TENNESSEE STATE UNIVERSITY

2026

ANNUAL SECURITY AND FIRE SAFETY REPORT

Tennessee State University Police Department

TSU-20-0039(B)-10c-51000

Tennessee State University does not discriminate against students, employees, or applicants for admission or employment on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity/expression, disability, age, status as a protected veteran, genetic information, or any other legally protected class with respect to all employment, programs, and activities sponsored by Tennessee State University.

Inquiries regarding non-discrimination policies should be directed to:

Danielle Nellis
Office of Institutional Compliance
Humphries Building, 2nd Floor
3500 John Merritt Blvd, Nashville, TN 37209
Phone: 615-963-7435 | Email: pnellis1@tnstate.edu

TSU Non-Discrimination Policy: www.tnstate.edu/nondiscrimination

Discrimination/Harassment Reporting Form:
https://cm.maxient.com/reportingform.php?TNStateUniv&layout_id=60

Table of Contents

I. Introduction

II. Campus Police Department

III. Emergency Management

IV. Residence Life

V. Fire Safety

VI. Judicial Conduct / Student Conduct

VII. Title IX and Sexual Misconduct

VIII. Division of Student Affairs

IX. Campus Crime Statistics

X. Fire Safety Statistics

XI. Appendices

I. Introduction

A Letter from the Chief of Police

The Tennessee State University Police Department (TSUPD), in collaboration with several law enforcement departments and allied agencies, has developed a proactive and comprehensive crime prevention initiative.

This report outlines our strategies and provides federally required crime statistics in accordance with the **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act** ("Clery Act").

In compliance with the Clery Act, the TSUPD is responsible for compiling and reporting specified crime statistics and certain referral information to the United States Department of Education and the Tennessee Bureau of Investigation ("TBI").

The TSU 2026 Annual Security and Fire Safety Report ("Annual Report") was written with data collected by the TSUPD. The report is made available to the campus community, providing essential information that can assist in fostering a safe campus. Also presented in this report are the following Tennessee State University documents:

- Policy Statement on Substance Abuse for Faculty, Staff, and Students
- Policy Statement on Procedures for Reporting Sexual Harassment
- Policy Statement on Procedures for Reporting Racial, Ethnic, or Religious Harassment/Discrimination
- Policy Statement on Sexual Assault

We encourage you to read this report thoroughly. By becoming informed about the environmental factors and common crimes reported, each member of our community can play a vital role in promoting a safe campus.

Sincerely,

Gregory Robinson
Assistant Vice President / Chief of Police

Policy Statement for the Annual Security Report

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Violence Against Women Reauthorization Act of 2013.

Tennessee State University (the "University" or "TSU") does not discriminate based on sex in its educational programs, and sexual harassment and sexual violence are types of sex discrimination. Other acts, whether sexually based or not, can also be forms of sex-based discrimination and are also prohibited, including dating violence, domestic violence, and stalking. As a result, the University issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, regardless of whether the incident occurs on or off campus, when it is reported to a university official. Tennessee State University prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking and reaffirms its commitment to maintaining a campus environment emphasizing the dignity and worth of all members of the university community.

The University has established a Sexual Assault Response Team. The team consists of representatives from:

- Student Affairs
- Human Resources
- Campus Public Safety
- Judicial Affairs
- Title IX Coordination
- Clery Compliance
- Housing
- Faculty, Staff, and Students

This team meets regularly to review and revise campus protocols addressing violence against women. (The Department of Justice, Office of Violence Against Women FY 2013 Grants to Reduce Sexual Assault, Domestic Violence, Dating Violence and Stalking on Campus Program requires grantees to establish a "Coordinated Community Response to Violence Against Women on Campus," including a community response team whose role is to ensure that the campus develops and implements effective policies and practices to prevent and respond to violence against women, meeting regularly to develop, review, and revise protocols, policies, and procedures.)

This report is published annually in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, formerly known as the Students' Right to Know and Campus Security Act.

Safety and security on campus are vital concerns for students, parents, faculty, staff, and the broader University community. Tennessee State University (TSU) is committed to maintaining a campus environment where education can flourish in a secure and supportive atmosphere.

Although TSU maintains a close-knit, community-focused atmosphere and is generally perceived as having a relatively low crime rate, crime prevention remains a top priority. The University takes a proactive approach to ensure the safety of students, visitors, and employees. This effort is led by a professionally trained and supervised police department and supported by engaged faculty, staff, and students. Together, they share responsibility for making TSU a safe place to study, work, and live.

Mission Statement

The mission of the Tennessee State University Police Department is to provide a safe and secure educational environment through collaborative interaction with students, faculty, and staff, recognizing the multicultural and diverse university community.

Value Statements

1. The TSU Police Department is committed to accountability and professionalism, responding to the community's expectation for high standards in law enforcement and public service.
2. The growing and increasingly diverse campus population presents new challenges. The Police Department is dedicated to developing a more diversified workforce, offering culturally responsive services, and deploying resources effectively to meet evolving needs.
3. As Davidson County and its surrounding areas become more interconnected, increased criminal mobility poses a greater risk to campus safety. The TSU Police Department remains vigilant and adaptable in enhancing services to address these emerging threats.
4. Rapid advancements in technology and law enforcement methodologies require continuous improvement. The TSU Police Department prioritizes ongoing training and the adoption of new tools and strategies to ensure effective, efficient crime prevention both on campus and in nearby communities.

Procedures and Responsibility for Preparing the Annual Report

The Assistant Vice President/Chief of Police, with input from the Chief Operating Officer (COO) and the General Counsel, prepared this report to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report's full text is available on the TSU website at www.tnstate.edu/police/.

This report includes information from local law enforcement agencies surrounding our campus, residential managers, General Counsel, deans of each school, and judicial officers. Annually, the police contact all non-security/police "Campus Security Authorities," informing them of their responsibility to report crimes to the Tennessee State University Police Department (TSUPD) and/or the local police, and requesting information on any crimes not reported.

Campus crime, arrest, and referral statistics in this report include those reported to the TSUPD and designated campus officials, including, but not limited to, directors, deans, department heads, legal affairs officers, advisors to students or student organizations, and local law enforcement agencies. This report is reviewed and edited by the Vice President of Business and Finance (3500 John A. Merritt Blvd., Nashville, TN 37209-1581, phone 615-963-5171). The Assistant Vice President/Chief of Police reviews all crimes reported by non-security/police campus security authorities to minimize double counting of incidents.

Tennessee State University will submit the Annual Campus Security Report to the U.S. Secretary of Education using a web-based instrument designed to collect campus crime data. Crime data from all colleges and universities is made available to the general public at http://ope.ed.gov/security.

This report is available on the University website (www.tnstate.edu). Students, faculty, and staff members receive an e-mail notification that the full 2026 Annual Report can be accessed on the TSU website or obtained from the TSUPD Office. A copy is also available for review at all Security Posts on campus.

Further questions about this report may be directed to the Assistant Vice President/Chief of Police or the Chief Operating Officer.

Policy on Reporting Crime: Your Role in Safety on Campus

TSUPD encourages accurate and prompt reporting of all crimes to the campus police and appropriate police agencies. You can help keep the TSU campus a safe place for everyone by promptly and accurately reporting crimes or suspicious circumstances. If you witness a crime, it is your responsibility to report it as accurately as possible to the TSUPD. All TSU students and employees are required to report incidents of theft, misuse, or abuse of TSU property promptly to the TSUPD.

The TSUPD Office is located in the Queen Washington Building, 1120 37th Ave North, Nashville, TN 37209, on the campus of Tennessee State University, where a police dispatcher is available 24 hours a day and can be reached at 615-963-5171. You may also report crimes/criminal offenses to police and security officers in patrol vehicles, golf carts, and on foot, or by calling 615-963-5171.

Additionally, you may report crimes/criminal offenses to "Campus Security Authorities" (Deans, Associate Deans, Assistant Deans, Vice President for Student Affairs, Athletic Directors, Coaches, Director of Residence Life, Assistant Vice President/Chief of Police). It is Tennessee State University's policy to investigate every report, and if technical expertise or additional investigative help is needed, the Metropolitan Nashville Police (MNPD), the Tennessee Bureau of Investigation (TBI), or the Tennessee Highway Patrol (THP) may be called to assist.

If a crime occurs off campus, the Metropolitan Nashville Police Department is likely to be the primary investigative agency, with TSU investigators providing support if requested. TSU Police Department traditionally does not provide security service to off-campus properties, including recognized fraternity and sorority organizations, nor are activities off-campus recognized by TSU authority. From an off-campus phone, you may reach MNPD in an emergency by dialing 911. From on-campus phones, and for off-campus non-emergencies, you may reach MNPD by dialing 615-862-8600.

People who are victimized while on the premises of the Avon Williams Building (located at 330 Tenth Avenue N.), and all other satellite campuses, must report to the TSUPD so an accurate accounting of crime(s) may be compiled.

If you are the victim of a crime and do not want to pursue action within the university system or criminal justice system, you may still want to consider filing a confidential report. A suggested approach for confidentiality is to contact your clergy, TSU's Director of Counseling Services at (615) 963-5611, or one of the Campus Security Authorities (Deans, Associate Deans, Assistant Deans, VP-Administration, Director of Student Services, Manager of Student Housing Facilities).

The TSU Safety App, a free mobile safety application for iOS and Android smartphones, was launched in the fall of 2015. TSU Safety App users can contact the Tennessee State University Police Department directly from their cell phones. With the TSU Safety App, you can:

- Contact TSUPD for emergency services with three easy taps
- Submit non-emergency reports to the Behavioral Intervention Team with text, photos, or videos
- Submit information to the Behavioral Intervention Team anonymously
- View TSU emergency guides

For more information about the TSU Safety App, contact the Tennessee State University Office of Emergency Management.

Important Phone Numbers

Office	Type	Phone Number
TSU Police Department	Emergency & Non-Emergency	615-963-5171
Metro Nashville Police Department	Emergency	911
Metro Nashville Police Department	Non-Emergency	615-862-8600
TSU Office of Emergency Management	Non-Emergency	615-963-7208

II. Campus Police Department

Policies on Campus Law Enforcement

Enforcement Authority

The Tennessee State University Police Department (TSUPD) is empowered to enforce university regulations and state laws on campus. This authority allows TSUPD officers to act within the scope of their duties to maintain a safe and secure educational environment for all students, faculty, and staff.

Tennessee State University (TSU) Campus Police Officers are fully commissioned law enforcement officers with the authority to request identification and determine whether individuals have legitimate business on university property.

In accordance with the laws of the State of Tennessee, a full-time law enforcement officer is defined as an individual who is commissioned, sworn, appointed, or otherwise legally authorized to enforce state laws. These officers are employed by a municipality or political subdivision within the State of Tennessee and have, as their primary responsibility, the prevention and detection of crime, the apprehension of offenders, and the enforcement of state and local laws. This responsibility may be conducted directly or in a supervisory or administrative capacity, provided the officer is certified and experienced in law enforcement. The assigned duties and official job descriptions of these officers specifically reflect this primary law enforcement role.

Arrest Authority

TSUPD officers have the authority to make arrests for violations of state laws and university regulations. This capability is essential for ensuring prompt action in response to criminal activities on campus. TSUPD Police Officers are full-time law enforcement officers and possess full law enforcement authority and arrest powers.

Jurisdiction

The jurisdiction of the Tennessee State University Police Department (TSUPD) encompasses all university-owned, -operated, or -controlled properties and facilities, including off-campus locations affiliated with official university activities. This jurisdiction allows TSUPD to effectively address incidents occurring within the broader university community and to support the safety and security of TSU students, faculty, staff, and visitors.

In addition to TSUPD, several other law enforcement agencies maintain jurisdiction on or around campus. These include the Metropolitan Nashville Police Department (MNPD), the Tennessee Highway Patrol (THP), the Tennessee Bureau of Investigation (TBI), the Federal Bureau of Investigation (FBI), and the Tennessee Alcohol Law Enforcement Agency. TSUPD maintains strong working relationships with these agencies, which provide valuable support and resources to the University as needed.

For TSU faculty, staff, and students residing off campus—as well as off-campus student organizations—MNPD serves as the primary law enforcement agency. TSUPD may also provide assistance to MNPD for matters affecting the university community, upon request.

All crimes reported to TSUPD undergo a preliminary investigation by TSUPD officers. When a suspect is identified, officers work to preserve evidence and establish probable cause for prosecution in either state or municipal court.

For certain misdemeanor offenses, the suspect may be referred to the University's Dean of Students or Chief Judicial Officer for administrative action, and/or to the local District Attorney's Office for potential criminal prosecution.

Collaboration with Local Law Enforcement

TSUPD maintains a collaborative working relationship with local and state police agencies. This partnership facilitates effective communication and coordination during incidents that require joint law enforcement efforts, ensuring a comprehensive approach to campus safety.

Felony offenses are generally investigated initially by TSUPD to determine whether a crime has occurred and to gather essential facts. In more serious cases—such as homicide—the Metropolitan Nashville Police Department (MNPD) assumes investigative responsibility.

Following the initial investigation, TSUPD investigators may present the case to the local District Attorney's Office, in coordination with the University, for a determination on criminal prosecution. The District Attorney has sole discretion in deciding whether to pursue criminal charges and will oversee the prosecution process accordingly.

It is important to note that a decision to pursue criminal charges through the legal system does not preclude the University from initiating disciplinary proceedings under its internal policies and student conduct code.

Policies on Locks and Lighting

Building Access and Locking Procedures

The Tennessee State University Police Department (TSUPD), in coordination with Community Service Officers and the Office of Access Control, is responsible for securing administrative and academic buildings. Access is controlled either manually with a key or electronically through the University's Proximity Card Reader System. These buildings are locked 24 hours a day, with access permitted during designated operating hours.

All academic and administrative buildings are closed on official university holidays unless prior arrangements for access have been made with TSUPD or the Office of Access Control. Buildings reopen on the next scheduled workday, either automatically through the electronic locking system or manually by authorized personnel.

Residence Hall Security

Residence halls remain locked 24 hours a day, 7 days a week. Resident students gain entry to their assigned buildings using their TSU Identification Card with Proximity Reader access. Residents may enter at any time but are required to escort all guests and visitors while inside the building.

Students are reminded that propping open exterior doors or allowing unauthorized individuals to enter the residence halls compromises building security and is strictly prohibited.

After-Hours Access and Patrols

TSUPD Officers routinely patrol the interior and exterior of campus buildings and conduct periodic checks of exterior doors. Students, faculty, and staff are generally not permitted to remain in academic or administrative buildings after hours unless prior authorization has been granted by TSUPD or the Office of Events Management.

Lighting and Landscape Maintenance

The TSU Department of Facility Management is responsible for the maintenance and safety of campus grounds, including lighting and vegetation. Maintenance personnel routinely assess and trim trees or shrubs that could obstruct lighting or create security concerns. Landscaping practices aim to preserve clear lines of sight for both pedestrians and vehicles.

Members of the campus community are encouraged to report inoperable lighting, overgrown vegetation, or other potentially hazardous conditions to TSUPD or the Department of Facility Management promptly.

Memoranda of Understanding

Tennessee State University has established written memoranda of understanding (MOUs) with local law enforcement agencies. These agreements outline the procedures for the investigation of alleged criminal offenses and clarify the roles and responsibilities of both TSUPD and local police in addressing such incidents.

Daily Crime Log

The Daily Crime Log is maintained to keep the Tennessee State University (TSU) community informed about security-related incidents that occur on campus or on adjacent off-campus property.

A copy of the log is available to the public at the administrative office of the TSU Police Department. The log is updated within two business days following the report of a crime to TSUPD.

In limited circumstances, information may be temporarily withheld if its release would present clear and convincing evidence of risks such as jeopardizing an ongoing investigation, threatening the safety of an individual, enabling a suspect to flee or evade detection, or leading to the destruction of evidence. Once the potential risk has passed, the information is added to the log without delay.

Tennessee Sex Offender and Public Protection Registry

The Campus Sex Crimes Prevention Act (CSCPA) of 2000 is a federal law that provides for the tracking of convicted sex offenders enrolled at, or employed by, institutions of higher education. The CSCPA is an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act. The Tennessee Sexual Offender and Violent Sexual Offender Registration, Verification, and Tracking Act of 2004 was established in T.C.A. § 40-39-201 et seq. and became effective August 1, 2004. All persons who meet the definition of sexual offender or violent sexual offender and live, work, or attend school in Tennessee must register with the appropriate registering agencies as defined by law. In Davidson County, sex offenders are required to register with the Metropolitan Nashville Police Department.

Tennessee Code Annotated § 40-39-206 makes some Tennessee Sexual Offender Registry information about sex offenders who committed certain enumerated offenses on or after July 1, 1997, a matter of public record, and requires the Tennessee Bureau of Investigation (TBI) to post the information on the TBI's website. Information concerning these offenders can be found on that website or by calling 1-888-837-4170, 8:00 a.m.–4:30 p.m., Monday–Friday, excluding holidays.

The names of sexual offenders who committed sexual offenses before July 1, 1997, are confidential and subject to release only if the specific sex offender is deemed to pose a threat to the community. It is the policy of the TBI that local law enforcement is best suited to make that determination. Therefore, for the names of offenders on the Sexual Offender Registry prior to July 1, 1997, contact your local law enforcement agency; in Nashville, contact the Metropolitan Nashville Police Department. The registry may be viewed locally at the TBI, the MNPD, or accessed directly online at http://sor.tbi.tn.gov/SOMainpg.aspx.

Crime, Arrest, and Violation Statistics

The Tennessee State University Police Department records statistics of on-campus reported crimes according to the methods, standards, and definitions provided by the Uniform Crime Reporting System of the Federal Bureau of Investigation. Tennessee State University has filed statistics with this system since 1978. The TSU Student Disciplinary Committee records statistics on disciplinary actions and judicial referrals. The Vice President for Administration conducts an annual survey and maintains statistics of crimes not reported to police but reported by non-police/campus security authorities.

To the extent that reports can be obtained from local law enforcement agencies, college crime statistics recorded since October 2004 include incidents that occurred at off-campus locations occupied by registered students/organizations or on university-owned property that is not part of the main campus.

Definitions Used in Crime Reporting

- **Campus —** Any building or property owned or controlled by an institution of higher education within the same reasonably contiguous geographic area of the institution and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and property within the same reasonably contiguous geographic area of the institution that is owned by the institution but controlled by another person, is used by students, and supports institutional purposes (such as a food or other retail vendor).
- **Public —** All public property that is within the same reasonably contiguous geographic area of the institution, such as a sidewalk, a street, other thoroughfare, or parking facility, and is adjacent to a facility owned or controlled by the institution if the facility is used by the institution in direct support of, or in a manner related to, the institution's educational purposes.
- **Residence —** An on-campus residence hall; a subset of the "Campus" total.
- **Non-Campus —** Any building or property owned or controlled by a student organization recognized by the institution, and any building or property (other than a branch campus) owned or controlled by an institution of higher education that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

II. Emergency Management

Reporting Procedures for Criminal Actions and Emergencies

Tennessee State University encourages all students, faculty, staff, and visitors to report any criminal actions or emergencies occurring on campus. Prompt reporting is crucial for ensuring the safety and security of the university community.

Procedures for Reporting

1. **Immediate Reporting:** In the event of an emergency or crime in progress, individuals should immediately contact the Tennessee State University Police Department (TSUPD) by dialing 615-963-5171 or 911.
2. **Non-Emergency Reporting:** For non-emergency incidents, individuals can report crimes or suspicious activities to TSUPD in person at the TSUPD office, or by submitting a report via the Discrimination/Harassment Reporting Form (https://cm.maxient.com/reportingform.php?TNStateUniv&layout_id=60).
3. **Confidential Reporting:** Students and employees may report incidents confidentially through designated channels if they wish to remain anonymous.

Institutional Response to Reports

Upon receiving a report of criminal activity or an emergency, TSUPD will:

- Assess the situation promptly and determine the appropriate response
- Provide necessary assistance, which may include medical aid, counseling, or law enforcement intervention
- Investigate reported incidents thoroughly and follow up with the reporting individual, as necessary

Reporting Contacts

For timely warning reports and annual statistical disclosures, criminal offenses should be reported to the following individuals or organizations:

- **Tennessee State University Police Department (TSUPD) —** Chief of Police, 615-963-5171
- **Office of Institutional Compliance —** Danielle Nellis, Institutional Compliance Officer, 615-963-7435, pnellis1@tnstate.edu
- **Office of Emergency Management —** 615-963-7208
- **Student Affairs Office**

Voluntary and Confidential Reporting

TSU has established procedures that allow victims or witnesses to report crimes on a voluntary and confidential basis. These reports can be included in the annual disclosure of crime statistics while maintaining the anonymity of the individuals involved:

- **Confidential Reporting Options:** Individuals may report crimes to designated university personnel, such as the Office of Institutional Compliance or the Title IX Coordinator, who are trained to manage such reports confidentially.

- **Anonymous Reporting:** Reports can also be submitted anonymously through the Discrimination/Harassment Reporting Form.

Pastoral counselors and professional counselors at TSU are encouraged to inform those they counsel about the procedures for voluntary, confidential reporting of crimes, discussing these options when deemed appropriate so that individuals are aware of their reporting rights.

Timely Warnings and the Mass Notification System

Mass Notification System ("Tiger Alert")

The University's Mass Notification System provides rapid communication to the campus community in the event of an emergency. Notifications are sent immediately by email to all users, and by text message to those who have opted to receive them.

Upon confirmation of a significant emergency or dangerous situation that poses an immediate threat to the health or safety of students, faculty, staff, or visitors, the University will issue a Tiger Alert without delay. The content of the message and the timing of its release are determined with community safety in mind. A notification may be delayed only if, in the professional judgment of responsible authorities, issuing it would compromise efforts to assist a victim, contain the situation, respond effectively, or mitigate the emergency.

Follow-up information will be provided as necessary through the notification system or email. While the University has the capability to send segmented messages to specific groups, certain situations require that all students, faculty, and staff receive the same message; in such cases, notifications may be delivered via email, text, and voice alerts through the Emergency Notification System (ENS).

If broader communication is required beyond the campus community, the University may also disseminate information through local media outlets and official social media platforms.

Policy for the Regroup Notification System

This policy establishes guidelines for the use of the Regroup Notification System and University email for distributing emergency alerts and timely warnings to students, faculty, and staff. These alerts are issued when a critical incident poses an imminent threat to the health or safety of individuals on University property or within its immediate surrounding areas.

Tennessee State University (TSU) maintains an integrated emergency communication system that delivers voice, email, and text message alerts to members of the University community. This system is a core component of TSU's emergency response protocol, providing rapid notification of situations that threaten the safety of students, faculty, staff, and visitors. The service is designed for individuals engaged in TSU-related activities on or near campus. Participation requires users to opt in by registering their cell phone or wireless device numbers and email addresses.

Definitions

- **Emergency Alerts/Timely Warnings —** Notifications regarding critical incidents that pose an immediate threat to the health or safety of the TSU community. Examples include severe weather, hazardous material incidents, or acts of violence.
- **Email and Text Messages —** Brief, direct notifications delivered via university email accounts and/or cellular text messages to registered devices.

Authority to Create and Distribute Messages

The following officials are authorized to approve and direct the dissemination of emergency alerts:

- University President
- Chief Operating Officer (COO)
- Executive Director of Emergency Management
- University General Counsel
- Chief of Police

Once approved, trained system administrators transmit messages. Pre-approved templates ("standard messages") are developed in coordination with the Office of Public Relations and Communications to ensure accuracy and consistency. Message content is determined based on factors such as the nature and timing of the incident, location and scope of impact, description of individuals involved (if known), and risk level to persons or property.

Sample message: *"Attempted armed robbery reported at [location]. Suspect described as [description]. Leave the area immediately and remain clear. Report suspicious activity to TSU Police: [phone number]."*

The segment(s) of the community to be alerted are determined by the characteristics, scope, and duration of the threat; broader incidents may necessitate alerts to the entire University community. If a critical incident extends beyond the TSU campus, the Office of Public Relations will disseminate information to local media outlets and official University social media platforms (Facebook, Twitter/X, Instagram).

Message Content Standards

Message wording is approved by the person or group authorizing the notification. The length of a message is dictated by the distribution method selected (e.g., text messages are limited to a specified number of characters). Messages should include:

- An indication that the notification is from Tiger Alert
- A message/announcement number and/or date and time stamp
- A brief description of the incident
- Actions the affected population should take (e.g., evacuate the building, avoid an area of campus, shelter in place)
- A reference to tnstate.edu for updates, and information on reporting to appropriate authorities

Messages sent via the campus emergency alert system go to faculty, staff, and students who are active in the TSU Banner database; these records are synced to the alert system each morning. When emergencies require communicating with the larger community, the TSU Media Relations Department disseminates messages via campus-wide emails, press releases, social media postings, and website alert banners. The University also has the ability, via IT, to broadcast messages on select monitors in high-traffic public areas. The Office of Media Relations may also provide status updates and follow-up information.

Follow-Up and Coordination

- **Post-Notification:** Immediately after a Regroup message is sent, the initiating office must notify all other designated officials, providing the rationale for activation, to ensure consistent communication and prevent duplication.

- **Emergency Response Team (ERT):** The ERT coordinates with appropriate University departments to distribute follow-up information via additional methods such as email, web postings, and other official communication channels.

Testing, Training, and Exercises

The Office of Emergency Management conducts annual campus-wide emergency preparedness exercises, including tabletop exercises, drills, and full-scale simulations. TSU also collaborates with the Nashville Office of Emergency Management, the Tennessee Emergency Management Agency (TEMA), and the Federal Emergency Management Agency (FEMA) to participate in local, state, and federal emergency exercises.

Emergency procedures and preparedness guides are published online at www.tnstate.edu/emergency/studentpreparedness.aspx. Annual testing of evacuation and response procedures is conducted, either announced or unannounced. After-action reports are prepared following each exercise to identify areas for improvement. In compliance with federal requirements, TSU publicizes its emergency response and evacuation procedures in conjunction with at least one test each calendar year, including the date, time, nature of the test, and whether it was announced or unannounced.

Full testing of the Tiger Alert System components occurs at least twice a year. These tests are announced to the University community, key external partners, local emergency management officials, and surrounding communities. Evacuation procedures are tested during mandated fire drills, held announced and unannounced at least once each during the fall and spring terms. Additional testing occurs as deemed necessary to evaluate alert system components; where possible, these tests are announced.

Each residence hall is required to keep a copy of the emergency response and evacuation procedures on file in the residence office. The campus community can also access the emergency response and evacuation procedures via the campus preparedness guide posted online at www.tnstate.edu/emergency/TSU%20Campus%20Preparedness%20Guide2.pdf. All emergency response training conducted by the Office of Emergency Management is logged in a training tracker document housed in that office.

Tabletop and Emergency Exercise Log

Date	Exercise / Tabletop	Location	Announced / Unannounced	Conducted By
5/20/2016	Severe Weather	Hankal Hall	Announced	TSU OEM
12/12/2017	Power Failure	Hankal Hall	Announced	TSU OEM
5/22/2018 – 5/23/2018	Chemical Weapons	Gentry Complex	Announced	U.S. Army 45th WMD Civil Support Team
2/15/2019	Campus Lockdown	Hankal Hall	Announced	TSU OEM
9/12/2019	Nashville Terminal Spill Drill	Preston Hotel	Announced	Exxon Mobil
7/6/2020	COVID Response	AIT	Announced	TEMA
7/26/2021	Managing Critical Incidents for Higher Education	National Emergency Management Response and Rescue Training Center	Announced	U.S. Dept. of Homeland Security / FEMA
06/06/2022	Active Shooter Response Training	Hankal Hall	Announced	TSU OEM
8/29/2023	FEMA Certified Training with TEEX	Hankal Hall Board Room	Announced	FEMA & TSU OEM
9/28/2023	Severe Weather Training	Hankal Hall Training Room	Announced	TSU OEM & National Weather Service
12/16/2024	Active Shooter Response Training	Humphries Hall	Announced	TSU OEM
12/17/2024	Active Shooter Training	Humphries Hall	Announced	TSU OEM
9/25/2025	Active Shooter	Avon Williams Campus	Announced	TSU OEM
11/7/2025	Active Shooter Response Training	Human Resources Office	Announced	TSU OEM
11/11/2025	Active Shooter Training	New Health Science Building	Announced	TSUPD

Note: Rows are listed chronologically as recorded by the TSU Office of Emergency Management (OEM).

Tennessee State University provides a series of emergency preparedness training courses for employees, staff, students, and campus stakeholders, delivered by the Office of Emergency Management and Facilities Management. These programs are structured to create opportunities for active audience participation, with the goal of building a prepared and disaster-resilient campus. Information on training and offerings can be found online at www.tnstate.edu/emergency/training.aspx.

Archiving Notifications

The Tennessee State University Police Department (TSUPD) maintains a lot of situations warranting a mass notification/timely warning and retains copies of official notices for up to seven years. Timely warnings are given whenever one or more of the mandatory reporting incidents occur: murder, sex offense, robbery,

aggravated assault, burglary, motor vehicle theft, manslaughter, or arson, as well as any significant act-of-nature emergency.

Renewal, Maintenance, and Procedures

The Office of Information Technology designee publishes and announces that the database for the Student and Employee group will be reviewed and updated annually prior to the fall incoming class. A sustained marketing effort for this communication tool is made for all students, faculty, and staff throughout the year using existing web technology (the portal) and traditional media (emails, postings). The Regroup Notification System is tested once per month to evaluate overall system capability and effectiveness. Detailed emergency procedures on critical incident notification can be found in the emergency preparedness plan, posted at www.tnstate.edu/emergency/TSU%20Campus%20Preparedness%20Guide2.pdf.

Circumstances for Issuing a Timely Warning

Timely warning reports will be issued when there is a confirmed incident that poses a significant threat to the safety of the campus community. This includes, but is not limited to, violent crimes, sexual assaults, and other emergencies that could impact the health or safety of individuals on campus.

Responsible Individuals and Offices

- **Content Development:** The TSU Police Department is responsible for writing and developing the content of timely warning reports.
- **Initiation and Dissemination:** The TSUPD Chief or designated personnel are responsible for initiating and sending out warnings to ensure timely communication to the campus community.

Manner of Dissemination

- Email notifications to all students and employees
- Alerts posted on the university website and social media platforms
- Physical postings in common areas across campus

Exemption for Pastoral and Professional Counselors

Tennessee State University is not required to issue a timely warning report concerning crimes reported to pastoral or professional counselors. Such reports are kept confidential in accordance with the ethical standards of counseling.

Immediate Emergency Response and Evacuation

Immediate Emergency Response Procedures

1. **Dial 911:** Individuals should call 911 for emergencies requiring immediate police, fire, or medical assistance.
2. **Contact TSUPD:** For campus-specific emergencies, individuals can contact TSUPD directly at 615-963-5171.

Evacuation Procedures

- Follow the instructions provided by emergency personnel

- Use designated emergency exit routes and assembly points
- Remain calm and assist others, if safe to do so

Reporting an Emergency

- Calling 911 for immediate assistance
- Contacting TSUPD at 615-963-5171 for campus-related emergencies
- Utilizing designated emergency (blue light) phones located throughout campus

Missing Student Policy

If a member of the University community has reason to believe that a student is missing, they should immediately notify the Tennessee State University Police Department (TSUPD) at 615-963-5171, whether the student resides on-campus or off-campus. All possible efforts will be made to locate the student to determine his or her state of health and well-being through the collaboration of TSUPD and the Vice President for Administration.

If the student is an on-campus resident, TSUPD will secure authorization from the University's Legal Office and the Office of Residential Life/Housing to make a welfare entry into the student's room. If the student is an off-campus resident, TSUPD will informally enlist the aid of the neighboring police agency having jurisdiction. Concurrently, University officials will endeavor to determine the student's whereabouts through contact with friends, associates, and/or employers, and will establish whether the student has been attending classes, labs, recitals, scheduled organizational or academic meetings, or scheduled work shifts.

If located, verification of the student's state of health and intention of returning to campus is made, and, where appropriate, a referral is made to Counseling Services and/or Student Health. If not located, notification of the family and local law enforcement is made within 24 hours of receiving the initial report. If the student is an off-campus resident, appropriate family members or associates are encouraged to make an official missing person report to the law enforcement agency with jurisdiction.

If the missing student is under the age of 18 and is not an emancipated individual, TSUPD will notify the student's parent or legal guardian immediately after TSUPD has determined that the student has been missing for more than 24 hours.

TSUPD will cooperate, aid, and assist the primary investigative agency in all ways prescribed by law. Upon closure of the missing person investigation, all previously contacted parties will be advised of the status of the case.

All students, faculty, and staff have the option to confidentially identify an individual to be contacted by the University in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, TSUPD will notify that individual no later than 24 hours after the student is determined to be missing. Students who wish to identify a confidential emergency contact can do so through the Registrar's Office.

IV. Residence Life

Residence Hall Access and Security

Residence halls remain locked 24 hours a day, seven days a week. Resident students gain entry to their assigned buildings using their TSU Identification Card with Proximity Reader access. Residents may enter at any time but are required to escort all guests and visitors while inside the building. Propping open exterior doors or allowing unauthorized individuals to enter the residence halls compromises building security and is strictly prohibited.

Hall security and safety are routinely discussed during residence hall registration, and evacuation and fire-safety procedures are reviewed with residents when they move into the hall (see Section V, Fire Safety, for full details).

Missing Student Notification

Students living in on-campus housing have the option to identify, confidentially, an individual to be contacted by the University no later than 24 hours after the student is determined to be missing. This designation is made through the Registrar's Office and is kept confidential, accessible only to authorized campus officials, and disclosed only to law enforcement personnel in furtherance of a missing-person investigation. See Section III, Emergency Management, for the full Missing Student Policy.

V. Fire Safety

Higher Education Opportunity Act — Campus Fire Safety Annual Compliance Report

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008. It requires all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics. The following public disclosure details all information required by this law as it relates to Tennessee State University.

Student Resident Housing — General Statement

At Tennessee State University, all residence halls are covered by integrated fire sprinkler systems and a redundant fire alarm monitoring system, monitored 24 hours a day, seven days a week, by ADS Security Company and the Tennessee State University Police Department. The full fire safety system inventory is presented in Section X, Fire Safety Statistics.

Tennessee State University annually reviews the fire systems in its residence halls and will make upgrades, repairs, or revisions when problems are identified.

Residence Hall Fire Drills

Fire drills are held once a semester for each residence hall. Fire drills are mandatory, supervised evacuations of a building conducted for fire preparedness. Each drill is scheduled with the Emergency Management Department, the individual residence hall staff, and the local fire station, and is generally scheduled within the first three weeks of the beginning of the semester. Evacuation route maps are posted in each resident room, showing the closest egress route and the outside assembly area. Students who fail to leave the building during a fire drill are reported to the Residence Hall Manager and to the Dean of their respective school.

Fire/Life Safety Education

Residence Life policy on fire safety prohibits the use of electrical cooking appliances, candles, and specific electrical equipment in individual rooms. Candles and open flame are prohibited in residence halls, and limits apply to the number of electrical appliances allowed in a room. Residence Life's evacuation policy is published in the student handbook and the Emergency Preparedness Manual and is discussed with residents when they move into the hall.

In case of a fire, residents should sound the nearest fire alarm and evacuate the building. Evacuation procedures are as follows:

- Know the emergency routes from your room and hall
- Check to see if your door is hot or has smoke around it; if so, stay in your room and wait to be evacuated by firefighters
- Shut your door tightly when you leave
- Exit the building and follow the directions of staff members
- Do not remain near the building — remain in a designated location until cleared for re-entry by the hall manager, a member of the residence life staff, or Campus Safety and Security personnel
- If you can use a fire extinguisher without endangering yourself, you may do so; however, personal safety comes first — do not attempt to extinguish a fire if it threatens your safety

A fire safety inspection is conducted each fall semester to ensure residents are complying with fire safety regulations. Residence Life staff receive fire/life safety training annually from the Environmental Health & Safety Officer.

Fire/Life Safety Room Inspections

During the fall semester, a Residence Life staff person conducts a fire/life safety inspection of each resident room. Residents are notified in advance of when inspections will take place and are required to allow the staff person (or a designated stand-in) entry for inspection. If a resident and roommate are not present, the room is inspected in their absence, and a note is left indicating the status of the room. If a violation is found, the resident receives a letter describing the violation and is expected to reach immediate compliance. If violations are not corrected after an unannounced re-inspection, the resident(s) will be fined and subject to disciplinary action.

Common violations include:

- Extension cords and multi-tap electric units without a breaker
- Items stored closer than 18 inches from a sprinkler head
- Blocking of electrical panels
- Blocking of egress (exit) pathways
- Evidence of burning candles, incense, or tobacco products
- Evidence of cooking, or cooking appliances (even if unused)
- A heavy load of combustibles in a room, on the walls, or on the ceiling
- Covering a door with paper or other combustible material
- Modified or damaged electrical wiring, devices, or appliances
- Use of portable heaters
- Tampering with smoke detectors
- Use of halogen lamps/lighting
- Unsafe lofting or raising beds, including rooms with no guardrails
- Strings of lights, twinkling lights, or holiday lights

- Any other condition deemed unsafe by the staff inspector

Smoking Policy

Tennessee State University prohibits smoking in any place on campus. As of January 1, 2009, the TSU campus is considered "smoke-free." The sale of any and all tobacco products is prohibited on the campus of Tennessee State University.

Reporting a Fire

Students reporting a fire should contact TSU Police at 615-963-5171 or 911. If the fire event is no longer a danger, they should also contact the Residential Facility Director.

Detailed fire statistics, the residence hall fire drill log, and student housing addresses are reported in Section X, Fire Safety Statistics.

Fire Safety Definitions

- **Fire —** Any instance of open flame or other burning in a place not intended to contain the burning, or in an uncontrolled manner.
- **Fire Drill —** A supervised practice of a mandatory evacuation of a building for a fire.
- **Fire-Related Injury —** Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. "Person" may include students, faculty, staff, visitors, firefighters, or any other individual.
- **Fire-Related Death —** Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire, or deaths that occur within one year of injuries sustained as a result of the fire.
- **Fire Safety System —** Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire, including sprinkler or other fire-extinguishing systems, fire detection devices, standalone smoke alarms, devices that alert occupants to the presence of a fire (horns, bells, or strobe lights), smoke-control and reduction mechanisms, and fire doors and walls that reduce the spread of a fire.
- **Value of Property Damage —** The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity, including contents damaged by fire and related damage caused by smoke, water, and overhaul; this does not include indirect loss, such as business interruption.
- **Fire Log —** Tennessee State University maintains a fire log that records any fire that occurred in an on-campus student housing facility, including the nature, date, time, and general location of each fire. A fire log entry, or an addition to an entry, is made within two business days of the receipt of information. The fire log for the most recent 60-day period is open to public inspection during normal business hours; any portion of the log older than 60 days is available within two business days of a request for public inspection. The log can be found on the Campus Police portion of the TSU website.

VI. Judicial Conduct / Student Conduct

Disciplinary Procedures for Cases Involving Students

The Student Affairs Disciplinary Committee reviews charges related to breaches of the rules, regulations, policies, and procedures of Tennessee State University by a student. The Committee is comprised of eight (8) members and two (2) alternates: four (4) students (with one student alternate), selected by the Vice President for Student Affairs from a group nominated by the Dean of Students/Chief Judicial Officer for Student Affairs, serving one-year terms; and four (4) faculty members, with one-year terms, selected by the Vice President for Student Affairs from a group nominated by the Provost.

Any person may inform any member of the Student Affairs Disciplinary Committee of an allegation of a breach of rules, regulations, policies, and/or procedures within the Committee's jurisdiction. The Committee determines whether the allegation, if proved true, is governed by the procedures for review and appeal of disciplinary action governing non-academic matters.

If the Committee determines that the allegation is so governed, the Dean of Students/Chief Judicial Officer advises the student of the charge(s) and of a hearing before the Committee. The student has the right to be present at the hearing to present witnesses and rebut the evidence, and to have a TSU student or faculty member accompany them. Legal counsel may be present but may not participate in the hearing.

The hearing is informal and not governed by the technical rules of evidence used in a court of law, but the Committee may accept any information it deems pertinent to the charges. The Committee renders its decision based on the evidence presented; the standard is a preponderance of the evidence, and the burden of proof rests with the University. The Committee maintains a record of the hearing pending final determination of the charges.

The Committee notifies the student of its decision in writing, by certified or registered mail, at the address on file with the Office of Admissions and Records, within fifteen days. A student may appeal on the grounds described below by writing a letter of appeal to the President no later than 72 hours from receipt of the Committee's decision.

Tennessee Uniform Administrative Procedures Act (TUAPA)

All cases that may result in (a) suspension or expulsion of a student or student organization from the institution for disciplinary reasons, or (b) revocation of registration of a student organization, are subject to the contested case provisions of the Tennessee Uniform Administrative Procedures Act (TUAPA), T.C.A. § 4-5-301 et seq., and are processed in accordance with the Uniform Contested Case procedures adopted by the Tennessee Board of Regents, unless the student or organization, after receiving written notice, waives those procedures and elects to have the case disposed of under institutional procedures, or waives all right to contest the case under any procedure.

Student Affairs Disciplinary Committee Hearing Procedures

Standard of Proof

The standard of proof required for finding violation of the Student Code of Conduct is a preponderance of the evidence — meaning that, based on the information and evidence presented to the committee, it is more likely than not that the student violated the Student Code of Conduct.

Institutional Hearing Procedures

- The student is advised of the date, time, and place of the hearing
- The student is advised, in writing, of the breach of policy with which they are charged
- The student is advised of the right to present or state their case; the right to be accompanied by an advisor (who may not participate in the hearing beyond advising the student); the right to call witnesses; and the right to confront witnesses
- The hearing date is set no later than ten (10) calendar days, but no sooner than two (2) days, following the student's notice of intent to contest the charge
- The hearing notice is delivered in person by an appropriate university official (who records the time and place of service), or by return-receipt mail to the student's last known address if personal service is not possible
- The notice describes the procedures under which the hearing will be conducted
- The Committee conducts a hearing providing for the receipt of evidence, including calling witnesses, and reviewing other evidence, in rendering a decision
- The student may call witnesses and submit documentation in support of their defense, and may be accompanied by legal counsel or another representative — though counsel/representative may not speak or present evidence on the student's behalf
- As an administrative process, the Committee exercises discretion regarding application of the federal rules of evidence; decisions are by majority vote, with the Chairperson voting only to break a tie
- If the Committee finds the student engaged in the charged offense(s), it recalls the Dean and student for a review of the student's past record when determining the recommended sanction
- The Committee issues a written decision within five (5) days of the hearing's conclusion, specifying any violations found and recommended sanctions
- A record of the proceedings (which may be a taped or similar electronic recording) is made and may be transcribed upon request by a party, at the party's expense
- The Committee does not consider a student's grade point average or academic success (or lack thereof) in determining whether a violation occurred

Appellate Procedures

A student may appeal a Disciplinary Committee decision to the Vice President for Student Affairs. The appeal must be submitted in writing within five (5) days of the date of the decision and must specify in detail the grounds for relief sought. Appeals are considered only on the following grounds:

- Material error in procedure
- Material error in the Committee's findings of fact or conclusions of law
- Discovery of new evidence, unavailable at the time of the hearing and not discoverable through due diligence, sufficiently strong to reverse or modify the decision

Upon receipt of the appeal, the Vice President for Student Affairs or designee reviews the Committee's decision and/or sanction based on the appeal filing, the hearing record, and the Committee's written decision, and issues a written decision within five (5) working days. The Vice President may, at their own discretion, review the Committee's decision absent an appeal, within ten (10) working days after the student's right to appeal has expired. The Vice President may uphold, modify, or reverse the Committee's decision; the decision is delivered to the student, with a copy to the Dean of Students/Office of Student Conduct.

The Vice President's decision may be appealed to the President within five (5) days of its filing, in writing, specifying in detail the grounds for relief. The President may affirm or overturn the decision in whole or in part and may reduce or set aside imposed sanctions. The President's determination constitutes the final decision at the institutional level.

The student is allowed to continue in the academic program during proceedings unless extraordinary circumstances exist, such as conduct that may endanger the welfare of others.

Conduct Governed by the Disciplinary Procedures

Breach of rules, regulations, policies, and procedures governed by the disciplinary procedures includes, but is not limited to:

- Furnishing false information to the University with the intent to deceive
- Knowingly giving false information or testimony during a disciplinary investigation or hearing
- Forgery, alteration, destruction, damage, or misuse of university documents, records, or identification
- Physical abuse of any person on university-owned or controlled property, or conduct that threatens or endangers the health or safety of any person
- Unauthorized use of or entry to university facilities, and/or unauthorized possession of keys to university facilities
- Failure to comply with directives of university officials acting in the performance of their duties
- Violation of written University policies and regulations, as stipulated or as announced by authorized personnel
- Violation of the terms of probation
- An attempt to commit, or to be an accessory to, any act in violation of these standards of conduct
- Breach of any municipal, state, or federal law or ordinance on university property
- Breach of any rules of sister institutions while on rotation
- Breach of recognized ethical and professional standards applicable to a student's area of health professional study

Disciplinary Sanctions

Upon a determination that a student or student organization has violated any of the rules, policies, or disciplinary offenses set forth in the Code of Student Conduct, one or more of the following disciplinary sanctions may be imposed by the appropriate university officials:

- **Restitution —** A student who has committed an offense against property may be required to reimburse the university or other owner for damage, misappropriation, or unreimbursed medical expenses resulting from physical injury, as defined by the university.

- **Fine —** A fine of not more than $200 for offenses such as misuse of documents or identification cards and failure to cooperate with university officials. Failure to pay may result in further disciplinary action.
- **Warning —** Notice that continuation or repetition of specified conduct may be cause for further disciplinary action.
- **Reprimand —** A written or verbal reprimand or censure, signifying that further violations may result in more serious penalties.
- **Apology —** An opportunity, under certain circumstances, to apologize to an affected party, verbally or in writing, as an alternative or addition to other sanctions.
- **Restriction —** Restriction of a student's or organization's privileges, which may include denial of the right to represent the University, restrictions on university- or TBR-sponsored travel and events, denial of use of facilities or parking privileges, or restrictions on participation in extracurricular, organizational, or athletic activities.
- **Referral to Counseling —** Referral to the University Counseling Center or an appropriate healthcare provider for evaluation; never used as punishment. Participation in treatment is voluntary and confidential. The University Behavior Intervention Team may, in coordination with the Judicial Affairs Office, issue directives regarding a student's continued campus presence in connection with such a referral.
- **Community or Educational Project —** A project beneficial to the individual, campus, and/or community, related to the offense.
- **Assignment of Work Hours —** A specified number of supervised work hours to be completed on campus, commensurate with the offense.
- **Probation —** Continued enrollment or organizational recognition made dependent on adherence to the Code of Student Conduct, with written notice of terms and length. Any violation while on probation may result in a more serious sanction.
- **Suspension —** Deprivation of student status and separation from the university for a stated period, with conditions of readmission stated in the notice. Suspension appears on the student's disciplinary record regardless of successful readmission.
- **Expulsion —** Permanent separation from the institution and a permanent bar to readmission of the student or recognition of the organization. An expelled student or organization is restricted from campus during the period of expulsion unless on official business verified in writing by the Judicial Officer/Dean of Students.
- **Revocation of Admission, Degree, or Credential**
- **Housing Probation —** Continued residence in campus housing conditioned on adherence to policy, with written notice of terms and length.
- **Housing Suspension and Forfeiture —** A suspended resident may not reside, visit, or use housing facilities during the sanction period, must vacate the unit, and forfeits housing fees (including any unused portion and the housing deposit). Housing suspension remains part of the student's disciplinary record.
- **Removal or Suspension from an Athletic Team**
- **Interim Suspension —** May be imposed upon a finding by the Chief Judicial Officer or designee that the continued presence of the accused constitutes an immediate threat to physical safety and well-being, risk of property destruction, or substantial disruption of campus activities. The student or organization is given an opportunity, at the time of the decision or as soon as reasonably possible thereafter, to contest the suspension.

- **Alternate Sanctions —** Any alternate sanction deemed necessary and appropriate to address the misconduct at issue.

Anti-Hazing Policy

Tennessee State University is committed to full compliance with applicable state and federal laws, including the Jeanne Clery Campus Safety Act, the Stop Campus Hazing Act (SCHA), and the Max Gruver Act. This policy establishes a consistent and transparent framework for the prevention, reporting, investigation, and resolution of hazing-related incidents.

Tennessee State University strictly prohibits hazing in all forms and is committed to taking immediate and appropriate action in response to all reported incidents. All allegations are addressed promptly through a coordinated response involving the appropriate offices, and each report is assessed case-by-case to determine whether the violation is attributable to individual misconduct, organizational misconduct, or both. Where organizational responsibility is substantiated, the University may impose sanctions against the school/student organization, its officers, or both, in accordance with the Student Code of Conduct and applicable institutional policies.

Alleged violations by students and/or school/student organizations are adjudicated under the TSU Student Code of Conduct. Alleged violations by employees are reviewed under General Work Rules 5.9; alleged violations by faculty are handled under Faculty Handbook Section 3.1.10.

State and Federal Requirements

In compliance with the Max Gruver Act, Tennessee State University will publicly disclose administrative adjudications of hazing or hazing-related convictions within 15 calendar days of final adjudication or public notice of conviction. Records include the name of any TSU student organization involved, the date(s) of occurrence, and a description of specific hazing-related findings, sanctions, adjudications, and criminal convictions.

The University collects statistics on hazing incidents, published in the Campus Hazing Transparency Report (CHTR), including all data required by the Max Gruver Act, the date the investigation was initiated and ended, the date the student organization was notified of a hazing violation, and any additional information deemed necessary. The Office of Institutional Compliance (OIC) publishes the CHTR in a prominent location on the University's website, updated at least twice per year, with an email notification to all students, faculty, and staff upon each publication. The University includes statistics for hazing reported to campus security authorities or TSUPD in its Daily Crime Logs and Annual Security Reports.

In accordance with the Family Educational Rights and Privacy Act (FERPA), the CHTR will not include personally identifiable student information. Hazing reports are maintained for five (5) years from each update.

Retaliation

Tennessee State University strictly prohibits retaliation against any individual who, in good faith, reports an alleged hazing violation or participates in a related investigation, adjudication, or resolution process. Retaliation is a serious violation of University policy and may result in disciplinary action independent of the outcome of the original allegation.

Retaliatory actions may include, but are not limited to, verbal or implied threats, physical or psychological intimidation, harassment (verbal, written, or digital), social or academic exclusion, or any behavior intended to create a hostile, fearful, or coercive environment. All allegations of retaliation are investigated and addressed under the TSU Student Code of Conduct and/or other applicable University policies.

Definition of Hazing

Hazing is any intentional, knowing, or reckless act committed by a person (individually or in concert with others) against another person or persons, regardless of the willingness of such person(s) to participate, that (i) is committed in the course of an initiation into, an affiliation or connection with, the maintenance of membership in, or any other precondition to a student or school organization; and (ii) causes or creates a risk — above the reasonable risk encountered in the course of participation in institution or organization activities — of physical or psychological injury, including:

- Whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar activity
- Causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity
- Causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances
- Causing, coercing, or otherwise inducing another person to perform sexual acts
- Any activity that places another person in reasonable fear of bodily harm through threatening words or conduct
- Any activity against another person that includes a criminal violation of local, state, tribal, or federal law
- Any activity that induces, causes, or requires another person to perform a duty or task involving a violation of local, state, tribal, or federal criminal law

"School/Student Organization" means an organization (such as a club, society, association, corporation, order, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, student government, or group living together) in which two or more members are enrolled students or alumni, including local affiliate organizations, whether or not the organization is established or recognized by the institution.

Reporting Hazing

Any person who has knowledge of any activity or conduct which may constitute hazing can report their concerns to:

- Office of Student Affairs — 615-963-5643
- Tennessee State University Police Department — 615-963-5171
- The Office of Institutional Compliance (OIC) — 615-963-7435

Reports may be submitted confidentially or anonymously and will be reviewed and investigated promptly by designated University officials. For students, upon receipt of a hazing report, OIC promptly assigns the matter to an investigator, and the investigation is conducted in accordance with the procedures outlined in the TSU Student Code of Conduct. For employees, the allegation is investigated under appropriate University processes. The University includes hazing incident reports in its Daily Crime Log, and statistics for hazing reported to campus security authorities or TSUPD in its Annual Security Reports.

VII. Title IX and Sexual Misconduct

Definitions

- **Actual Knowledge —** Notice of sexual harassment or allegations of sexual harassment to TSU's Title IX Coordinator or any TSU official who has authority to institute corrective measures on behalf of TSU. This definition is not met when the only TSU official with actual knowledge is also the respondent.
- **Consent —** An informed decision, freely given, made through mutually understandable words or actions indicating a willingness to participate in mutually agreed-upon sexual activity. Consent cannot be given by an individual who is asleep, unconscious, or mentally or physically incapacitated (through drugs, alcohol, or any other reason), or who is under duress, threat, coercion, or force. Past consent does not imply future consent, and consent to one type of sexual contact does not imply consent for another type, whether during the same or a previous encounter. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time.
- **Coercion —** Words or conduct that, viewed from the perspective of a reasonable person, substantially impair a person's ability to voluntarily choose whether to engage in a particular sexual act. Coercion is something more than mere seduction or persuasion, and includes, without limitation, physical force and words or conduct that would cause a reasonable person to fear imminent harm to their health, safety, or property (or that of a third person), threat of loss of a job benefit, or kidnapping.
- **Incapacitation —** A temporary or permanent state in which a person cannot make informed, rational judgments because the person lacks the physical or mental capacity to understand the nature or consequences of their words and/or conduct, and/or is unable to communicate consent physically or verbally. Incapacitation can be voluntary or involuntary and is determined based on the totality of the circumstances; it may result from sleep, unconsciousness, temporary or permanent disability, involuntary physical restraint, or the influence of alcohol, drugs, or other substances (including substances used to facilitate sexual assault, such as Rohypnol, Ketamine, GHB, and Burundanga). When alcohol or drugs are involved, incapacitation is a state beyond mere drunkenness or intoxication; indicators may include lack of control over physical movements, lack of awareness of circumstances or surroundings, vomiting, unresponsiveness, and inability to communicate coherently.
- **Preponderance of the Evidence —** The amount of evidence that causes one to conclude that an allegation is probably true (more likely true than not true). If the evidence is equally balanced, the allegation has not been proven by a preponderance of the evidence.
- **Complainant —** An individual who is alleged to be the victim of conduct that could constitute sexual harassment.
- **Respondent —** An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment.
- **Deliberately Indifferent —** A response that is clearly unreasonable in light of the known circumstances.
- **Education Program or Activity —** Locations, events, or circumstances over which TSU exercises substantial control over both the respondent and the context in which the alleged sexual harassment occurred, including any building owned or controlled by a TSU-recognized student organization. Conduct outside TSU's program or activity may be subject to other applicable University policy.
- **Employee —** For purposes of this policy, faculty, executive, administrative, professional staff, clerical staff, and support personnel.
- **Formal Complaint —** A document filed by a complainant, or signed by the Title IX Coordinator, alleging sexual harassment against a respondent and requesting that TSU investigate. At the time of filing, a complainant must be participating in, or attempting to participate in, TSU's education program or

activity. Where the Title IX Coordinator signs a formal complaint, the Coordinator is not thereby a complainant or party under these procedures.

- **Responsible Employee —** A TSU official who has the authority to institute corrective measures on behalf of TSU.
- **Notice —** Written communication sent to a complainant or respondent, provided by hand delivery, via the recipient's official TSU (or TSU-registered) email account, or by hard copy sent to the individual's address on file with TSU. Any response period begins on the date the notice is delivered or sent, whichever occurs first.
- **Supportive Measures —** Non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available, without fee or charge, to the complainant or respondent, before or after the filing of a formal complaint or where none has been filed. These measures restore or preserve equal access to TSU's education program or activity without unreasonably burdening the other party, and may include counseling, adjustments for assignments or tests, extension of deadlines, academic support such as tutoring, modifications of work or class schedules, campus escort services, mutual no-contact restrictions, changes in work or housing locations, leaves of absence, increased security and monitoring of certain campus areas, medical services, or arranging a course retake or withdrawal without penalty. TSU keeps supportive measures confidential to the extent that doing so does not impair its ability to provide them.

Sexual Harassment

Conduct on the basis of sex that satisfies one or more of the following:

- An employee conditioning the provision of an aid, benefit, or service of TSU on an individual's participation in unwelcome sexual conduct (quid pro quo)
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to TSU's education program or activity
- Any of the following offenses, as defined under Tennessee law:

Sexual Assault — Forcible Sex Offenses

Any sexual act directed against the complainant without consent, including instances where the complainant is incapable of giving consent:

- **Rape (excluding statutory rape) —** The carnal knowledge of the complainant without consent, including where the complainant cannot consent due to age or temporary/permanent mental or physical incapacity.
- **Sodomy —** Oral or anal sexual intercourse with the complainant without consent, including where consent cannot be given due to age or incapacity.
- **Sexual Assault with an Object —** Using an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the complainant without consent.
- **Fondling —** Touching the private body parts of the complainant for sexual gratification, without consent, including where the complainant cannot consent due to age or incapacity.

Sexual Assault — Nonforcible Sex Offenses

- **Incest —** Nonforcible sexual intercourse between persons related within degrees wherein marriage is prohibited by law.
- **Statutory Rape —** Nonforcible sexual intercourse with a person under the statutory age of consent.

Dating Violence, Domestic Violence, and Stalking

- **Dating Violence —** Violence committed by a person who is, or has been, in a social relationship of a romantic or intimate nature with the complainant, where the existence of such a relationship is determined based on the length of the relationship, the type of relationship, and the frequency of interaction between the people involved.
- **Domestic Violence —** Violence committed by a current or former spouse or intimate partner of the complainant, by a person with whom the complainant shares a child, by a person cohabitating or who has cohabitated with the complainant as a spouse or intimate partner, by a person similarly situated to a spouse under Tennessee law, or by any other person against an adult or youth complainant who is protected from that person's acts under Tennessee's domestic or family violence laws.
- **Stalking —** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress.

Sexual Assault Response Team

Tennessee State University has established a Sexual Assault Response Team consisting of representatives from Student Affairs, Human Resources, Campus Public Safety, Judicial Affairs, Title IX Coordination, Clery Compliance, Housing, and Faculty, Staff, and Students. This team meets regularly to review and revise campus protocols addressing violence against women (see Section I for background on this federally required coordinated community response team).

Role of the Title IX Coordinator

Tennessee State University's Title IX Coordinator is responsible for overseeing all Title IX incidents reported to the University and for implementation of this policy, including identifying and addressing systemic gender-based harassment, discrimination, and sexual misconduct under this policy or TBR Guideline P-080. The Title IX Coordinator's responsibilities include, but are not limited to:

- Investigation or oversight of investigations of Title IX allegations, in consultation with the General Counsel or designee
- Coordination of effective implementation of supportive measures for both complainant and respondent
- Coordination and oversight of educational programs, including mandatory training for new students and employees and awareness campaigns for current students and employees
- Coordination with University Police and local law enforcement on matters related to sexual misconduct allegations
- Coordination and oversight of training for law enforcement, responsible employees, advocates, and others involved in responding to, investigating, or adjudicating sexual misconduct
- Coordination and oversight of training for employees likely to witness or receive reports of sexual misconduct, including professors, campus law enforcement, administrators, counselors, general counsel, athletic coaches, health personnel, and resident advisors
- Coordination and oversight of training for investigators, decision-makers (including hearing officers or committee members and appeal decision-makers), and any person facilitating an informal resolution process — covering the definition of sexual harassment, the scope of TSU's education program or activity, investigation and hearing processes, impartiality (avoiding prejudgment, conflicts of interest, and bias), relevant technology, and the relevance of questions and evidence (including when a

complainant's sexual predisposition or prior sexual behavior is not relevant); annual training also satisfies Clery Act requirements on dating violence, domestic violence, sexual assault, and stalking

- Attending appropriate annual training on topics related to responding to or investigating allegations of sexual misconduct in conformance with Title IX

The Title IX Coordinator, in consultation with the General Counsel or designee, may designate deputies and investigators ("designees") to assist in fulfilling the responsibilities of implementing this policy.

Investigation Requirements and Grievance Procedures

All proceedings include a prompt, fair, and impartial investigation and result. Tennessee State University provides the respondent and complainant with equitable rights during the investigative process, treating both parties equitably by providing remedies to a complainant where a determination of responsibility for sexual harassment has been made against the respondent, and by following the grievance process below before imposing any disciplinary sanctions or other actions (other than supportive measures) against a respondent.

All complaints of sexual misconduct are presented to the Title IX Coordinator or designee for appropriate disposition. Throughout the grievance process, the respondent is presumed not responsible for the alleged conduct until a determination is made at the conclusion of the process. Any grievance under these procedures includes an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence; credibility determinations may not be based on a person's status as complainant, respondent, or witness.

TSU applies a preponderance-of-the-evidence standard throughout the grievance process. The Title IX Coordinator, investigator, decision-maker, or any person facilitating an informal resolution process must be free from conflicts of interest or bias for or against complainants or respondents generally, or an individual complainant or respondent. Any timeframes in this policy are subject to good-cause extension, which may include concerns related to the academic calendar, party or witness availability, and weather or other force-majeure events.

The burden of proof, and the burden of gathering evidence sufficient to reach a determination, rests on TSU, not on the parties. TSU may not access, consider, disclose, or otherwise use a party's privileged treatment records (from a physician, psychiatrist, psychologist, or other recognized professional) made and maintained in connection with treatment, unless TSU obtains that party's voluntary written consent for the grievance process.

TSU provides an equal opportunity for the parties to present witnesses (including fact and expert witnesses) and other inculpatory and exculpatory evidence and does not restrict either party's ability to discuss the allegations under investigation or to gather and present relevant evidence.

The parties are permitted to have an advisor of their choice present during any grievance proceeding — who may be, but is not required to be, an attorney. TSU does not limit the choice or presence of an advisor for either party in any meeting or grievance proceeding. Except for participation in cross-examination during a live hearing, an advisor's role is limited to advising and may not otherwise include participating in the meeting or proceeding.

TSU provides written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with enough time for the party to prepare to participate.

TSU allows both parties an equal opportunity to inspect and review evidence obtained during the investigation that is directly related to the allegations, including evidence TSU does not intend to rely on inculpatory or exculpatory evidence, whether from a party or another source, so each party can meaningfully respond before the investigation concludes. Prior to completing the investigative report, the investigator sends each party and their advisor the evidence subject to inspection and review, electronically or as a hard copy; the parties have ten (10) business days to submit a written response, which the investigator considers before completing the report. All such evidence must also be made available at any hearing, so each party has equal opportunity to refer to it, including for cross-examination.

Final Investigative Report and Determination Regarding Responsibility

The investigator creates an investigative report that fairly summarizes relevant evidence, including the complainant's allegations, the respondent's response, corroborating or non-corroborating witness statements, review of other evidence, conclusions that may be drawn, and recommendations about disposition. The report is forwarded to the General Counsel or designee for legal sufficiency review. At least ten (10) days prior to a hearing or other determination, the report is sent to each party and their advisor for review and written response.

The decision-maker(s) must issue a written determination regarding responsibility using a preponderance-of-the-evidence standard. The written determination must include:

- Identification of the allegations potentially constituting sexual harassment
- A description of the procedural steps taken from receipt of the formal complaint through determination, including notifications, interviews, site visits, evidence-gathering methods, and hearings held
- Findings of fact supporting determination
- Conclusions regarding the application of TSU's sexual misconduct or other applicable policy to the facts
- A statement of, and rationale for, the result as to each allegation, including the determination regarding responsibility; any disciplinary sanctions imposed on the respondent; whether remedies will be provided to the complainant; and the procedures and permissible bases for appeal

The written determination is provided to the parties simultaneously. It becomes final on the date TSU provides the parties with the written determination of an appeal's result (if an appeal is filed), or, if no appeal is filed, the date on which an appeal would no longer be considered timely.

Timeframe for Conducting the Investigation

1. Every reasonable effort is made to conclude the investigation within sixty (60) calendar days following receipt of the complaint. Absent good cause, the investigator is expected to conclude the investigation and notify the parties in writing of the investigative report determination within that timeframe.
2. If the investigator determines additional time is needed, both parties are notified in writing of the delay, the anticipated conclusion date, and the reasons for the delay.
3. If either party needs additional time in connection with their participation, they must request it in writing to the investigator or Title IX Coordinator, including the reasons and the number of additional days needed.
4. The investigator makes every reasonable effort to respond to a request for additional time within two (2) business days of receipt and notifies both parties in writing whether the request is granted.

Institutional Hearing

At least ten (10) days after the completion of the investigative report and its distribution to the parties and their advisors (if any), TSU convenes a live hearing. The hearing may be held before a hearing officer or hearing committee; the President determines, in their sole discretion, which format to use and appoints individuals to serve in those capacities.

If either party believes a hearing officer or committee member has a conflict of interest, they must submit a written explanation to the President within three (3) business days, absent good cause, of when they knew or should have known the relevant facts. The President determines whether the facts warrant appointing a different investigator and responds in writing within three (3) business days, absent good cause; the President's decision is final.

Every reasonable effort is made to conclude the hearing and resolve any appeal (including to the Vice President or designee) within forty-five (45) days following completion of the investigative report, absent good cause. The hearing officer may allow a temporary delay or limited extension of timeframes for good cause, with written notice to both parties of the delay/extension and reasons, which may include the absence of a party, advisor, or witness; concurrent law enforcement activity; or the need for language assistance or disability accommodation.

During the hearing, the decision-maker observes the following procedures:

- **Location:** Hearings may be conducted with all parties physically present in the same location or, at TSU's discretion, with any or all parties, witnesses, and participants appearing virtually via technology enabling simultaneous sight and sound.
- **Separation of parties:** At either party's request, the hearing occurs with the parties in separate rooms, using technology enabling the decision-maker and parties to simultaneously see and hear the party or witness answering questions.
- **Advance notice:** At least 72 hours before the hearing, TSU provides both parties written notice of the time, place, date, and electronic access information (if applicable); the name of each witness expected to be present; the right to request a copy of the investigative file; and the right to request copies of documents and electronically stored information, and access to tangible evidence in TSU's possession, custody, or control that may be used to support claims or defenses.
- **Cross-examination:** Each party's advisor may ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility, conducted directly, orally, and in real time — never by a party personally. If a party has no advisor present, TSU provides one at no charge to conduct cross-examination on that party's behalf.
- **Relevance:** Only relevant questions may be asked. Before a party or witness answers, the decision-maker must first determine whether the question is relevant and must explain any decision to exclude a question as not relevant.
- **Complainant's prior sexual behavior:** Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, except where offered to prove that someone other than the respondent committed the alleged conduct, or where they concern specific incidents of the complainant's prior sexual behavior with the respondent and are offered to prove consent.
- **Exclusion of evidence not subject to cross-examination:** If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination; however, no inference regarding responsibility may be drawn solely from a party's or witness's absence or refusal to answer questions.

- **Recording:** TSU creates an audio or audiovisual recording or transcript of any live hearing and makes it available to the parties for inspection and review.

Formal Complaint, Dismissal, and Consolidation

Only a complainant or the Title IX Coordinator may file a formal complaint. Upon receipt, TSU provides the parties written notice of the allegations potentially constituting sexual harassment, including enough detail known at the time and enough time to prepare a response before any initial interview — including the identities of the parties involved (if known), the conduct allegedly constituting sexual harassment, and the date and location of the alleged incident (if known). The written notice also states that:

- The respondent is presumed not responsible for the alleged conduct, and a determination regarding responsibility will be made at the conclusion of the grievance process
- The parties may have an advisor of their choice (who need not be an attorney), whose role is limited to rendering advice and, at a live hearing, cross-examining the other party or witnesses
- The parties may inspect and review evidence
- Any provision in the code of conduct that prohibits knowingly making false statements or knowingly submitting false information during the grievance process

If, during an investigation, TSU decides to investigate allegations not included in the original written notice, TSU provides written notice of the additional allegations to the parties whose identities are known.

Dismissal of a Formal Complaint

Mandatory Dismissal — In consultation with the General Counsel or designee, TSU must dismiss a formal complaint with regard to alleged conduct that would not constitute sexual harassment under this policy even if proved; did not occur in TSU's education program or activity; or did not occur against a person present in the United States at the time of the alleged conduct.

Permissive Dismissal — In consultation with the General Counsel or designee, TSU may dismiss a formal complaint or any allegations therein if, at any time during the investigation or hearing, the complainant notifies the Title IX Coordinator in writing of a wish to withdraw the complaint or allegations; the respondent is no longer enrolled or employed by TSU; or specific circumstances prevent TSU from gathering sufficient evidence to reach a determination.

If appropriate, the Title IX Coordinator forwards allegations dismissed under either provision to the appropriate administrative office for review and, if appropriate, additional action under other University rules and procedures. Following a mandatory or permissive dismissal, the Title IX Coordinator promptly sends written notice of the dismissal and the reason(s) simultaneously to the parties.

Consolidation — TSU may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, by more than one complainant against one or more respondents, or by one party against the other, where the allegations arise out of the same facts or circumstances.

Available Sanctions and Remedies

The possible disciplinary sanctions TSU may implement following a determination of responsibility vary based on the respondent's status:

- **Employees:** Warning, reprimand, suspension, demotion, termination, or other sanction as deemed appropriate.
- **Students:** Possible sanctions are found in TSU's Student Conduct Rule (see Section VI, Judicial Conduct / Student Conduct).

VII. Title IX and Sexual Misconduct (continued)

Sexual Misconduct: Rights and Options

Regardless of whether a complainant elects to pursue a criminal complaint, Tennessee State University will make efforts to assist and notify both the complainant and respondent of their rights as members of the TSU community. TSU will assist victims of sexual misconduct and will provide each victim and accused party with a written explanation of their rights as a member of Tennessee State University (see www.tnstate.edu/equity/).

Complainants of sexual assault are strongly encouraged not to change or destroy clothing; shower, bathe, or wash their hands; use the toilet; brush their teeth; or otherwise clean up. If the assault occurred in the complainant's home or residence hall, they should not rearrange or clean the area. It is important for the complainant to seek medical attention immediately so they can be screened for sexually transmitted infections, pregnancy, and drug-facilitated assault substances; obtain emergency contraception; and receive treatment for physical injuries. Valuable physical evidence can be obtained from the complainant or their clothing.

TSU complies with Tennessee law in recognizing orders of protection. Any person who obtains an order of protection from Tennessee or any other state should provide a copy to University Police and the Office of Institutional Compliance (or successor office). That person may then meet with University Police to develop a Safety Action Plan — a plan to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to, escorts, special parking arrangements, a temporary university-provided cellphone (911-call capability only), changing classroom location, or allowing the student to complete assignments remotely.

Protection-from-abuse orders may be available through the Tennessee Courts Self-Help Center (Order of Protection forms), and additional information is available from the Tennessee Coalition to End Domestic & Sexual Violence — Legal Resources (tncoalition.org/resources/legal-resources.html).

It is the responsibility of the responding officer(s) at the scene of a sexual misconduct incident — including dating violence, domestic violence, sexual assault, or stalking — to provide immediate assistance to the victim(s), including informing them of their rights and assisting with obtaining an order of protection, restraining order, or other similar lawful order issued by a court or the institution.

Tennessee State University does not publish the names of crime victims, nor maintain personally identifiable information about victims, in the University Police Daily Crime Log or in any online reporting.

A complainant may request that their directory information be withheld from public sources by contacting the Office of the Registrar (records@tnstate.edu; 615-963-5300).

Rights of Crime Victims in the Tennessee Court System

In the Tennessee court system, a victim of domestic violence, dating violence, sexual assault, or stalking has the right to: confer with the prosecution; be free from intimidation, harassment, and abuse throughout the criminal justice system; be present at all proceedings the defendant has the right to attend; be heard, when relevant, at all critical stages of the criminal justice process as defined by the General Assembly; be informed of all proceedings and of the release, transfer, or escape of the accused or convicted person; a speedy trial or

disposition and a prompt, final conclusion of the case after conviction or sentencing; restitution from the offender; and to be informed of each of these rights.

Confidentiality Considerations

Tennessee State University encourages survivors of sexual violence to talk to somebody about what happened, so survivors can get the support they need and the University can respond appropriately. Different employees on campus have different abilities to maintain a survivor's confidentiality. TSU will keep confidential any supportive measures provided to the complainant or respondent, to the extent that doing so does not impair TSU's ability to provide those measures.

The University remains mindful of the survivor's well-being and takes ongoing steps to protect the survivor from retaliation or harm and works with the survivor to create a safety plan. Retaliation against a survivor — whether by students or University employees — will not be tolerated. The University also assists the survivor in accessing available advocacy, academic support, counseling, disability, health or mental health services, and legal assistance both on and off campus, and provides this information in writing. The University provides other security and support, which may include a no-contact order or help arranging a change of living or working arrangements, course schedules, or assignment adjustments (including for the alleged perpetrator pending the outcome of an investigation). The University informs the survivor of the right to report a crime to campus or local law enforcement and provides assistance if the survivor wishes to do so.

Know Your Options: Privileged and Confidential Communications

- **Professional Counselors and Health Care Providers —** Generally required to maintain near-complete confidentiality; conversations are sometimes called a "privileged communication." These include licensed professional counselors (and those acting in that role under supervision of a licensed counselor) and healthcare providers such as doctors and nurses, who are not required to report information about an incident to the Title IX Coordinator without the survivor's permission.
- **Responsible Employees —** Required to report all details of an incident (including the identities of both the complainant and respondent) to the Title IX Coordinator. A report to a responsible employee constitutes actual knowledge by the University and requires the University to respond promptly in a manner that is not deliberately indifferent.

This information helps students understand the various reporting and confidential disclosure options available to them, so they can make informed choices about where to turn if they experience sexual harassment or sexual violence. TSU encourages survivors to talk to someone identified in one or more of these groups.

Confidential Resource	Contact Information
TSU Counseling Center — Main Campus, Floyd Payne Student Center, Room 304	615-963-5611 | www.tnstate.edu/counseling
TSU Student Health Services — Main Campus, Floyd Payne Student Center, Room 304	615-963-5291 | studenthealthservices@tnstate.edu

Reporting to Responsible Employees

1. When a complainant tells a responsible employee about an incident of sexual violence, the complainant has the right to expect the University to respond promptly in a manner that is not deliberately indifferent.

2. A responsible employee must report to the Title IX Coordinator all relevant details about the alleged sexual violence shared by the complainant, including the names of the complainant and respondent(s), any witnesses, and other relevant facts, including date, time, and specific location of the alleged incident.
3. To the extent possible, information reported to a responsible employee is shared only with people responsible for handling the University's response. A responsible employee should not share information with law enforcement without the complainant's consent unless the complainant has also reported the incident to law enforcement.

The following offices are designated to receive complaints of sexual violence and sexual harassment at TSU (the Title IX Coordinator may designate others, in consultation with the General Counsel or designee):

- Office of Institutional Compliance (Title IX Coordinator) — General Services Building, 2nd Floor (access from Heiman St.), Main Campus, 615-963-7435, www.tnstate.edu/eeoaa
- TSU Police Department — Queen Washington Building, 1st and 2nd Floor, Main Campus, 615-963-5171, www.tnstate.edu/police

TSU employees have responsibilities when they receive student reports of sexual violence. Due to the profound impact sexual violence has on students and the campus community, faculty and other University staff must immediately report all incidents of sexual violence to the Office of Institutional Compliance. Employees who receive such reports should review the Sexual Assault Reporting Protocol and Guidelines for Reporting Sexual Violence to determine how to appropriately respond. However, any student who reports a sexual assault to a professional within the University Counseling Center or Health Services is protected by privilege and confidentiality, and the matter proceeds through the University's investigative process only at the request of the reporting student.

If the student requests that the assault be reported, the staff member makes the report to the Office of Institutional Compliance (OIC) immediately. Mandatory reporters must report names, if known, and all relevant details, so the University can take steps to address the matter promptly and resolve it fairly. Conversations with mandatory reporters are otherwise kept private to the extent possible and disclosed only to those with a need or right to know.

Before a mandatory reporter receives information regarding an instance of sexual misconduct, they should seek to confirm that the reporting party understands the employee's reporting obligations and, if the reporting party wants to maintain confidentiality, direct them to a confidential resource. If a victim wants to tell a mandatory reporter about an incident but does not want it investigated or their name disclosed, the employee will explain that the University will consider the request but cannot guarantee it can be honored; the mandatory reporter will inform OIC of the victim's request for confidentiality when reporting the incident. Mandatory reporters will not pressure a victim or other reporting party to request confidentiality or to make a full report.

Mandatory reporters can also report sexual misconduct directly through Maxient: https://cm.maxient.com/reportingform.php?TNStateUniv&layout_id=61.

The Office of Institutional Compliance (OIC) created a campaign around the phrase "Know, Report, Support" to encourage bystanders to report Title IX violations around campus, and Title IX posters have been installed in high-traffic areas across campus. TSU has zero tolerance for retaliation against anyone who reports or participates in a Title IX investigation. Students may file reports with the Title IX Coordinators and with the police department.

A Note on Confidential Resources Generally

Confidential resources include licensed professional counselors and mental health providers (such as those at the Counseling Center and the Employee Assistance Program), pastoral counselors acting in that capacity, and medical professionals acting in a patient-care role (such as those at the Student Health Center or other clinics or hospitals). These confidential resources do not report information about an incident to the Title IX Coordinator or anyone else without the permission of the person consulting them. Off-campus counselors and health care providers will also generally maintain confidentiality and not share information with the University unless the person consulting them requests disclosure and signs a consent or waiver form. However, under state or federal law, all resources may have other reporting obligations — for example, healthcare providers must notify law enforcement when someone seeks treatment for injuries caused by a violent crime, including sexual assault, and all persons must notify law enforcement upon receiving a report of sexual abuse of a minor. Anyone who first uses a confidential resource may later decide to make a report to a non-confidential resource, such as OIC or law enforcement.

A non-exhaustive list of mandatory reporters, and additional information regarding sexual misconduct on TSU's campus, is contained in the Sexual Misconduct Policy (www.tnstate.edu/eeoaa/TSU%20Sexual%20Misconduct%20Policy%2082415.pdf). Mandatory reporters are required to report possible policy violations to the Title IX Coordinator in the Office of Institutional Compliance (615-963-7435 or www.tnstate.edu/equity).

Interim Measures TSU May Take

In situations requiring immediate action because of health or safety concerns, Tennessee State University will take any reasonable interim administrative action that is appropriate. Examples include, but are not limited to:

- Providing an escort to ensure the complainant can move safely between classes and activities
- Ensuring the complainant and respondent do not attend the same classes (a student respondent involuntarily removed from a class is entitled to the same due process provided to respondents placed on interim suspension under the Student Conduct Policy)
- Moving the complainant or respondent to a different residence hall (a student respondent involuntarily moved is likewise entitled to the same due process as interim suspension)
- Providing counseling services
- Providing or assisting in providing medical services
- Providing academic support services, such as tutoring
- Arranging for the complainant to re-take a course or withdraw from a class without penalty, ensuring changes do not adversely affect the complainant's academic record

Resources and Support: Immediate and Ongoing Assistance

Any member of the TSU community who has experienced or been impacted by sexual misconduct — including prior to their affiliation with TSU — may seek immediate and/or ongoing assistance from the resources below, whether or not they choose to make a report to the Office of Institutional Compliance or law enforcement, or to participate in an investigation. The Office of Institutional Compliance provides a variety of resources and options that may be helpful even if a complaint is not filed.

Category	Resource — Contact
Law Enforcement — not confidential; TSUPD is a mandatory reporter	Tennessee State University Police Department: 615-963-5171 Metro Nashville Police Department: 615-862-8600 (Emergency: 911)
Medical Service Providers — confidential*	Student Health Services: 615-963-5291 *Required to notify law enforcement when someone seeks treatment for injuries caused by a violent crime.
Counseling Services — confidential	Students — Counseling Center: 615-338-6341 ext. 9111 Faculty & Staff — Employee Assistance Program (Here4TN): 1-855-437-3486
Additional Support for Students — mandatory reporters	Office of Student Conduct/Mediation Services: 615-963-4891 Office of Residence Life: 615-963-1461 Women's Center: 615-963-5621 Office of Student Activities: 615-963-5250
Community Resources — no mandatory report to TSU	Sexual Assault Center Hotline: 1-800-879-1999 YWCA Crisis and Information Line: 615-242-1199 St. Thomas Midtown Hospital ED: 615-284-5555 Nashville General Hospital at Meharry ED: 615-341-4000 TriStar Centennial Medical Center ED: 615-342-1000 Sexual Assault Center of Nashville: 615-259-9055 National Sexual Assault Hotline: 800-656-4747

TSUPD officers conduct a preliminary investigation of all crimes occurring on campus and make notification to local police when required. If technical expertise or additional investigative help is needed, the local police agency or the Tennessee Bureau of Investigation may be called to assist, at the discretion of the investigating officer. If a crime occurs off campus, the Metropolitan Nashville Police Department is the primary investigative agency, with TSUPD officers providing support if needed. Officers understand that questioning can be difficult for victims, and that a victim may request the presence of a support person during police interviews.

Criminal Investigation and Charges

The Tennessee State University Police Department is required by law to provide information on most sexual assaults and other felonies to the local police department and the local District Attorney; in most cases, however, the decision to pursue criminal charges rests with the victim.

If the victim chooses to pursue criminal charges, a lawyer from the local District Attorney's Office provides state representation throughout the proceedings. A lawyer from the District Attorney's Office and/or a personal attorney may also provide legal advice to assist the victim in deciding on prosecution. If the victim chooses to pursue criminal prosecution and the assailant can be apprehended, the suspect is taken before a magistrate and charged with the appropriate offense.

TSU faculty and staff will only notify TSUPD if the student requests law enforcement assistance. Time is a critical factor for evidence collection and preservation. Filing a police report with a TSU Police Officer does not obligate the victim to prosecute, nor does it subject the victim to scrutiny or judgmental opinions from officers. Filing a police report will:

- Provide the opportunity for collection of evidence helpful in prosecution that cannot be obtained later (a victim should ideally not wash, douche, use the toilet, or change clothing prior to a medical/legal exam). TSUPD maintains property and evidence control procedures that support investigative efforts,

assist successful prosecution, facilitate timely return of property to its rightful owner, and protect the department's reputation for honesty and integrity

- Ensure the victim has access to free, confidential counseling from counselors specifically trained in sexual misconduct crisis intervention, including sexual assault and intimate partner violence

The University will arrange appropriate interim measures (academic, residential, or otherwise) for a student who has filed a complaint alleging a Sexual Misconduct Policy violation and will take other interim actions appropriate to ensure campus safety and security. It is not necessary to file a police report to receive interim measures, counseling, or support services.

VIII. Division of Student Affairs

Steps for Filing a Complaint/Grievance for Faculty and Staff

Step 1: Discussion with Immediate Supervisor

The employee should state in writing the basis for the complaint or grievance and the corrective action requested, citing facts, times, dates, and specific events, presented in reasonable and temperate terms. The employee and supervisor discuss the complaint in an attempt to resolve the matter. The supervisor conducts any necessary investigation and informs the employee of a decision, based on full and fair consideration of the facts, within five (5) working days of the initial discussion, and ensures the decision is clearly communicated.

If the employee is satisfied, no additional action is required. If not satisfied, the employee may proceed to Step 2. If no decision is communicated within five working days, the employee may proceed directly to Step 2. (This procedure applies only to complaints about an immediate supervisor; all others proceed directly to Step 3.)

Step 2: Discussion with Higher-Level Supervisor

If the employee and immediate supervisor cannot reach a mutually satisfactory resolution, the employee may discuss the matter with the next higher-level supervisor within five (5) working days of the immediate supervisor's decision. Failure to comply with this step in a timely manner is deemed a waiver, and the complaint may not be raised again. The same procedure as Step 1 is followed. If satisfied, no further action is required; if not, the employee may proceed to Step 3 (or directly if no decision is communicated within five working days).

Step 3: Written Statement — Official Grievance/Complaint Form

If resolution is not reached, the employee may file a written grievance or complaint using the form available in the Human Resources Office, filed with the Director of Human Resources along with supporting documentation. For allegations of unlawful discrimination, a written statement must be filed with the Director of Equal Employment Opportunity/Affirmative Action (EEO/AA); such records are retained in the EEO/AA office. The grievance must be filed within five (5) working days of the higher-level supervisor's decision, or it is deemed waived.

A copy of all documentation is given to both the supervisor and the next-higher supervisor. The Director of Human Resources attempts to mediate the matter toward an agreed solution. If no solution is reached, the Director prepares a written synopsis identifying the areas of continuing disagreement and a suggested solution or recommendation, submitted to the President for review.

Upon receipt, the President, in consultation with the appropriate Vice President, reviews all pertinent information within ten (10) working days. The President's decision is directed to the employee, with copies provided to all parties involved. Grievances that cannot be resolved may be referred to a grievance committee at the request of the grieved person, who may choose committee review when other attempts have failed or would clearly be futile. Within ten (10) working days of receiving a request for committee review, the President appoints the grievance committee.

Reporting Sexual Assault or Violence

Students, faculty, and staff may also report sexual assault/violence to:

- Tennessee State University Police Department — 3500 John Merritt Blvd., Queen Washington Bldg., 2nd Floor, Nashville, TN 37209 — (615) 963-5171 (non-emergency); 911 for emergencies — www.tnstate.edu/police/

Students are also encouraged to contact the following offices for assistance:

- University Counseling Center — 615-963-5611
- Student Conduct & Judicial Affairs — 615-963-4891
- Crime Prevention Counselor — 615-963-6601
- Office of Institutional Compliance — 615-963-7435
- Sexual Assault Center of Nashville — 615-259-9055
- National Sexual Assault Hotline — 800-656-4747
- Title IX / Sex Discrimination in Educational Institutions — TSU website

Drugs and Alcohol on Campus

Information regarding TSU's prevention and education programs, resources, policies, and applicable laws can be found in the Student Code of Conduct (www.tnstate.edu/mediation/) and the Personnel Handbook (www.tnstate.edu/hr/).

Substance Abuse — Drug-Free Campus Policy

Any student or employee found in violation of TSU's drug and alcohol policy (without proper authority) may be subject to one or more of the disciplinary sanctions described in Section VI, Judicial Conduct / Student Conduct. Tennessee State University reserves the right to exercise discretion in imposing disciplinary sanctions.

The use or possession of alcoholic beverages on campus or at any University-sponsored activity may result in required participation in a drug or alcohol treatment/rehabilitation program, and may lead to probation, suspension, expulsion, termination, or referral to local police for criminal prosecution.

Each student has a responsibility to pursue academic endeavors in a safe and conscientious manner, free from the effects of alcohol and other performance-impairing substances. TSU has instituted this policy to address the risk of substance abuse and to maintain a high standard of academic achievement and integrity.

The Tennessee State University Counseling Center provides an ongoing Alcohol and Substance Use Restitution Class, in partnership with the Office of Student Conduct, serving students referred by the Office of Student Conduct or self-referred due to alcohol or substance use/abuse. This intervention program helps students identify, engage, and address high-risk substance use, encouraging reduction of risky behaviors and identification of personal risk factors. Students are screened using the Cannabis Use Disorders Identification Test-Revised (CUDIT-R), the Alcohol Use Disorders Identification Test (AUDIT-C), or the Drug Abuse Screening Test (DAST-10).

Purpose

Tennessee State University regards substance abuse (alcohol and chemical dependencies) as an illness that may respond to medical treatment. This policy allows any student suffering from this illness the opportunity to receive the same careful consideration and referral for treatment as those with other illnesses. Student status will not be jeopardized by a voluntary request or referral for diagnosis and treatment of alcoholism or chemical dependency.

Definition

Alcohol and chemical dependencies are defined as illnesses in which a student's use of alcohol or other chemicals interferes with academic and/or clinical performance, interpersonal skills, and relationships.

Policy

- When a student is suspected of having an alcohol or chemical dependency problem, it should be discussed with the Student Affairs Office in the respective school and/or the Counseling Center; as with any apparent medical problem, the student should be referred to a physician for professional evaluation to determine whether treatment is required
- When a student's performance is unsatisfactory and it has been medically determined that alcohol or chemical dependency is at least partly the cause, the student must accept referral and agree to a treatment program. Continued unsatisfactory performance may result in administrative leave of absence, with re-evaluation prior to reinstatement
- Failure to follow through with a referral for medical evaluation and/or treatment is cause for appropriate disciplinary sanctions, including dismissal; this information is treated as confidential
- Each student who observes or has knowledge of another student in a condition that impairs their academic performance, poses a hazard to the safety and welfare of others, or otherwise violates this policy has a responsibility to promptly report that fact to the Student Affairs Office in the respective school and/or Counseling Center
- Any student present on campus or at an affiliated institution in an intoxicated condition due to illegal drug use or alcohol consumption is subject to disciplinary sanctions, including possible dismissal
- Off-campus use of alcohol or illegal drugs that results in impaired academic performance or interpersonal relationships may be grounds for disciplinary sanction, including possible dismissal
- The illegal use, sale, or possession of narcotics, drugs, or controlled substances on university and/or hospital premises are grounds for disciplinary sanction, including possible dismissal; a criminal conviction for illegal sale of narcotics, drugs, or controlled substances off campus is also grounds for disciplinary sanction, including possible dismissal
- Where there is reasonable suspicion of a policy violation, and at the institution's discretion, vehicles, lockers, pocketbooks, and related personal items may be searched without prior notice to ensure an environment free of illegal drugs or alcohol; a student found with illegal drugs and/or drug paraphernalia in their possession, vehicle, or personal area is subject to immediate disciplinary sanctions, including dismissal

Code of Conduct

Drunkenness, distribution, or possession of alcoholic beverages and/or the unlawful use, possession, or distribution of illicit drugs on campus is prohibited. It is a violation of the Student Code of Conduct to possess, distribute, or consume alcoholic beverages and/or any illegal drug on campus. Violations result in the imposition of one or more disciplinary actions set forth in the Substance Abuse Policy and Drug-Free

Workplace Statement, and may result in severe criminal penalties under local, state, and federal law; federal legislation requires that these penalties be set forth in writing.

Smoking Policy

As an institution committed to quality health care services and health professions education, Tennessee State University provides an environment conducive to good health. As of January 1, 2009, the TSU campus is considered "smoke-free": no smoking is allowed anywhere on campus, and the sale of any and all tobacco products is prohibited on campus.

Counseling and Rehabilitation for Substance Abuse

The Tennessee State University Counseling Services Center provides counseling and rehabilitation services to students with a substance abuse problem; other area treatment programs are also available. For information, call (615) 963-5611 or (615) 338-6341 ext. 9111.

IX. Campus Crime Statistics

Explanation of Reported Crime Categories

Criminal Homicide

- **Manslaughter by Negligence —** The killing of another person through gross negligence.
- **Murder and Non-Negligent Manslaughter —** The willful (non-negligent) killing of one human being by another.

Sex Offenses

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

- **Rape —** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- **Fondling —** The touching of the private parts of another person for sexual gratification, without consent, including where the victim cannot consent due to age or temporary/permanent mental incapacity.
- **Incest —** Sexual intercourse between persons related within the degrees wherein marriage is prohibited by law.
- **Statutory Rape —** Sexual intercourse with a person who is under the statutory age of consent.

Other Reportable Offenses

- **Burglary —** The unlawful entry of a structure to commit a felony or theft, including unlawful entry with intent to commit larceny or felony, breaking, and entering with intent to commit larceny, housebreaking, safecracking, and attempts to commit any of these.
- **Robbery —** Taking or attempting to take anything of value from the care, custody, or control of a person by force, threat of force or violence, and/or by putting the victim in fear.
- **Aggravated Assault —** An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury, usually accompanied by a weapon or means likely to produce death or great bodily harm. Injury need not actually result when a weapon is used that could produce serious personal injury if the crime were completed.
- **Motor Vehicle Theft —** The theft or attempted theft of a motor vehicle, including vehicles taken by people without lawful access, even if later abandoned (including joyriding).
- **Arson —** Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another.
- **Hate Crimes —** Incidents in which prejudice based on race, religion, sexual orientation, gender identity, disability, or ethnicity motivates, in whole or in part, the commission of a crime. Hate crimes are a subset of the total of all other reported categories and are those that meet the FBI's definition.
- **Liquor Law Violations —** Violation of laws or ordinances prohibiting the manufacture, sale, transport, furnishing, or possession of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and attempts to commit any of the foregoing. (Drunkenness and driving under the influence are not included in this definition.)

- **Drug Abuse Violations —** Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, or making of narcotic drugs, including opium or cocaine and their derivatives; marijuana; synthetic narcotics; and dangerous non-narcotic drugs.
- **Weapon Law Violations —** Violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; and attempts to commit any of the foregoing.
- **Hazing —** Any intentional, knowing, or reckless act committed by a person, individually or with others, against another person, regardless of the victim's willingness or consent to participate. (See Section VI for the full policy.)

Domestic Violence, Dating Violence, and Stalking

For Clery Act purposes, domestic violence is a felony or misdemeanor crime of violence committed:

- By a current or former spouse or intimate partner of the victim
- By a person with whom the victim shares a child in common
- By a person cohabiting with, or who has cohabited with, the victim as a spouse or intimate partner
- By adults or minors related by blood or adoption
- By a person similarly situated to the spouse of the victim under Tennessee's domestic or family violence laws
- By any other person against an adult or youth victim who is protected from that person's acts under Tennessee's domestic violence laws

Tennessee state law defines domestic violence as any criminal offense involving violence or physical harm, or threat of violence or physical harm, committed by one family or household member against another (Tenn. Code Ann. § 39-13-111). It is the responsibility of the responding officer(s) at the scene of a domestic violence incident to provide immediate assistance to the victim(s), including informing them of their rights and assisting with obtaining an order of protection, restraining order, or other similar lawful order. It is TSUPD policy to provide a list of domestic abuse shelters and programs available to victims.

Tennessee state law defines dating violence as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim (Tenn. Code Ann. § 39-13-111). The existence of such a relationship is determined based on the reporting party's statement and consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the people involved. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse and does not include acts covered under the definition of domestic violence. Any incident meeting this definition is considered a crime for Clery Act reporting purposes.

Stalking is engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress. "Course of conduct" means two or more acts, including acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. "Reasonable person" means a reasonable person under similar circumstances and with similar identities to the victim. "Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Any incident meeting this definition is considered a crime for Clery Act

reporting purposes. Tennessee state law defines stalking as intentionally and repeatedly following or harassing a person in a manner that causes fear (Tenn. Code Ann. § 39-17-315).

Consent, for purposes of these definitions, is a voluntary yielding to what another proposes or desires — agreement, approval, or permission regarding some act or purpose, given voluntarily by a competent person.

Tennessee State University Crime Statistics

The following tables present reportable crime statistics for calendar years 2023, 2024, and 2025, broken out by location category (On-Campus, Student Housing, Non-Campus, and Public Property), consistent with Clery Act reporting requirements.

Criminal Offenses

Offense	Location	2023	2024	2025
Murder / Non-Negligent Manslaughter	On-Campus	0	0	0
	Student Housing	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Manslaughter by Negligence	On-Campus	0	0	0
	Student Housing	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Rape	On-Campus	0	0	0
	Student Housing	2	2	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Fondling	On-Campus	0	0	1

Offense	Location	2023	2024	2025
	Student Housing	1	3	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Incest / Statutory Rape	On-Campus	0	0	0
	Student Housing	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Robbery	On-Campus	0	0	0
	Student Housing	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Aggravated Assault	On-Campus	2	2	3
	Student Housing	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Burglary	On-Campus	0	0	0
	Student Housing	4	1	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Motor Vehicle Theft	On-Campus	1	0	0
	Student Housing	0	2	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Arson	On-Campus	0	0	0
	Student Housing	0	0	0
	Non-Campus	0	0	0
	Public Property	0	0	0

Liquor, Drug, and Weapon Law Violations

Offense	Location	2023	2024	2025
Liquor Law Violations — Arrests	On-Campus	1	0	0
	Student Housing	9	8	0
	Non-Campus	0	0	0

Offense	Location	2023	2024	2025
	Public Property	0	0	0
Liquor Law Violations — Referrals	On-Campus	0	0	0
	Student Housing	2	1	0
	Non-Campus	0	0	0
	Public Property	0	0	0
Drug Related Violations — Arrests	On-Campus	0	0	0
	Student Housing	5	4	5
	Non-Campus	0	0	0
	Public Property	0	0	0
Drug Related Violations — Referrals	On-Campus	0	0	0
	Student Housing	17	17	15
	Non-Campus	0	0	0
	Public Property	0	0	0
Weapon Law Violations — Arrests	On-Campus	0	2	2
	Student Housing	0	2	2
	Non-Campus	0	0	0
	Public Property	0	0	0
Weapon Law Violations — Referrals	On-Campus	0	0	0
	Student Housing	2	2	2
	Non-Campus	0	0	0
	Public Property	0	0	0

VAWA Offenses

Offense	Location	2023	2024	2025
Domestic Violence	On-Campus	0	3	0
	Student Housing	3	3	2
	Non-Campus	0	0	0
	Public Property	0	0	0
Dating Violence	On-Campus	0	0	0
	Student Housing	3	2	3
	Non-Campus	0	0	0

Offense	Location	2023	2024	2025
	Public Property	0	0	0
Stalking	On-Campus	0	0	0
	Student Housing	2	2	2
	Non-Campus	0	0	0
	Public Property	0	0	0

Hate Crimes

The Clery Act requires reporting of incidents where the offender's bias against a person or property motivates them, in whole or in part, to commit the crime. This includes bias based on race, gender, religion, national origin, sexual orientation, gender identity, disability, or ethnicity. Incidents that fall under both a bias-motivation and a criminal-offense/hate-crime category must be reported.

Year	Hate Crime Summary
2023	No hate crimes were reported on campus.
2024	No hate crimes were reported on campus.
2025	No hate crimes were reported on campus.

Note: The source records for this table listed "2022" and repeated "2024" rather than a clean 2023–2025 span. This table aligns the hate-crime disclosure with the three-year window used elsewhere in this report; TSUPD's Compliance Unit should confirm the correct year-by-year figures before publication.

X. Fire Safety Statistics

This section presents the fire safety system inventory, the residence hall fire drill log, and the annual fire-related damage report for on-campus student housing, as required by the Higher Education Opportunity Act. See Section V, Fire Safety, for TSU's fire safety policies and procedures.

Residence Hall Fire Safety Systems

Fire Detection System (Smoke/Heat/Ion)	Fire Suppression System	Fire Extinguishers Present	Redundant Fire Monitoring / Drills per Year
Yes — Full System	Yes	Yes	Yes / 2 drills per year

A partial system is defined as having sprinklers in common areas only; all TSU residence halls currently maintain full systems, monitored 24/7 by ADS Security Company and TSUPD.

Residence Hall Fire Drill Log

Residence Hall	Date	Type	Start Time	End Time	Assembly Location	Conducted By / Notes
NRC Apartments	11/05/2025	Announced	3:05 PM	3:22 PM	Basketball Pavilion	Residential Community Bldg. — TSUPD used lights
Ford Apartments	11/05/2025	Announced	3:30 PM	3:44 PM	Basketball Pavilion	Community Bldg. — TSUPD used vehicle lights
Hale Hall	3/06/2025	Announced	2:10 PM	2:19 PM	Parking Lot	TSUPD / OEM
Rudolph Hall	3/06/2025	Announced	2:25 PM	2:32 PM	Parking Lot	Residence Life / Housing
Boyd Hall	4/25/2025	Announced	3:25 PM	3:35 PM	Parking Lot	Residence Life / Housing
Watson Hall	4/25/2025	Announced	3:03 PM	3:15 PM	Parking Lot	Residence Life / Housing
Eppes Hall	4/25/2025	Announced	2:12 PM	2:26 PM	Grassy area near parking lot	Residence Life / Housing / TSUPD
Wilson Hall	11/05/2025	Announced	10:08 AM	10:20 AM	Staging area by old café	Residence Life
New Residence Center	9/14/2025	Announced	12:03 PM	12:22 PM	Parking Lot	Residence Life

All drills listed were announced. Two supervised fire drills are conducted per residence hall each year.

Annual Fire-Related Damage Report

The table below summarizes fire incidents in on-campus student housing for the current reporting year, consolidated from TSUPD and Residence Life fire log records.

Residence Hall	Total Fires in Building	Date of Incident	Cause of Fire	# of Injuries Requiring Medical Treatment	# of Deaths Related to Fire	Value of Property Damage
Eppes Hall — 3401 Alameda St.	1	8/27/2025	Faulty dryer	None	None	$10
Hale Hall — 3501 Clare Ave.	0	—	—	None	None	None
Ford Apts. A	0	—	—	None	None	None
Ford Apts. B	0	—	—	None	None	None
Ford Apts. C	0	—	—	None	None	None
Ford Apts. D	0	—	—	None	None	None
Rudolph Hall — 3505 Clare Ave.	0	—	—	None	None	None
Watson Hall — 3400 Alameda St.	0	—	—	None	None	None
Wilson Hall — 3504 John A. Merritt Blvd.	0	—	—	None	None	None
Boyd Hall — 3402 Alameda St.	0	—	—	None	None	None
New Residence Center, Apt. E	0	—	—	None	None	None
New Residence Center, Apt. F	0	—	—	None	None	None
New Residence Center, Apt. G	0	—	—	None	None	None
New Residence Center, Apt. H	0	—	—	None	None	None

Note: The source records for this reporting period contained three near-duplicate versions of this table with minor discrepancies in the recorded property-damage value ($10 vs. $0) and one inconsistent entry for Wilson Hall. This table consolidates those records using the majority-consistent values (one fire, Eppes Hall, $10 in damage). TSUPD's Compliance Unit should confirm the final figures against underlying incident reports before publication.

Student Housing Addresses

Building	Address
Eppes Hall	3401 Alameda St.
Hale Hall	3501 Clare Ave.
Rudolph Hall	3505 Clare Ave.
Watson Hall	3400 Alameda St.

Building	Address
Wilson Hall	3504 John A. Merritt Blvd.
Boyd Hall	3402 Alameda St.
FRC — Community Bldg. D	2700 W. Heiman St.
Ford Apts. Bldg. A	2902–2948 W. Heiman St.
Ford Apts. Bldg. B	3002–3098 W. Heiman St.
Ford Apts. Bldg. C	2802–2898 W. Heiman St.
NRC — Community Bldg. H	3100 W. Heiman St.
New Residence Center Bldg. E	3200–3248 W. Heiman St.
New Residence Center Bldg. F	3302–3348 W. Heiman St.
New Residence Center Bldg. G	3402–3450 W. Heiman St.

XI. Appendices

Security Awareness and Crime Prevention Programs

The Tennessee State University Police Department presents crime-prevention awareness programs to student groups, staff, and faculty on topics such as personal security, theft prevention, vandalism, alcohol use and abuse, and sexual assault (including date and acquaintance rape). Programs are normally presented upon request by calling (615) 963-6601. Students and employees are offered regular crime prevention awareness programming through new student/new employee orientations and residence hall programs.

During the academic year, TSUPD, the Counseling Center, Student Affairs, and other staff present programs on sexual assault, alcohol, and drug awareness, dating violence, conflict resolution, and other crime-prevention topics, emphasizing that awareness programs encourage students and employees to recognize their responsibility for their own security and that of others. For information on program availability, call the Crime Prevention Officer at 615-963-5928.

Programs and Services

- **Escort Service —** TSU Police Department provides an escort service for people walking on campus or to and from university-owned residences, generally during hours of darkness. Students, staff, and faculty are asked to walk with others when possible and to choose well-lit paths.
- **New Student Orientation —** Crime prevention measures and materials are shared, and questions answered during new student orientation meetings.
- **Personal Safety 1000 —** Sessions on personal safety, crime and violence prevention, crisis and emergency management planning, threat assessment, and residence hall safety, offered on campus; contact TSUPD at (615) 963-5171 for more information.
- **Residence Hall Security —** Hall security and safety are routinely discussed during registration.
- **Emergency Blue-Light Telephones —** Campus phones are located at strategic points across campus. In an emergency, pressing the red button connects the caller to a dispatcher while officer(s) are dispatched to the location.
- **Electronic Systems —** TSUPD monitors intrusion alarms campus-wide. A contracted vendor monitors all fire alarms on campus with a computerized monitoring system. Access to most campus facilities, including residence halls, is controlled through a card/key access control system.
- **Operation Identification —** Students are strongly encouraged to mark valuables with a driver's license number and record serial numbers, protecting valuable property. For information and the engraving tool, call 615-963-5171 or 615-963-5928.
- **RAD Self-Defense Classes —** This basic self-defense program is a 12-hour class offered to Tennessee State University and the community free of charge, taught over three days in 4-hour sessions.
- **Crime Prevention Materials —** Brochures and posters related to substance abuse, personal safety, seat belt use, motor vehicle and bicycle theft prevention, and residence and office security are distributed campus-wide.
- **Community Notification of Criminal Activity —** TSUPD routinely notifies the campus community of ongoing security concerns via University Communications email alerts.

R.A.D. FOR MEN SYSTEMS

R.A.D. RAPE AGGRESSION DEFENSE SYSTEMS®

Tennessee State's safety and security measures are designed to address every area of campus life, but a safe environment also depends on the awareness and cooperation of individual community members. Current information on crime prevention can be accessed through the TSU Crime Prevention website: www.tnstate.edu/police/crime_prevention.aspx.

Tips on Crime Prevention

Personal Safety

- Do not walk alone — there is safety in numbers
- Stay on populated, well-lit streets
- If you exercise at night, do so with a friend
- Dress for safety
- Take a RAD Self-Defense or other self-defense class
- Follow your intuition — trust your feelings
- If you see something or someone suspicious, go immediately to a safe location and contact Campus Security
- Use the escort service when moving around campus at night by yourself

At Home / In Your Residence

- During hours of darkness, have lights on at all entrances and close all blinds and shades
- Have good locks on doors — and use them
- Use only the first letter of your first name on mailboxes and in telephone directories

- Always keep your doors and windows locked
- Do not leave messages on your answering machine advertising that you are away
- Do not open the door to an unexpected visitor
- Ask to see photo identification of anyone who comes to your door (police, repair personnel, etc.) before opening the door
- Do not hide extra keys outside your residence
- Never give personal information to telephone solicitors
- Always look to see who is outside before opening your door
- Do not prop open doors for friends
- Never loan out a room key
- Lock the bathroom door behind you
- Lock outside doors and windows when leaving your room

Vehicle Safety

- Always be aware of your surroundings
- Keep your vehicle in good working condition and at least half full of gas
- Always park in visible, well-lit, busy areas
- Have your keys ready when you approach your vehicle
- When approaching your parked vehicle, visually inspect the area around and beneath it
- Always look in the rear floorboard before entering your vehicle
- Keep doors locked and windows closed
- Exercise caution when parking in underground or enclosed parking structures
- When stopped in traffic, allow space between your vehicle and the one in front so you can drive away if necessary
- If someone approaches your vehicle and attempts to get in, honk your horn and try to drive away
- Be cautious of individuals asking for directions
- Do not stop to assist stranded motorists — call for help instead
- Do not pick up hitchhikers
- If you have a flat tire, drive on until you reach a well-lit, well-traveled area
- When traveling, let someone know where you are going, your estimated time of arrival, and your route
- Never leave items of value in plain view inside your car

Risk Reduction

Risk reduction options are designed to decrease perpetration and bystander inaction, and to increase empowerment for victims, in order to promote safety and help individuals and communities address conditions that facilitate violence. Options for risk reduction include avoiding walking alone at night; walking with purpose; being familiar with your surroundings; do not overload yourself with books and bags; trust your instincts concerning unsafe or uncomfortable situations; make sure your cell phone is charged; and go in groups to social events.

Quick-Reference Contact Directory

Office / Resource	Phone
TSU Police Department (Emergency & Non-Emergency)	615-963-5171
Metro Nashville Police Department (Emergency)	911
Metro Nashville Police Department (Non-Emergency)	615-862-8600
TSU Office of Emergency Management	615-963-1469
Office of Institutional Compliance / Title IX Coordinator	615-963-7435
University Counseling Center	615-963-5611
Student Health Services	615-963-5291
Student Conduct & Judicial Affairs	615-963-4891
Crime Prevention Officer	615-963-5928 / 615-963-6601
Office of Residence Life	615-963-1461
Women's Center	615-963-5621
Office of Student Activities	615-963-5250
Office of the Registrar	615-963-5300
Office of Student Affairs (hazing reports)	615-963-5643
Sexual Assault Center of Nashville	615-259-9055
National Sexual Assault Hotline	800-656-4747
Tennessee Sex Offender Registry Information Line	1-888-837-4170

Publication Statement

This report was researched, produced, edited, and published in its entirety by the Tennessee State University Police Department, Compliance Unit, in consultation with other authoritative sources.

No part of this report may be altered, edited, rewritten, or otherwise transcribed without written permission from the President, Vice President for Administration, or Assistant Vice President/Chief of Police of Tennessee State University.