

The possession, sale or the furnishing of alcohol on the BHCLR campus is governed by BHCLR policy and Arkansas state law. Laws regarding the possession, sale, consumption or furnishing of alcohol are controlled by the Arkansas Department of Alcohol and Beverage Control (ABC). The BHCLR campus has been designated "Drug free". The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Such laws are strictly enforced and local law enforcement will be notified. Violators are subject to BHCLR disciplinary action, criminal prosecution, fine and imprisonment. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. It is also a violation of BHCLR policy for anyone to consume or possess alcohol in any public or private area of campus.

Substance Abuse Education

Baptist Health College Little Rock (BHCLR) is designated as "Drug Free". It is the policy of BHCLR to promote a safe, healthy and productive environment free from the influences of drugs and alcohol. BHCLR students have the right to be educated in an environment that is free of drugs and alcohol, and to rely on the fact that other students are not impaired by substance abuse.

BHCLR is committed to strictly enforce its drug and alcohol policy and to comply with the requirements of the Drug-Free Workplace Act of 1988. It is the expectation of BHCLR that all students obey applicable local, state and federal laws and to adhere to the behavioral standards regarding the use and abuse of alcohol and other drugs on Baptist Health or BHCLR premises.

It is imperative that a student be law abiding, alert and in full possession of reasoning capabilities. Consuming, being under the influence, selling or possessing alcohol or other reasoning and cognitive alteration substances at any College function, during a learning activity or while on College campus is absolutely forbidden, and is cause for immediate Administrative action, up to and including dismissal.

All students currently enrolled in a BHCLR program participate in a random drug screen program. Students may also be asked to submit a for cause drug screen. For cause is

determined by direct observation of drug or alcohol use or demonstration of physical symptoms, or a pattern of abnormal or erratic behavior consistent with being under the influence of drugs or alcohol. Faculty or administration take action to protect the public and may request students submit to a For Cause drug screen.

Students who are taking a current medically prescribed drug that can alter behavior, physical ability or mental function in such a way that their ability to safely perform his or her assigned tasks, must report the use of this drug to their Coordinator/Program Director who will determine whether any action should be taken.

Students must keep all prescribed medication in the original container, which identifies the drug, dosage, date of prescription and prescribing physician.

Students must notify their Associate Dean/Program Director in writing within five days of any conviction of a criminal drug status. This requirement is set forth to comply with the federal Safe and Drug-Free Schools and Communities Act.

Chemical Substance Abuse policies provide direction for College action when a student is suspected of being involved with chemical substance use or abuse such as alcohol, misuse of legal drugs, use of illegal drugs, selling, distributing and/or manufacturing illegal drugs and selling of prescription drugs or manufacture for personal use or sale of illegal substances. For more information on the Chemical Substance Abuse policy, please refer to the Student Handbook or Catalog.

Students found in violation of the Chemical Substance Abuse policy at BHCLR may be subject to local, state or federal laws and may face criminal charges punishable by fines and /or imprisonment.

Applicable Arkansas Laws

1. No person under the age of 21 may legally consume or possess alcohol in Arkansas.

2. It is illegal to be so intoxicated in a public place that you are likely to endanger yourself or others or be unreasonably annoying to others. This is a class C misdemeanor, (with a class A as the most serious), and may result in fines and incarceration.

3. Driving a motor vehicle with .08% or more blood alcohol content is a class A misdemeanor that, in addition to incarceration and heavy fines, will result in a suspension of driving privileges from 120-180 days for the first offense. Driving with a license suspended for DWI may result in incarceration for ten days and a $1,000 fine. Refusing the chemical test for blood alcohol content may result in a 180-day suspension of driving privileges for the first offense. In the event of an accident involving a fatality, a blood alcohol content of .08% or higher may result in a charge of manslaughter, even though the driver did not set out to intentionally harm anyone.

4. A person under the age of 21 operating a motor vehicle with .02% but less than .08% blood alcohol content commits the offense of Underage Driving Under the Influence. The penalties include suspension of driving privileges for up to 120 days for the first offense, fines up to $500, public service work at the discretion of the court, and mandatory attendance at an alcohol and driving education program.

5. Arkansas statutes 5-27-501 through 503 are aimed at preventing persons under 21 from using altered identification to purchase alcohol. Manufacturing, altering, or distributing altered personal identification for this purpose is a Class C Felony punishable by up to ten years in prison. Possessing altered identification is a class B misdemeanor punishable by up to 90 days in jail and revocation of driving privileges for up to 12 months or age 18, whichever is shortest.

6. Possession of more than one ounce of marijuana or possessing it in a form to facilitate distribution is a felony offense. Possession of any usable amount of any other illegal narcotic is a felony. The penalties range from probation to life in prison.

Health Risks of Alcohol and Drug Abuse

Many Americans abuse alcohol and illegal drugs without thinking about the possible risk to their health and well-being.

Alcohol

Even small amounts of alcohol can affect your judgment and coordination. Moderate amounts also affect your ability to learn and remember information. High amounts can cause alcohol poisoning, resulting in death.

Women who drink alcohol while pregnant may give birth to infants with birth defects and mental retardation.

Illegal drugs

Drugs change your perception. They affect how your brain works, including your memory. They cause a variety of potentially serious or fatal physical conditions, the NIDA says.

These drugs have specific health risks:

- Cocaine- Cocaine in any form can cause sudden death from cardiac arrest. Cocaine stimulates the central nervous system. That raises blood pressure, heart rate, breathing rate, and body temperature. Injecting cocaine with shared needles can lead to HIV infection and hepatitis.
- Marijuana- Marijuana increases heart rate, affects memory and comprehension, and makes it more difficult to perform tasks requiring concentration and coordination, such as driving a car. The drug also affects motivation, which has an impact on school and work.

- Prescription drug abuse- About 9 million Americans use prescription drugs for nonmedical purposes. Commonly abused medications include OxyContin, Ritalin, Adderal, Vicodin, and Percocet. These drugs can cause very high blood pressure, irregular heart rate, and high body temperature.
- Methamphetamine- This drug can increase heart rate, raise blood pressure, and decrease appetite. This can lead to severe weight loss. High doses can cause tremors, delusions, paranoia, and death.
- Anabolic steroids- Steroid users can suffer side effects ranging from acne to liver cancer. In males, use can cause withered testicles, sterility, and impotence. In females, irreversible masculine traits can develop. Psychological effects in both sexes include aggressive behavior and depression. Some side effects, such as heart attack and stroke, may occur years after use.

Sexual Violence Policies and Procedures

DEFINITIONS:

Clear and Convincing Evidence Standard: The standard of evidence that BHCLR uses in all Title IX proceedings that states that there has been sufficient evidence presented making it highly probable that the respondent engaged in the alleged sexual harassment.

Consent: Defined as the affirmative, unambiguous, and voluntary agreement to engage in a specific sexual activity during a sexual encounter. Consent cannot be given by an individual who is asleep; or is mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason; or is under duress, threat, coercion, or force; or inferred under circumstances in which consent is not clear, including but not limited to the absence of "no" or "stop" or the existence of a prior or current relationship or sexual activity.

Complainant: An individual who is alleged to be the victim of conduct that could constitute sexual harassment.

Decision-Maker: Individual that evaluates the evidence, decides whether evidence is relevant in a Title IX grievance proceeding, and reaches a conclusion as to if the respondent is responsible for the alleged sexual harassment. They also determine remedies provided to complainants and disciplinary actions that will be imposed to the respondent if any.

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

1. By a current or former spouse or intimate partner of the victim.

2. By a person with whom the victim shares a child in common.

3. By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner.

4. By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

5. By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence: Defined as violence committed by a person:

1. Who is or has been in a social relationship of a romantic or intimate nature with the victim.

2. Where the existence of such a relationship shall be determined based on a consideration of the following factors:

    a. The length of the relationship,

    b. The type of the relationship, and

    c. The frequency of interaction between the persons involved in the relationship.

Facilitator: An individual, free from any conflicts of interest or bias, that is appointed by the school to conduct an informal resolution if requested by both the complainant and the respondent.

Formal Complaint: A document filed by a complainant or signed by the Title IX Coordinator alleging sexual harassment against a respondent and requesting that the school investigate the allegation of sexual harassment.

Investigator: A designee that conducts a Title IX investigation.

Quid Pro Quo Harassment: Any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access.

Respondent: An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting program.

Sexual Harassment: Any instance of Quid Pro Quo harassment by a school's employee, any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it denies a person equal educational access; any instance of sexual assault (as defined in the Clery Act), dating violence, domestic violence, or stalking as defined in the Violence Against Women Act (VAWA). Schools are required to respond when it occurs in the school's education program or activity.

Sex Offense: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. This includes:

1. Rape and attempted rape.

2. The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

3. Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

4. Sexual intercourse with a person who is under the statutory age of consent (16 in Arkansas).

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to:

1. Fear for his or her safety or the safety of others; or

2. Suffer substantial emotional distress.

Supportive Measures: Defined as individualized services reasonably available that are non-punitive, non-disciplinary, and not unreasonably burdensome to the other party while designated to ensure equal educational access, protect safety, or deter sexual harassment.

REPORTING OF SEXUAL HARASSMENT:

Community members, students, faculty, staff, and guests are encouraged to report all sexual harassment, including sexual assault and sexual violence, to anyone within the school who has authority to institute corrective measures on behalf of the school. BHCLR has a designated Title IX Coordinator. The Title IX Coordinator is available to explain and discuss your right to file a formal complaint related to sexual harassment; BHCLR's complaint and investigation process, confidentiality practices, and available resources.

There are multiple ways a complaint can be submitted:

- Call 501-202-7436
- Mail a complaint to
    - 11900 Colonel Glenn
      Little Rock, AR 72210
- Email a complaint to titleIX@bhclr.edu
- Submit a Title IX Incident Report Form to the Business Office

Supportive Measures:

In the event of a notice of sexual harassment, the Title IX Coordinator will contact the complainant confidentially to discuss the availability of support measures, consider the complainant's wishes with respect to supportive measures, inform the complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the complainant the process for filing a formal complaint. All supportive measures must be kept confidential to the extent possible.

Examples of supportive measures could include, but are not limited to:

1. Counseling;
2. Extension of deadlines;
3. Modification of class or clinical schedules;
4. Campus escort services;
5. Increased security or monitoring of a particular part of campus; or
6. Mutual restrictions on contact between individuals.

GRIEVANCE PROCESS:

BHCLR will conduct an investigation on all formal complaints received by the Title IX Coordinator. The grievance process is meant to provide due process and be fundamentally fair.

Below is an outline of the BHCLR Title IX Grievance Process:

1. All parties will be treated equitably.
2. BHCLR will ensure an objective evaluation of all relevant evidence.
3. All individuals involved in the investigation, the Title IX Coordinator, decision-makers, and/or facilitators will receive necessary training and will be free from any conflict of interest or bias.
4. The respondent will be presumed not responsible and any finding of responsibility will only come at the conclusion of the grievance process.
5. The grievance process will be conducted promptly and will include reasonable time frames for resolution.
6. The grievance process will list and/or describe the range of possible remedies and disciplinary actions that could occur following a determination of responsibility.

7. The standard of clear and convincing evidence will be used in all grievance processes.
8. Any party involved in a grievance has the right to appeal the result of a grievance decision. Both parties will be given information about how to submit an appeal.
9. A description of all supportive measures for both parties will be included.
10. For the purpose of a grievance, no information protected by a legal privilege, such as attorney-client or doctor-patient, can be used during an investigation unless the party holding that privilege waives that privilege.

Investigation:

Once the school begins an investigation, a written notification to both parties will be sent that includes:

1. The actual allegations and facts that would constitute sexual harassment
2. The presumption of innocence;
3. A statement that the parties are entitled to an adviser of their choice;
4. A statement that the parties can request to inspect and review certain evidence;
5. Any information regarding the code of conduct and false statements;
6. A notification of the school's grievance process; and
7. If there is an opportunity to engage in informal resolution.

Once the Title IX Investigator has completed the gathering of evidence, they will prepare an investigative report on the allegations of the formal complaint. The investigative report will be sent to both parties and they will be given at least ten (10) days to respond to the evidence in writing. If a response is received, the school will consider the response before finalizing the investigative report.

Once the investigative report is finalized, the report will again be provided to the parties for at least another ten (10) days before any determination of responsibility, or ten (10) days before a hearing, if a hearing happens.

For complaints involving employees of Baptist Health College Little Rock or Baptist Health, the Baptist Health Human Resource Department will be involved in the investigation as they are responsible for employee complaints.

Dismissal of Complaint:

There are two forms of complaint dismissals that could occur. They are mandatory or discretionary.

A mandatory dismissal will occur if:

- The description of the conduct does not meet the definition of sexual harassment;
- The alleged sexual harassment did not occur in the school's education program or activity; or

- The alleged sexual harassment did not occur in the United States.

A discretionary dismissal may occur if:

- The complainant notifies the Title IX Coordinator in writing that the complainant wishes to withdraw the formal complaint or some of its allegations;
- The respondent is no longer enrolled or employed by the school; or
- There are specific circumstances that prevent the school from gathering evidence sufficient to reach a determination about the allegations.

If BHCLR determines to dismiss a formal complaint, or any of its allegations, the parties will be promptly sent notification of the dismissal and the reasons. The decision of a dismissal can also be appealed.

Live Hearings:

During BHCLR's grievance process, the school must hold a live hearing with cross-examination. These live hearings will be recorded and made available to each party for inspection or review. While no party is ever allowed to cross-examine the other party or witness(s), a party's advisor must be allowed to do so. If a party does not have an advisor, BHCLR will provide, at no cost, an advisor of the school's choosing, solely for the purpose of conducting cross-examination on that party's behalf.

If either party requests it, the live hearing must be held in separate rooms with the technology available for everyone to see and hear each other. Further, if requested, the live hearing can be held virtually with all or some of participates appearing virtually. All additional disability laws and accommodations must be taken into account.

During cross-examination, each party's advisor asks questions that might challenge the other party's denial or allegations. The questions must be relevant, and the BHCLR Decision-Maker must decide if a question is relevant prior to the other party or witness answering the question. It is the expectation of the Decision-Maker to hear each party's version of events, hear each party answer questions regarding their version of events, and to remain neutral and unbiased in order to reach an accurate determination regarding responsibility.

Each person involved in a grievance process has a right to participate, or not participate, in any part of the grievance process. If a party or witness chooses not to appear at the live hearing, or not to answer cross-examination questions, the Decision-Maker must exclude that party's or witness's statements and only evaluate any evidence that doesn't involve those statements.

Once the live hearing has concluded, the Decision-Maker will objectively evaluate the relevant evidence and make decisions about whether the respondent is responsible for the alleged sexual harassment. This will be done by ensuring that the evidence meets the school's standard for sexual harassment.

Decision:

Once the conclusion has been reached, a written determination must be made and sent to both parties simultaneously. The determination must include:

1. The portion of the school's policy that was violated.
2. A description of the procedural steps that were taken by the school to reach that decision.
3. A findings of fact section.
4. A section that draws the conclusions after applying the facts to the portion of the school's policy that applies.
5. A statement and rationale for the ultimate determination of responsibility.
6. Any disciplinary actions the school will impose on the respondent, including whether the school will provide remedies to the complainant.
7. A statement and rationale for any remedies for the complaint, addressing how those remedies will restore or preserve equal access.
8. A statement of the school's procedures, a statement that the parties have a right to appeal the initial determination regarding responsibility, and the permissible bases for appeal.

Appeal Process:

If either party does not agree with the findings or dismissal, they are allowed to appeal under the following circumstances:

- They believe there was a procedural irregularity that affected the outcome of the matter.
- There has been new evidence discovered that was not reasonably available at the time of the determination on the responsibility or dismissal.
- A conflict of interest on the part of the Title IX Coordinator, or a Decision-Maker, and the conflict of interested affected the outcome.

Each party has ten (10) days to submit an appeal. Once an appeal has been submitted, each party can submit a written statement supporting or challenging the outcome. A decision-maker other than the Title IX Coordinator, investigator, or hearing decision-maker will consider both party's written statements and reach a determination. Once a determination has been made, both the complainant and respondent will be informed of the decision in writing at the same time. This determination becomes final after appeal.

Informal Resolution:

An informal resolution may be considered in the case where both parties are in agreement. If this is requested, a school appointed facilitator who is free from any conflicts of interest or bias, and has been properly trained will conduct this process. Additionally, the school will provide the complainant and respondent with notice of the

allegations, notice of their rights, information about whether an informal process is confidential, and about withdrawing from the process.

SEXUAL VIOLENCE PREVENTION AND EDUCATION:

BHCLR provides educational programs for training on sexual violence and bystander intervention. This campaign shall also be for ongoing prevention and awareness.

This program includes primary prevention and awareness programs for all incoming students and new employees which shall include: 1) the statement that the College prohibits domestic violence, dating violence, sexual assault, and stalking; 2) the definitions of domestic violence, dating violence, sexual assault, and stalking as well as the definition of "consent" in reference to sexual activity; 3) safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene in cases of a risk of domestic violence, dating violence, sexual assault, or stalking; 4) information on risk reduction and how to recognize warning signs of abusive behavior and how to avoid potential attacks; and 5) ongoing prevention and awareness campaigns for students and faculty on all of the items above.

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

BHCLR will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by BHCLR against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, BHCLR will provide the results of the disciplinary hearing to the victim's next of kin, if so requested.

Sex Offender Registration

In accordance to the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne *Clery Act* and the Family Educational Rights and Privacy Act of 1974, the BHCLR is providing a link to the Arkansas State Police Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in that State at which the person is employed, carries a vocation, or is a student.

Registry information provided under this section shall be used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers or otherwise for the protection of the public in general and children in particular. **Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable as a Class 1 misdemeanor.**

The Arkansas Crime Information Center (ACIC) is responsible for maintaining this registry. Follow the link below to access the ACIC website.

http://www.acic.org

BHCLR does not have any student housing facilities.

Crime Statistics

Offense	On-Campus			Non-Campus			Public Property		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Sex Offenses, Forcible	0	0	0	1	0	0	0	0	0
Sex Offenses, Non-Forcible	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	2	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	5	6	5	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Liquor Law Arrests	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Drug Law Arrests	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Arrests	0	0	0	0	0	0	0	0	0
Illegal Weapons Possession Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Hate Crimes									
Larceny-Theft	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	1	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	1	0	0	0	0