

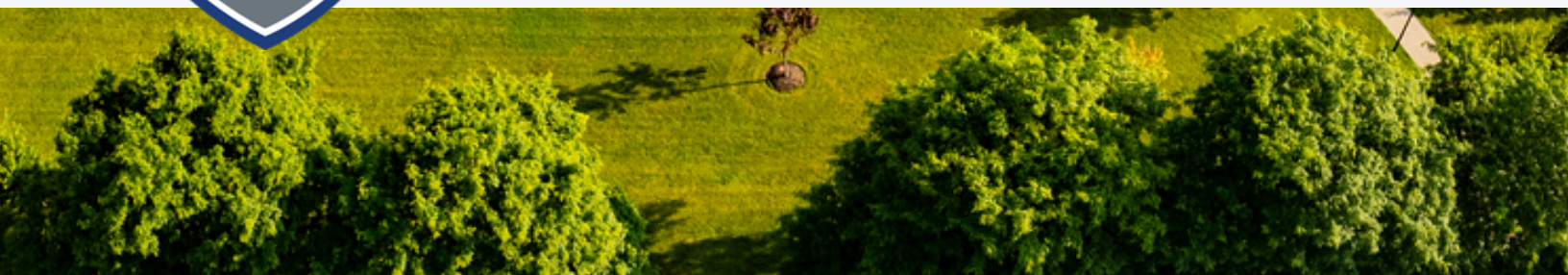
DAEMEN

— UNIVERSITY —



Annual Security & Fire Safety Report 2026

Prepared with data from calendar year 2025



**Daemen University
Annual Security &
Fire Safety Report
2026**

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ABOUT THE ANNUAL SECURITY AND FIRE SAFETY REPORT

The purpose of the Annual Security and Fire Safety Report (ASFSR) is to provide current and prospective students, faculty, and staff with transparent campus safety information, crime and fire statistics, and institutional safety policies and fulfills requirements under the Jeanne Clery Campus Safety Act for colleges receiving federal student aid funds.

The Daemen University Division of Student Affairs, under the direction of the Clery Coordinator, Daemen University's Vice President for Student Affairs is responsible for the preparation and distribution of the Annual Security and Fire Safety Report (ASR). We work with many other departments and agencies to compile the information.

Distribution Methods

The report is available on-line at www.daemen.edu/ASR. Each member of the Daemen community receives an email annually that describes the report and provides its web address, as well as information as to how to request a printed copy to be sent via mail. Similarly, prospective students and employees can request that a copy be mailed to them by contacting the Office of the Vice President for Student Affairs at (716) 839-8519 or via mail at 4380 Main Street, Amherst, NY 14226. A hard copy of the prior year's ASR is also available for review, along with the campus crime and fire logs, at the Campus Safety desk, staffed 24/7, in the Yurtchuck Student Center.

CAMPUS GEOGRAPHY

On-campus

As defined by the Clery Act (*The Handbook for Campus Safety and Security Reporting: 2016 Edition*), on-campus refers to:

"Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and

Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes."

Included in this category are the following locations:

1) Daemen University Main Campus

Daemen University sits on a 46.5 acre campus located at 4380 Main Street in Amherst, NY. The University boasts state of the art facilities supporting the academic, creative, and athletic endeavors of undergraduate and graduate-level students, including the Scott Bieler College of Health Professions located at 4433 Main Street, across the street, but considered reasonably contiguous for the purposes of this report.

2) COPE Education Services

Located at 4006 18th Avenue, Brooklyn, NY, Daemen University, in partnership with Testing & Training International (TTI) and Cope Education Services, classes were offered Sunday through Thursday from 9:30 am-10:15 pm during the periods of January 1 - May 25, 2025 and October 19 - December 31, 2025.

On-Campus Student Housing Facilities

Daemen houses students on-campus in both traditional suite style and apartment style residences. Canavan Hall, houses approximately 260 students and is used as first-year and returning student housing. The Campus Apartments, housing approximately 384 students, is a complex of seven two-story apartment-style buildings typically housing upperclassmen students.

Public Property

Under the *Clery Act*, public property encompasses:

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

Daemen’s campus includes public property that is both within the campus bounds and immediately adjacent to the campus. Public property statistics have been determined in partnership with the Amherst Police Department, the municipal law enforcement agency of the Town of Amherst, where Daemen University is located.

Noncampus Buildings or Property

The *Clery Act* defines noncampus buildings or property as:

“Any building or property owned or controlled by a student organization that is officially recognized by the institution; or any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.”

Included in this category are the following locations:

1) Kennedy Institute for Mobility Innovation & Technology

Located Inside the Villa Maria College Athletic Center (21 Persia Street, Buffalo, NY 14211), the Institute is a 6000 square foot space including a cutting edge patient care area with state-of-the-art rehabilitation technology. The rental agreement for this space began on March 15, 2025.

2) Collegiate Village (CV)

Located at 105 Affinity Lane, Buffalo NY 14215, CV is an independently operated, gated, collegiate housing complex 2.6 miles from campus that typically houses upperclass students. Transportation is provided between CV and Daemen's campus.

ABOUT THE DEPARTMENT OF CAMPUS SAFETY

Daemen University Campus Safety Department is open 24 hours a day, 365 days a year. The telephone number for emergency calls is 911 and for reporting incidents and other emergent concerns at Daemen University is 716-839-SAFE (7233).

The Director of Campus Safety and five (5) Supervisors, employed by Daemen University, operate under the supervision of the Assistant Dean for Campus Safety and Operations within the Division of Student Affairs. Trained Campus Safety Officers, contracted with Tarian Group (Tarian), patrol the campus with a marked vehicle, golf cart, bike patrol (during clement weather only) and by foot patrol throughout the year. Two officers and a supervisor are on duty 24 hours a day. Additionally, there are two (2) Campus Resource Officers (CRO) who are sworn Amherst Police officers who are each on site approximately 15-20 hours per week for the fall and spring semesters.

The Campus Safety Supervisors and Officers (referred to herein as "personnel") are all trained and certified according to NYS Law to detain individuals and hold for the Amherst Police if a criminal offense is committed on campus. Campus Safety personnel are additionally required to be certified in CPR, AED and basic first aid, Narcan administration, as well as the National Incident Management System (NIMS) Incident Command System. Officers provide a walking escort service to and from campus buildings and parking lots to students, faculty and staff who request it. Officers are also responsible for parking enforcement on the campus.

Daemen University Campus Safety, in partnership with Tarian, maintains a close working relationship with Western New York Campus Law Enforcement Association. They maintain up-to-date information and assist with many training opportunities, crime prevention materials, and provide assistance at the state and local police levels such as Amherst, Buffalo, and Cheektowaga Police Departments.

COMMUNITY STANDARDS AND THE STUDENT CONDUCT SYSTEM

The students of Daemen University are viewed as adults and are expected to conduct themselves accordingly. The nature of the university environment requires this view, and various rules and regulations have been developed to support it. As adults, Daemen University students are responsible, not merely to avoid harming the University community, but rather to improve it, support it, and encourage its growth.

The administration, faculty, and students are all members of the University and together constitute a unique and self-sufficient community with shared values. Upon entering Daemen, students are expected to subscribe to these values and base their conduct—on-campus, off-campus, and online—upon those standards which the Daemen community sees as necessary to the proper exercise of scholarly endeavor (Code of Conduct).

This Code of Conduct reflects general principles of behavior accepted by society and by institutions of higher education. It also describes conduct about which Daemen University has made specific statements, rules, and regulations. This Code is managed under the auspices of the Division of Student Affairs and the respective Vice President in that area. Generally, the Vice President for Student Affairs has direct responsibility for managing the implementation of the Code and its procedures as stated throughout this section. However, in certain circumstances, such as where the DOS is not available and/or has not assigned a designee, the responsibility for responding to incidents and reports falls to the Vice President for Student Affairs or designee.

All Daemen students (including those involved in Distance Learning) are responsible for knowing and following the Code of Conduct and the other regulations which are part of the Student Handbook and the University Catalog. The Student Handbook is online at the University's website.

Administrative staff at the level of director and above may restrict students from areas or activities under their jurisdiction, pending resolution of a specific disciplinary complaint offered in writing to the Vice President for Student Affairs.

Any faculty member has the authority to restrict a student from a classroom or other instructional area for the duration of the scheduled instructional period in which a violation of the Student Code of Conduct has occurred. Faculty chairpersons have the authority to restrict students from specific classes, other instructional activities, and faculty offices, pending resolution of a specific disciplinary complaint offered in writing to the Vice President for Student Affairs (or designee) or the Executive Vice President for Academic Affairs and Provost.

Instances of academic dishonesty or other violations of academic policy are handled in accordance with the policies set forth in the faculty member's syllabus; departmental handbook, if any; and the Academic Honesty Policy of the University. Students wishing to appeal academic decisions made by faculty should

consult the Grade Appeal Procedure section of the University Catalog and, if applicable, the stated policies and procedures of the academic department in which the concern has arisen.

Should a student's presence on campus create a threat to the safety or well-being of other members of the Daemen University community, the University reserves the right to immediately suspend that student from campus until the time of a hearing. Additionally, the University reserves the right to resolve a case and sanction a student, including suspension, without a hearing where such action is deemed necessary or appropriate by the President of the University.

Nothing in this Code of Conduct precludes a faculty member from promptly removing a disruptive student from their classroom for the period of time needed to effectively resolve the issue and ensure a safe classroom environment that is conducive to the academic standards of the University.

Jurisdiction of the University Conduct System

The University Conduct System will hear complaints concerning student violations of University policy or regulations whenever the conduct in question occurs in any of the following circumstances:

1. If it occurs on the campus or in any University facility;
2. If it occurs while the student who is charged was attending or participating in any University-related activity, including but not necessarily limited to study abroad, field trip, experiential learning of any kind (including internships, clinical placements, and service learning), social event, or activity sponsored by a recognized student organization; or
3. If the conduct, whenever and wherever it occurs, including via online media, calls into question the student's suitability as a member of the University community. Unlawful acts of violence, violations of another's civil rights, hazing, the unlawful sale or possession of drugs, the unlawful use of alcoholic beverages and crimes against persons or property, and/or alleged violent felony offenses, are examples of conduct that will subject a student to the conduct review system regardless of where the conduct occurs. In cases involving student behavioral problems that occur off campus, the University reserves the right to initiate disciplinary action in the interest of preserving its reputation and orderly functioning. The fact that a student's conduct may also constitute a crime in violation of local, state, or federal law does not limit the ability of the University to discipline the student for that conduct. The University, therefore, reserves the right to submit a complaint to the conduct review system even if the same conduct is or may become the subject of a criminal case.

Student Code of Conduct

In addition to the policies listed in various sections of the Daemen University Student Handbook, the Daemen University Student Code of Conduct outlines behaviors that are prohibited at the University. The specific items are not meant to serve as an exhaustive list, but as a general guideline for addressing student behavior. The University reserves the right to address other behaviors that occur that are considered detrimental to the learning environment and/or health and safety of the University community.

To that end, prohibited behavior at Daemen University includes the following:

1. Non-academic dishonesty, including, but not limited to, theft, attempted theft, possession of stolen property, forgery, and falsification of information provided to any University official;
 - a. Lying: any statement, action, or behavior with the intent to deceive
 - b. Possession and/or use of any fraudulent documentation
 - c. Stealing: knowingly taking an item or items without the owner's expressed permission
 - d. Eluding or evading: any statement, action, or behavior with the intent of hiding the truth, including running or hiding from University personnel
 - e. Aiding and abetting: knowingly encouraging, assisting and or being an accessory to any act prohibited by the Student Code of Conduct
2. Conduct which threatens the physical or psychological health and/or safety of any person (including the person committing the act) or the sanctity of the campus, including, but not limited to physical or sexual assault. (See also the policies on Sexual Violence and Assault and Prohibiting Unlawful Harassment including Sexual Harassment in Section 5 of this Handbook);
 - a. Dating Violence: violence, whether physical, sexual, or the threat thereof, committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
 - b. Domestic Violence: a felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner, a cohabiting partner, or another person with whom the victim shares a child.
 - c. Sexual Harassment: as defined in Section 5 of this Handbook.
 - d. Sexual Assault/Rape: an offense that meets the definition of rape, sodomy, sexual assault with an object, criminal sexual contact, incest, or statutory rape as used in the FBI's UCR program.
 - e. Stalking: any act, whether via phone, internet, or physical proximity, that, through unwanted and/or unsolicited viewing or communicating, threatens an individual's physical or emotional safety.
 - f. Physical Attack.
 - g. Hazing.
 - h. Harassment: any act, whether written or verbal, via online or in person, that abuses, intimidates, or threatens the safety of a member of the Daemen University community.
 - i. Failure to maintain personal health, whether physical, mental or emotional, in such a way that it threatens the safety and security of the individual or the University community.
 - j. Use or possession of firearms, fireworks, or other weapons that could be considered lethal, including those weapons for which the person has a permit.
3. Damage to, or misuse of, public, private, personal or University property;
 - a. Property Damage, either to an individual's or the University's property.
 - b. Removing approved postings and/or Office of Housing & Residence Life notices or bulletin boards.
 - c. Littering, applying graffiti, and/or other behavior which threaten the cleanliness and appearance of the University.
 - d. Use of or tampering with fire equipment, including, but not limited to, smoke detectors, sprinklers, extinguishers, and/or hoses, in any manner or which it was not intended.
 - e. Defenestration: throwing objects outside of the window or from a balcony or roof.
 - f. Act of Arson

4. Violation of policies as described in the Student Handbook, the University Catalog, the Housing Agreement and all other rules governing University facilities, programs, and services including, but not limited to the following;
 - a. Violation of Housing & Residence Life policies (see Residential Living policies section).
 - b. Purchase, possession, use, consumption, sale or distribution of alcohol, except by consumers of legal age and in compliance with the University's alcohol policy.
 - c. Possession or use of alcohol paraphernalia and/or items or activities that may promote binge, heavy, or episodic drinking, such as, but not limited to, kegs and beer pong balls.
 - d. Distribution or attempted distribution of alcohol to any person under the legal drinking age.
 - e. Distribution or attempted distribution of a drug, including prescription medication.
 - f. Illegal use or possession of a drug, including prescription and over-the-counter drugs.
 - g. Manufacturing of any drug, including growing marijuana for any purpose.
 - h. Possession or use of illegal or someone else's drugs and/or drug paraphernalia.
 - i. Accessing prohibited areas in the residence halls, including but not limited to fire escapes, balconies, and basements, except in an emergency.
 - j. Misuse and/or removal of residence hall property
5. Intentional obstruction or disruption of teaching, research, administration, disciplinary procedure, or other University activities or activities authorized to take place on University property;
6. Disorderly conduct including acts which breach the peace;
 - a. Any verbal or physical behavior which denigrates or shows hostility towards any Daemen Community member
 - b. Any behavior which disrupts or breaches the peace of any class, event, standard practices, etc.
 - c. Unauthorized or improper entry, whether peacefully or by force, into a prohibited area or residence hall, apartment, and/or suite in which there is no documented reason for being present
 - d. Urinating in public
7. Non-compliance with the directions of University or civil authorities performing official duties, including, but not limited to;
 - a. Failure to give proper identification when requested.
 - b. Multiple violations of the University's Parking and/or Transportation policies
 - c. Failure to comply with a university official
8. Violation of another student's rights or privileges and verbal or written harassment, discrimination, abuse and/or disrespect of any person;
 - a. Harassment: any act, whether written or verbal, via online or in person, that abuses, intimidates, or threatens the safety of a member of the Daemen University community.
 - b. Acts or abusive language, either in public or via online sources.
9. Conduct which is disrespectful to the community and diversity within, including, but not limited to;
 - a. Any behavior which creates a hazardous, unhealthy, or unsanitary condition;
 - b. Multiple violations of the University's Good Neighbor Policy
10. Violation of statutes, laws, ordinances and/or regulations of the Town of Amherst, State of New York (or other states, when applicable), and the United States of America.

CAMPUS SECURITY POLICES

Reporting Criminal Actions or Other Emergencies Occurring on Campus

Daemen University strives to maintain a safe campus and relies on all members of the campus community to do their part to keep our campus safe. Any member of the Daemen community – faculty, student, staff, trustee, visitor – who observes criminal activity is expected to report such conduct promptly to the police and to Campus Safety (persons designated as Campus Security Authorities (CSAs) under the Clery Act or Responsible Persons under Title IX are obligated to report criminal activity and have received training accordingly).

Criminal activity includes, but is not necessarily limited to, physical assault, including sexual assault and abuse; burglary, robbery, arson, or the unauthorized display or use of a dangerous weapon; and the illegal distribution or manufacture of controlled substances. If a crime is observed, community members are asked to phone 911 immediately and follow police instructions, then contact Campus Safety. Any crime directly involving a member of the campus community, whether as victim or alleged perpetrator, should also be brought to the prompt attention of Campus Safety.

In addition, there are occasions when minors (persons under 18 years of age) are on the Daemen University campus or involved in University events. Any person who observes the sexual abuse of a minor or has a reasonable suspicion of such abuse, should immediately notify Campus Safety and the local police authorities (call 911). A call may also be made to the NYS Child Abuse Hotline at 1-800-342-3720. Any such conduct involving a Daemen student or employee must be brought to the attention of the Office of the President.

The prompt reporting of criminal activity is essential to securing a safe campus environment for all persons, including guests and members of the public. No one is exempt from the expectation of law-abiding behavior. There shall be no form of retaliation within the Daemen University community against any person making a good faith report of suspected criminal activity.

Individuals to whom students and employees should report criminal offenses described in the law for the purpose of making timely warning reports and annual statistical disclosure are:

Daemen University (Amherst, NY)

Agency/Contact	Contact Information
Emergency	911
Amherst Police Department	Non-emergency 716-689-1311
Buffalo Police Department	716-853-2222
Cheektowaga Police Department	Non-emergency 716-686-3501

Collegiate Village Security	716-831-6000
Daemen University Campus Safety	716-839-SAFE (7233)
Daemen University Dean of Students	716-839-8519
Daemen University Director of Housing and Residence Life	716-839-8200
Daemen University Title IX Coordinator	716-839-8562
Daemen University Vice President for Student Affairs	716-839-8519

COPE Education Services (Brooklyn, NY)

Agency/Contact	Contact Information
Emergency	911
New York City Police Department - 66th Precinct	718-851-5611
COPE Education Services	716-839-8329
Dean, College of Health, Human Services, and Business	716-839-7212

Additional Information

Students, applicants, and employees are encouraged to promptly report any conduct that they believe violates this Crime Reporting Policy. If the University does not know about the conduct, it cannot act. Crime reports may be made discreetly to the Dean of Students (Yurtchuck Center, 716-839-8519) for the Daemen University.

Students in the Brooklyn program can report a crime discreetly using the contact information below:

COPE Education Services 716-839-8329

Dean, College of Health, Human Services, and Business 716-839-7212

Alternatively, community members may initially discuss the matter with any other employee of the University, or involve any other person to help you bring your report forward, so long as it is promptly brought to the attention of the Vice President. During an annual meeting, Daemen's professional Counselor(s), have been instructed that if and when they deem it appropriate, they are to inform the persons they are counseling of any procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics.

The Office of Student Affairs will provide to a victim of a crime of violence, or a victim's next-of-kin, the results of the disciplinary proceeding conducted by Daemen University. Daemen evaluates incidents on a case-by-case basis using the guidelines in the student handbook and/or employee manual as applicable.

Timely Warning and Emergency Notifications for Reported Crimes

In an effort to provide timely notice to the Daemen University community, and in the event of a serious incident which may pose an immediate and/or ongoing threat to members of the Daemen University community located on the main campus at 4380 Main St, Amherst, NY, a Campus Safety Alert is sent to all students and employees on the campus. The alerts are generally sent electronically and distributed to the Daemen University community by the Vice President for Student Affairs, or a designee. Any necessary updates to the Daemen University community about any particular case resulting in a Campus Safety Alert will be made to the campus community through the Daemen University website and banner across the main page), email to the faculty-staff-announce and students-announce listservs, and/or the mass communication notification system via means selected by students, faculty, staff, and administrators. Other forms may include information posters in key campus locations, including the Yurtchuck Center lobby, Canavan Hall lobby, Business Building center lobby, west, east, and center doors of Duns Scotus Hall, Campus Village Apartments, and Collegiate Village or via digital display boards across campus. Additionally, the University has an audible siren with voiceover that may be used in situations that require immediate attention of the campus community.

Incidents of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and whether there is a continuing danger to the campus community. For example, if an assault occurs between two students who have a disagreement, there may be no on-going threat to other Daemen University community members and therefore, a Campus Safety Alert would not be distributed. The Vice President for Student Affairs, or designee, in consultation with appropriate campus personnel, reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Campus Safety Alert is warranted. Campus Safety Alerts may also be issued for other crime classifications, as deemed necessary.

Immediate Notification

If the Vice President for Student Affairs (VPSA) or their designee determines that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Daemen community, they will use some or all of the systems described above to communicate the threat to the Daemen community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population. The VPSA or their designee will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the judgment of the first responders, compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. An update to the initial immediate notification message will be provided via the same means used for the original notification. Both notifications may be made using the communication systems listed above.

Campus Security Authority (CSA) and Responsible Person Training

Prior to the start of each fall semester, all CSAs and Responsible Persons are sent the link to a virtual presentation that helps them to understand the Clery Act, and Title IX, and their role under each as CSAs and Responsible Persons, respectively. Resident Assistants are provided with an in-person training with the Director of Residence Life and/or designee.

The University has identified the following positions as Campus Security Authorities under the Clery Act and Responsible Persons under Title IX:

Title	Name	Email
President & Cabinet		
President	Gary Olson	golson@daemen.edu
Vice President for Business Affairs & Treasurer	Timothy P. Balkin	tbalkin@daemen.edu
Executive Vice President for Academic Affairs & Provost	Michael Brogan	mbrogan@daemen.edu
Vice President for Student Affairs	Kerry Spicer	kspicer@daemen.edu
Vice President for Strategic Initiatives	Mimi Steadman	msteadma@daemen.edu
Senior Associate Vice President for Institutional Advancement	Kathryn Hammer	khammer@daemen.edu
Vice President of IT and Chief Information Officer	Melaine Kenyon	mkenyon@daemen.edu
Vice President for Athletics	Traci Murphy	tmurphy@daemen.edu
Vice President of Equity & Belonging & HEOP Director	Tiffany Hamilton	thamilto@daemen.edu
Chief of Staff	Joelle Carroll	jocarrol@daemen.edu
Campus Safety		
Assistant Dean - Campus Safety & Operations	Kristen Mruk	kmruk@daemen.edu
Director of Campus Safety	James Lewis	jlewis3@daemen.edu
Assistant Director of Campus Safety	Kevin Askey	kaskey@daemen.edu
Campus Safety Supervisor	Antwon Tillmon	atillmon@daemen.edu
Campus Safety Supervisor	Edison Diaz	ediaz@daemen.edu
Campus Safety Supervisor	Micah Prieto	mprieto@daemen.edu
Campus Safety Supervisor	Quentin Johnson	qjohnson@daemen.edu
Campus Safety Officers	Various	-
Clery Coordinator	Kristen Mruk	kmruk@daemen.edu
Dean of Students		
Dean of Students	Luke Haumesser	lhaumess@daemen.edu

Assistant Director of Community Standards & Student Advocacy	Phoenix McClinton	pmcclint@daemen.edu
Student Activities		
Director of Student Activities	Nathan Flintjer	nflintje@daemen.edu
Assistant Director of Student Center Operations	Dominic Hannon	dhannon@daemen.edu
Club Advisors	Various	
Academic/Honors Org Advisors	Various	
Greek Advisors	Various	
Housing & Residence Life		
Director of Housing & Residence Life	Mark Poblocki	mpoblock@daemen.edu
Assistant Director of Housing & Residence Life	Emily Deeb	edeeb@daemen.edu
Graduate Assistant	Jacob Cantie	jacob.cantie@daemen.edu
Graduate Assistant	Karsten Dankyi	karsten.dankyi@daemen.edu
RAs	Various	
Title IX		
Title IX Coordinator	Tiffany Hamilton	thamilto@daemen.edu
Deputy Title IX Coordinator	Kerry Spicer	kspicer@daemen.edu
Counseling Health Insurance Prevention (CHIP) Center		
Assistant Director of the CHIP Center	Rachel Meyerowitz	rmeyerow@daemen.edu
Student Success Center		
Associate Vice President for Student Success	Sabrina Fennell	sfennell@daemen.edu
Director of Academic Advisement	Michelle Semski	msemski@daemen.edu
Assistant Director of Academic Advisement	Devon Bradford	dbradfor@daemen.edu
Director of Accessibility Services	Deborah Dimitrovski	ddimitro@daemen.edu
HEOP		
HEOP Director	Tiffany Hamilton	thamilto@daemen.edu
Assistant Director of HEOP	Kay Leach	kleach@daemen.edu
Employee Engagement		
Associate Vice President of Employee Engagement	Patricia Puglia	ppuglia@daemen.edu
Dining Services		
Director of Dining Services	Jessica Lively	jlively@daemen.edu
Assistant Director	Alison Princess	aprinces@caemen.edu
Catering Manager	Edgar Riffe	erife@daemen.edu
Retail Manager	Steven Pittinger	spitting@daemen.edu
Executive Chef	Peter Kervin	pkervin@daemen.edu

Experiential Learning Management		
Director Career Services	Lamark Shaw	lshaw2@daemen.edu
Executive Director of Global Programs	Ann Robinson	arobinso@daemen.edu
Athletics - Administration		
Deputy Athletic Director for External Operations	Mike Miranto	mmiranto@daemen.edu
Senior Associate Athletic Director for Internal Operations/Senior Woman Administrator	Suzie Yormick-DeNillo	sdenillo@daemen.edu
Senior Associate Athletics Director for Business Operations	Laura Edholm	ledholm@daemen.edu
Senior Associate Athletic Director for Sports Medicine & Performance	Jeff Sage	jsage@daemen.edu
Director of Athletics Communications	Mary Margaret Johnson	mmjohnso@daemen.edu
Assistant Director of Athletics Communications	Connor Griffin	cgriffin@daemen.edu
Director of Student Athlete Success & Community Engagement	Nicole Sheehan	nsheeha1@daemen.edu
Director of Recreation & Wellness	Bret Stothart	bstothar@daemen.edu
Director of Sport Performance	TJ LaVigne	tlavigne@daemen.edu
Associate Athletic Trainer / Strength & Conditioning	Zachary Morris	zmorris@daemen.edu
Assistant Athletic Trainer	Alicia Loh	aloh@daemen.edu
Assistant Athletic Trainer	Molly Dineen	mdineen@daemen.edu
Faculty-Athletics Representative	Jay Wendland	jwendlan@daemen.edu
Athletics - Team Personnel		
Head Coach of Women's Basketball	Nate Beutel	nbeutel@daemen.edu
Assistant Women's Basketball Coach	Dani Haskell	dhaskell@daemen.edu
Head Men's Basketball Coach	Ryan Grandits	rgrandit@daemen.edu
Assistant Men's Basketball Coach	Chance Wright	cwright1@daemen.edu
Head Women's Bowling Coach	Daniel Antkowiak	dantkowi@daemen.edu
Cheerleading/Spirit Squad	LeAnne Gerth	lgerth@daemen.edu
Head Men's and Women's Cross Country and Track & Field Coach	Pete Gratien	pgratien@daemen.edu
Assistant Men's and Women's Cross Country and Track & Field Coach	Kelsey Ryan	kgratien@daemen.edu
Assistant Men's and Women's Cross Country and Track & Field Coach	Maggie Fuentes	mneedham@daemen.edu
Assistant Men's and Women's Cross Country and Track & Field Coach	Judy Arlington	jarlingt@daemen.edu

Women's Flag Football	Rudy Fish	rfish@daemen.edu
Head Women's Lacrosse Coach	Emily Bitka	ebitka@daemen.edu
Assistant Women's Lacrosse Coach	Megan Mikolajek	mmikolaj@daemen.edu
Head Women's Soccer Coach	Dan Dolan	ddolan@daemen.edu
Assistant Women's Soccer Coach	Corey DeVille	cdeville@daemen.edu
Head Men's Soccer Coach	Bediako Swan	bswan@daemen.edu
Head Men's and Women's Tennis Coach	Sarah Marro	smarro@daemen.edu
Head Women's Volleyball Coach	Kaysie Shebneck	kshebene@daemen.edu
Head Men's Volleyball Coach	Sean Byron	sbyron@daemen.edu
Graduate Assistant Coaches	Various	
Volunteer Assistant Coaches	Various	

SECURITY OF AND ACCESS TO CAMPUS FACILITIES, INCLUDING CAMPUS RESIDENCES

Daemen University

Daemen campus buildings are generally open to the public during business hours. Other limited access is available to our students, staff, and faculty during evening hours, weekends, and semester breaks. Some spaces are secured and only accessible via card access. Main Campus is monitored by Campus Safety 24 hours a day, 365 days a year.

Residence Halls are only available through key/card access during specific times while classes are in session (this excludes major holidays). During closed hours residence hall rooms are only available through key/card access.

For maintenance emergencies Campus Safety will grant access to physical plant staff or local service providers. Campus Safety is trained in alarm systems and general mechanical devices.

Daemen University - COPE Education Services

COPE Education Services is located at 4006 18th Avenue, Brooklyn, NY. Classes were offered Sunday through Thursday from 9:30 am-10:15 pm during the periods of January 1 - May 25, 2025 and October 19 - December 31, 2025.

CAMPUS LAW ENFORCEMENT

Enforcement Authority

Campus Safety personnel are licensed New York State Security Guards, and are certified according to NYS Law to detain individuals and hold for the Amherst Police if a criminal offense is committed on campus.

Arrest Authority

N.Y. CPL. LAW § 140.30 : NY Code - Section 140.30: Arrest without a warrant; by any person – 1. Subject to the provisions of subdivision two, any person may arrest another person (a) for a felony when the latter has in fact committed such a felony, and (b) for any offense when the latter has in fact committed such offense in his presence. 2. Such an arrest, if for a felony, may be made anywhere in the state. If the arrest is for an offense other than a felony, it may be made only in the county in which such offense was committed.

Jurisdiction

Campus Safety personnel's jurisdiction is restricted to the campus proper location at 4380 Main Street in Amherst and the Scott Bieler College of Health Professions building located at 4433 Main Street, which is reasonably contiguous to the main campus.

Relationship with Local Police

As noted in previous sections, Daemen University Campus Safety, through the University and our partnership with Tarian Group security auxiliary, maintains a close working relationship with the Amherst Police Department. They maintain up-to-date information and assist with many training opportunities, crime prevention materials, and provide assistance at the local and state levels of law enforcement. Daemen University site supervisors meet with local and state law enforcement when incidents arise that require joint efforts, resources, crime related reports and information exchange as necessary.

CRIME PREVENTION AND SECURITY AWARENESS PROGRAMS

Education

Daemen University has established the Wildcat Wellness Group, which meets several times per semester during the academic year to discuss and plan wellness education and awareness programming. The focus of this cross-campus collaboration, under the direction of the leadership of the Counseling, Health, Insurance, and Prevention & Wellness (CHIP) Center, comprised of faculty, staff, students, and community agencies, and coordinated through the Student Affairs division, is to examine healthy ways to

address substance abuse, dating/domestic violence, and other wellness issues in a concerted and intentional manner.

All incoming students, including first-year, transfer, and graduate students are required to complete two online training programs, which focus on substance use/abuse and sexual assault violence prevention. Students and their families are provided detailed information about this program via email, during orientation programs, and are sent numerous reminders in preparation for the start of the semester. Students who fail to complete the program are subject to a fine, although most (90% or more) of incoming students complete the training on time and as outlined. Additionally, all new students will, during orientation, go through a 60-minute course, taught in small groups, to focus on consent, bystander intervention techniques, and bias reporting. Several more focused Bystander Intervention Training workshops are required for all student leaders including RAs, OLs, NCAA DII Athletes, Tour Guides, Greeks, etc. In addition to providing the necessary education and training to student leaders to create a supportive campus environment, this also complies with New York State Education Law 129-B. Students are also highly encouraged to attend various other educational programs throughout the year on dating and domestic violence prevention.

Campus safety and fire safety procedures are discussed during resident assistant training and residence hall floor meetings. New students are provided with “Right to Know” information regarding Title IX and sexual violence, as well as the Campus Sexual Assault Victim’s Bill of Rights, in compliance with federal and state guidelines as well as New York State Education Law 129-B. The latter is also posted in all of the on-campus residence halls and key student life areas such as the Yurtchuck Student Center. The Title IX coordinator also posts “Right to Know” information throughout the campus. Athletics requires its athletes to participate in additional alcohol awareness programming on a biannual basis. Employee engagement sends out an annual email to employees regarding online sexual harassment training. As previously noted, annual CSA notification and training is coordinated through the Office of the Vice President for Student Affairs. Additionally, campus evacuation and emergency response procedures are posted throughout campus, in each office and classroom.

Crime Prevention Measures

Most on-campus crime can be prevented if rules are followed and common-sense safety tips are observed. The University’s mission commits the institution to the elimination of crime and the attendant suffering of the victims of crime. This can be accomplished by teaching students and the community how to reduce the risks of crimes against themselves and others. When necessary, the University will provide timely announcements of on-campus criminal activity that has been reported to Campus Safety or the police. Students and employees are provided procedures and practices regarding safety at resident assistant training, resident floor meetings, as well as through applicable handbooks (faculty, staff, administration, and student).

The University takes its commitment to security seriously, by striving to maintain a safe and secure working and studying environment. Members of the University community can assist in this effort by adhering to the following safety tips and other common-sense rules:

- Travelling with a companion whenever possible.
- Following parking regulations including parking in well-lit areas for late night classes, walking with a companion, and/or contacting Campus Safety for a walking escort to a building or vehicle if needed.
- Keeping gas tank full.
- Locking car door—both while away from it and while traveling in it.
- Having keys ready to unlock vehicle as approaching; conducting a cursory scan to make sure it is unoccupied.
- Never hitchhiking or picking up hitchhikers.
- Driving to a police station, fire station, or other very public place if there is suspicion of being followed.
- When on an elevator, staying near the controls and, if attacked, pushing every button.
- Staying near the street when walking and avoiding bushes, shrubs, and buildings. Walking confidently—a good defense is to look and act confident.
- Not riding with a stranger.
- When riding public transportation, sitting near the front if possible and being familiar with the schedule to avoid long waits.
- Telling friends and families whereabouts on trips and expected time of return.
- Reporting all suspicious persons seen on campus to:
 - Daemen University Campus Safety 716-839-SAFE (7233)
- Carrying a noise maker (whistle or other device) if out after dark.

Bystander Intervention

Student Leaders at Daemen University go through a robust, 90-minute Bystander Intervention course that was designed by the University using national models. This training includes NCAA Division II Athletes, Resident Assistants, Orientation Leaders, Peer Mentors, Tour Guides, and Greek Life members. The training focuses on consent, using the affirmative definition of consent as mandated by New York State Education Law 129-B and how to recognize the signs of abuse and to intervene, where appropriate.

Summary of Education Programs

In addition to the aforementioned training and education, the University completes year-round training through passive campaigns around topics such as knowing the code of conduct, cyber-bullying, reporting suspicious persons, and reporting student concerns. The University also conducts regular events through clubs and organizations that focus on awareness, acceptance, and creating an environment that is free of hostility. Additionally, in accordance with New York State Law, the University conducts fire drills (3 per year for academic buildings; 4 per year for residence halls), regular tests of the mass notification system, and tabletop exercises for the Emergency Response Team.

SEXUAL VIOLENCE AND ASSAULT (INCLUDING SEXUAL HARASSMENT)

After responsibility has been assigned through investigation and hearing, as outlined in the Conduct Review procedures (Section 6) of the Student Handbook (www.daemen.edu/studenthandbook), all perpetrators of sexual assault will be aggressively sanctioned, in accordance with the standards outlined by the Student Code of Conduct. The University will work in close cooperation with local law enforcement agencies to address this serious criminal activity. Daemen University will thoroughly investigate this violation of individuals' rights and safety when reported. In addition, the University may terminate the enrollment and/or employment of any perpetrator of sexual assault, including summarily suspending the violator to protect the University community. The institution will change a victim's academic and living situations after an alleged sex offense if these changes are requested by the victim and are reasonably feasible.

Students are provided with educational programming to promote the awareness of sexual violence prevention as indicated previously in this report. Information is provided to the campus community through new student orientation, resident assistant training, resident student education programming, as well as through applicable handbooks (faculty, staff, administration, and student).

Campus Sexual Assault Victims' Bill of Rights

In accordance with the Campus Sexual Assault Victim's Bill of Rights (1992) and section 485 of the Higher Education Act of 1965 (revised 2010), as well as guidelines provided by New York State, Daemen University has implemented the following bill of rights that shall be afforded to all victims of reported campus-related sexual assaults. These rights have been adapted for Daemen University from the language used in the Higher Education Act and described in more detail throughout this section.

1. The right to have any and all disclosures of domestic violence, dating violence, stalking, and sexual assault against them treated with seriousness and receive from the institution courteous, fair, and respectful health care and counseling services, where available.
2. The right to have sexual assaults committed against them investigated and adjudicated by the duly constituted criminal and civil authorities of the governmental entity in which the crimes occurred, if the victim so chooses, including make a report to local law enforcement and/or the state police; and the right to the full and prompt cooperation and assistance of University staff in notifying the proper authorities. The foregoing shall be in addition to any campus disciplinary proceedings.
3. The right to be free from any kind of pressure from University staff that victims:
 - a. Not report crimes committed against them to civil and criminal authorities or to Campus Safety and Residence Life staff; or
 - b. Report crimes as lesser offenses than the victims perceived them to be.
4. The right to be free from any kind of suggestion that sexual assault victims not report, or under-report, crimes because:

- a. Victims are somehow “responsible” for the commission of crimes against them;
 - b. Victims are negligent or assumed the risk of being assaulted; or
 - c. By reporting crimes they would incur unwanted personal publicity.
5. The right to participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard and in so doing, to describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident.
6. The same right to legal assistance, or ability to have others present, including an advisor of their choice, in any campus disciplinary proceeding that the institution permits to the accused; and the right to be notified of the outcome of such proceeding.
7. The right to counseling services from any mental health services previously established by the institution, or by other victim-service entities, or by victims themselves.
8. After campus sexual assaults have been reported, the victims of such crimes shall have the right to require that appropriate University staff take the necessary steps or actions reasonably feasible to prevent any unnecessary or unwanted contact or proximity with alleged assailants, including immediate relocation of the victim to safe and secure alternative housing and transfer of classes if requested by the victim.
9. Access to at least one level of appeal of a determination.
10. The right to report any inappropriate action, or lack thereof, in the handling of a reported sexual assault on the part of the University as a Title IX complaint.
11. Be protected from retaliation by the institution, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution.
12. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or conduct process of Daemen University.

Additionally, and in accordance with the SaVE provision of the Violence Against Women Act (VAWA), the University will work with the student to ensure that they are able to continue their studies safely while the matter is addressed. This includes applying—at the discretion of the Vice President for Student Affairs (or designee) and as dictated by the situation and the needs of the victim—the use of administrative room changes, Orders of No Contact, Persona Non Grata orders, and/or other steps deemed necessary.

Affirmative Consent

Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in “sexual activity” (as defined below). Consent can be given by words or actions, as long as those words or

actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression. Consent may be initially given but withdrawn at any time. When consent is withdrawn or cannot be given, sexual activity must stop. Consent cannot be given when a person is incapacitated. Incapacitation occurs when an individual lacks the ability to fully, knowingly choose to participate in sexual activity. Incapacitation includes impairment due to drugs or alcohol (whether such use is voluntary or involuntary), the lack of consciousness or being asleep, being involuntarily restrained, if any of the parties are under the age of 17, or if an individual otherwise cannot consent. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol. Depending on the degree of intoxication, someone who is under the influence of drugs, alcohol, or other intoxicants may be incapacitated and therefore unable to consent. Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm. Additionally, prior consent to a sexual act does not necessarily constitute consent to any other act.

Confidentiality

Confidentiality is afforded to a student who speaks with a campus counselor or outside advocacy agency such as Crisis Services of Buffalo. In those instances, no identifying information is shared or reported to campus authorities unless there is an imminent risk to the safety of the student and/or campus community or the student gives written consent for the information to be shared.

Please understand that while protecting a student's privacy is vital, not all employees or community members are confidential employees. Please see the "privacy" section below for more information.

Privacy

Privacy may be offered by an individual when such individual is unable to offer confidentiality under the law but shall still not disclose information learned from a reporting individual or bystander to a crime or incident more than necessary to comply with applicable laws, including informing appropriate University Officials. The University has identified the positions outlined in the Annual Security and Fire Safety Report (ASR) as Campus Security Authorities (CSA) under the Clery Act and Responsible Persons under Title IX.

Although most Daemen University employees are not confidential resources, they can still offer "privacy." This means that an employee may have to share information pursuant to federal or state law or university policy with certain other Daemen employees, but they will not share the private information beyond what is required or needed to comply with law and policy, and will otherwise limit re-disclosure as much as possible.

Privacy of the records specific to the investigation is maintained in accordance with New York State law and, with respect to student records, the Federal Family Educational Rights and Privacy Act of 1974 (FERPA) statute. Any public release of information to comply with the timely warning provisions of the Jeanne Clery Act (Clery Act) will not reveal the names of victims or any other information that could easily lead to a victim's identification.

In an effort to provide timely notice to the Daemen University community, and in the event of a serious incident which may pose an ongoing threat to members of the Daemen University community, a Safety and Security Alert is sent to all students and employees on campus. Incidents of aggravate assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and whether there is a continuing danger to the campus community.

Specific procedural steps victims/survivors should take if sexually assaulted:

A student who is sexually assaulted has the right to make a report to Campus Safety, local law enforcement, and/or state police, or choose not to report. They also have the right to report the incident to Daemen University and in so doing, to be afforded immediate assistance by an appropriate official trained in interviewing victims of sexual assault. Assistance will include any interim measures that may be indicated for the student's protection, as well as protection by the institution from retaliation for reporting said incident. Victims of sexual assault should go to a safe place, contact Campus Safety at 716-839-SAFE (7233), an RA, or Crisis Services of Buffalo (716-834-3131). These first responders will provide immediate assistance, including helping the student receive any medical attention that may be needed.

Obtaining Medical Attention

For their safety and well-being, victims of sexual assault are encouraged to seek immediate medical attention. Within 96 hours of an assault, a student can get a Sexual Assault Forensic Examination (or "SAFE," commonly referred to as a rape kit) at a hospital. Daemen encourages students to receive immediate medical attention at a facility that uses SAFE, or Sexual Assault Forensic Examiners. Completing a SAFE will not require a student to file a police report, but it will help to preserve evidence in case they decide at a later date to file a police report. Local hospitals with and without SAFE include the following:

Program/Entity	SAFE Facility	Location	Contact Information
Millard Fillmore Suburban Hospital	Yes	1540 Maple Road Williamsville, NY 14221	716-568-3600
Buffalo General Hospital	Yes	100 High Street Buffalo, NY 14203	716-748-2100
Sisters of Charity Hospital	Yes	2157 Main Street Buffalo, NY 14214	716-862-1000

Available Resources

Students who are survivors of assault or harassment, including incidents that are sexual in nature, have the availability of several resources both on and off-campus, including 24/7 access to a Daemen Administrator On-Call (AOC) who is trained to specifically address these matters. Information will be provided as needed on resources for mental health counseling, medical services (including information

on sexually transmitted infections and forensic examinations), legal services and any other pertinent campus or community resources. Student Affairs can work with survivors to implement persona non grata or no contact orders, manage residence hall and/or class conflicts, and similar measures as needed.

The University has partnered with Reach Out Editions to provide an app available for iPhone and Android users. Reach Out allows users to anonymously explore University policies, University and local support services, local medical services, reporting options and other important information that a survivor, respondent, or family member may need.

Additionally, an Advocate from Crisis Services of Buffalo coordinates regular campus training and education, including bystander intervention for student leaders, as well as providing support in the event a student is sexually assaulted. Students can also contact any of the offices or agencies below for additional support and assistance.

SUPPORT AGENCIES AND UNIVERSITY OFFICES	PHONE NUMBER
Daemen University	
Campus Safety	716-839-SAFE (7233)
Community Standards & Student Advocacy	716-839-8200
Dean of Students	716-839-8519
Residence Life and Housing	716-839-8200
Student Counseling Services	716-839-7380
Title IX Coordinator	716-839-8249
Vice President for Student Affairs	716-839-8519
Community Agencies	
Crisis Services – Victims Advocate Program	716-834-3131
Crime Victims Board	716-847-7992

Enforcement Agency	PHONE NUMBER
Amherst Police Department	911 (emergency)/ 716-689-1311 (non-emergency)
Erie County Sheriff/Dept. of Family Offenses	716-858-6102

Erie County District Attorney/CARR Unit	716-858-2525
New York State Domestic and Sexual Violence Hotline (anonymous and confidential)	800-942-6906
New York State Police 24-Hour Hotline (sexual assault victims unit)	844-845-7269

Students who have sought and received outside protection from local authorities, such as a restraining order, should share that information with the University. The appropriate official, typically the Dean of Students, or designee, will assist the student in implementing the order appropriately.

Counseling Services

Professional counselors are retained by the University to assist students who are facing concerns of an academic, adjustment to university, personal, or social nature. They help students work through their concerns to develop appropriate alternatives, actions, or solutions. This service is confidential within the limits of Informed Consent and will be discussed in the first counseling session. The first fifteen sessions are free to Daemen students, can be done in-person or virtual, and in circumstances where more are needed and as approved by the Clinical Director of Counseling and/or Dean of Students. Referrals to a number of community service agencies are also available. Students can find further information by contacting the CHIP Center at 716-839-7380.

The New York State Office of Victim Services may also be able to assist in compensating victims/survivors for health care and counseling services, including emergency funds. More information can be found here: <https://ovs.ny.gov/sites/default/files/brochure/crime-victims-rights-ny-crime-victims.pdf> or by calling 1-800-247-8035.

Options for crime victims are explained here: <https://ovs.ny.gov/help-crime-victims>.

Investigation and Adjudication Procedures

Complainants are entitled to a prompt response and to have their complaint investigated and adjudicated in an impartial, timely, and thorough manner. See Section 8 of the Student Handbook (Student Code of Conduct and Procedures) for details concerning students. Daemen University will seek consent from the reporting individual(s) prior to conducting an investigation. Declining to consent to an investigation will be honored unless Daemen University determines in good faith that the failure to investigate does not adequately mitigate a potential risk of harm to the reporting individual or other members of the community. Be advised that honoring such a request may limit Daemen University's ability to meaningfully investigate and pursue conduct action against the accused individual. Factors used to determine whether to honor such a request include, but are not limited to: whether the accused has a history of violent behavior or is a repeat offender; whether the incident represents an escalation in unlawful conduct on behalf of the accused from previously noted behavior; the increased risk that the

accused will commit additional acts of violence; whether the accused used a weapon or force; whether the reporting individual is a minor; whether Daemen University possesses other means to obtain evidence such as security footage, and whether available information reveals a pattern of perpetration at a given location or by a particular group. If the respondent is a university employee, employee handbook policies and procedures, including the Policy Prohibiting Harassment, Including Sexual Harassment, will be referenced. Any member of the Daemen University community found responsible for sexual assault of another member of the Daemen community faces the possibility of expulsion or termination of employment, as applicable. All evidence and information collected during the investigation will be maintained by the University through the Conduct Reporting system in accordance with record retention policies of the institution.

Possible Sanctions/Appeals

Incidents of sexual violence, dating violence, domestic violence, stalking and/or sexual assault are taken very seriously by Daemen University. Upon completion of a thorough investigation and hearing, as outlined in the Student Code of Conduct, a student who is found responsible for such a crime could face the following possible sanctions/interim measures:

- Informal Resolution (as permitted by 2020 revised rules from the US Department of Education)
- Order of No Contact
- Mandated assessment and/or therapy/counseling
- Persona Non Grata order (for parts or all of campus)
- Residence Hall re-assignment
- Restriction from campus activities
- Suspension from University housing (minimum of 1 semester, up to through tenure)
- Suspension from the University (1+ semester or 1+ academic year)
- Expulsion (permanent separation from the campus)
- Transcript Notation (indication found responsible for a conduct code violation for suspension or expulsion, as mandated by NYS Education Law 129-B).

Investigations that are handled informally may result in the use of “educational sanctions” as deemed appropriate by the matter and in consultation with the Title IX Coordinator.

A student may not be found responsible for one of the crimes mentioned above, but may be found responsible for other violations of the Code of Conduct which could incur additional sanctions and fines, as outlined in the student handbook. The University will utilize interim measures such as Order of No Contact, Persona Non Grata Orders, room assignment changes, etc, in order to ensure the safety of the community and the individual reporting, without penalizing the student who came forward. In matters that are being addressed concurrently through the criminal justice system, where a respondent is advised to not participate in the campus process, or where it seems appropriate by the circumstances of the incident as determined by the Vice President for Student Affairs and/or their designee, the University may utilize an interim suspension measure, pending the opportunity to complete the investigation and conduct process.

Both the complainant and respondent have the ability to appeal sanctions based on the criteria outlined in the student handbook. In accordance with New York State Law, appeals of incidents of sexual violence, dating violence, domestic violence, stalking and/or sexual assault will be heard by a panel as coordinated by the Office of the Vice President for Student Affairs in conjunction with the Title IX Coordinator.

The institution will, upon written request, disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Sex Offenders

Anyone interested in accessing information on registered sex offenders in the area can access the Sex Offender Registry at <http://www.criminaljustice.ny.gov/nsor/>

Policy Prohibiting Discrimination, Harassment, And Sexual Harassment

It is the policy of Daemen University, in accordance with federal and state laws including, but not limited to, Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Americans with Disabilities Act, and the New York State Human Rights Law, not to discriminate on the basis of sex, sexual orientation, gender, race, color, creed, religion, veteran or military status, national origin, age, disability, familial status, marital status, domestic violence victim status, status as an ex-offender, arrest record, predisposing genetic characteristics or genetic information, or any other characteristic protected by federal or New York State law against any person with respect to employment, admission to the University, or in participation in any University program or activity. Also in accordance with these laws, it is the policy of the University to prohibit harassment of any student, employee or applicant on the basis of the statuses outlined above. All complaints alleging a violation of this policy will be investigated and appropriate remedies will be instituted.

It is the policy of Daemen University not to discriminate on the basis of sex, including sexual harassment, in its educational programs, activities or employment policies as required by Title IX of the Education Amendments of 1972, Equal Employment Opportunity Commission regulations, and other applicable antidiscrimination laws.

Sexual Harassment

Sex harassment in the form of harassment on the basis of sex includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature when: a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or education status; or b) submission to or rejection of such conduct by an individual is used as the basis for educational or employment decisions affecting such individuals; or c) such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, hostile, or offensive working or educational environment. Daemen University will take all steps necessary to

prevent such discrimination and effectively address incidents of unlawful harassment, including the imposition of appropriate sanctions. As examples, the following kinds of conduct, as well as others with a similar harassing effect, are absolutely prohibited if such conduct falls within the definition stated above:

1. Abusing an employee or student through insulting or degrading sexual remarks, jokes, innuendoes, or other sexually oriented conduct (including, among other things, graphic or descriptive comments relating to an individual's body or physical appearance, sexually oriented teasing or pranks, improper suggestions, objects or pictures, or unwanted physical contact); or
2. Threats, demands or suggestions that an employee's or student's status depends in any way upon tolerating or accepting sexual advances or sexually oriented conduct.
3. Sexual violence, defined as physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's age, use of drugs or alcohol, or intellectual or other disability.

Any harassment of Daemen University employees, students, or applicants, or third parties (such as participants in University sponsored events) in violation of these rules is absolutely prohibited and will not be tolerated. Interim protective measures may be made while a complaint is investigated. Both complainant and respondent shall be treated equitably throughout the investigation.

Conduct that occurs off campus, including but not limited to that perpetrated electronically, by social networking or email, is also subject to investigation and an appropriate response under the Policy to the extent that such conduct contributes to a sexually hostile environment on campus.

Sexual harassment is illegal under both state and federal law. Inquiries regarding compliance with Title IX and New York State law 129-B may be directed to the Title IX Coordinator and VP Institutional Equity & Belonging & HEOP Director, Tiffany Hamilton (716-839-8249), who also serves as the University's Equal Opportunity Officer.

Other Forms of Harassment

Harassment is defined as verbal or physical conduct which denigrates or shows hostility or aversion to an individual, or that of a persons' relatives, friends, or associates, because of the person's sex, sexual orientation, gender, race, color, creed, religion, veteran or military status, national origin, age, disability, familial status, marital status, domestic violence victim status, status as an ex-offender, arrest record, predisposing genetic characteristics or genetic information, or any other characteristic protected by federal or New York State law and which:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive working or educational environment; or
2. Has the purpose or effect of unreasonably interfering with an individual's performance; or
3. Otherwise adversely affects an individual's employment or educational opportunities.

As examples, the following kinds of conduct, or others with similar harassing effect, are absolutely prohibited if such conduct falls within the definition stated above:

1. Abusing an employee or student through epithets, slurs, negative stereotyping, or threatening, intimidating or hostile acts (even if claimed to be “jokes” or “pranks”) which relate to sex, sexual orientation, gender, race, color, creed, religion, veteran or military status, national origin, age, disability, familial status, marital status, domestic violence victim status, status as an ex-offender, arrest record, predisposing genetic characteristics or genetic information, or any other characteristic protected by federal or New York State law; and
2. Written or graphic material which denigrates or shows hostility or aversion toward an individual or group because of sex, sexual orientation, gender, race, color, creed, religion, veteran or military status, national origin, age, disability, familial status, marital status, domestic violence victim status, status as an ex-offender, arrest record, predisposing genetic characteristics or genetic information, or any other characteristic protected by federal or New York State law.

Any harassment of Daemen University employees, students, or applicants in violation of these rules is absolutely prohibited and will not be tolerated.

Non-Consensual Media Sharing

Non-consensual media sharing or “Revenge Porn” is the non-consensual sharing or publication of an intimate image that was taken and/or shared with the assumption that the image would remain private, with the intent to cause harm to the emotional, financial, or physical welfare of another person.

“Revenge Porn” is illegal under New York State bill S.1719-C, and a violation of the Student Code of Conduct. Students, Faculty and Staff have the right to file a complaint with the Division of Student Affairs (for students) or with the Office of Employee Engagement (for faculty and staff). All complaints alleging a violation of this policy will be investigated and appropriate remedies will be instituted.

Retaliation

Retaliation against employees, students, third parties (such as participants in University sponsored events) or applicants for exercising their rights under this policy is also strictly prohibited and will not be tolerated. This includes retaliation against employees, students, third parties (such as participants in University sponsored events) or applicants for inquiring about their rights, or for making an honest complaint of a violation or possible violation, or for truthfully assisting in a complaint investigation. Claims of retaliation should be reported to the VP Institutional Equity & Belonging & HEOP Director (Tiffany Hamilton, Duns Scotus, Room 118, 716-839-8249), who is the University’s Equal Opportunity Officer and the Title IX Coordinator, as applicable.

Any employee or student who feels as though someone has subjected him or her to retaliation as a result of a report or participation in the investigation of a report should contact the University’s VP

Institutional Equity & Belonging & HEOP Director/Title IX Coordinator (identified above) or other senior officer immediately.

No One Has Authority to Violate This Policy

Under no circumstances does a faculty member, administrator, trustee, employee, vendor, sub-contractor, or student of the University have any authority whatsoever to engage in discriminatory, harassing, or retaliating conduct in violation of this policy. If anyone claims to have such authority, or if an employee, student, third party (such as participants in University sponsored events), or applicant has a question about whether objectionable conduct is authorized by the University, the University's EEO (VP Institutional Equity & Belonging, 716-839-7699, DS 115), should be contacted.

Academic Freedom

As an institution of higher education, Daemen University, its employees and students also must be aware of the need for freedom of inquiry and openness of discussion in its educational and research programs, and must strive to create and maintain an atmosphere of intellectual seriousness and mutual tolerance in which these essential features of academic life can thrive. No university can or should guarantee that every idea expressed in its classrooms or laboratories will be inoffensive to all; pursued seriously, education and scholarship necessarily entail raising questions about received opinions and conventional interpretations. Daemen University does guarantee, however, that credible accusations of inappropriate remarks or conduct that may violate the University policy prohibiting discrimination and harassment will be investigated promptly, thoroughly, and fairly.

How to Report a Complaint Externally

Individuals with complaints of discriminatory harassment may also have the right to file a complaint with the Office for Civil Rights (OCR) of the U.S. Department of Education. An employee may also have the right to file a charge with the United States Equal Employment Opportunity Commission ("EEOC"), the Office of Civil Rights ("OCR"), or the New York Division of Human Rights ("SDHR"). A charge should be filed with the EEOC within 300 days of the most recent date that the unlawful conduct occurred, or if filed with the OCR, within 180 days, or if filed with the SDHR, within one (1) year.

No one should allow conduct that may violate this Policy to continue unreported. It is extremely important that this be reported so that the University can act to stop such conduct at the earliest possible time. Daemen University provides training for employees on recognizing and preventing harassment, including sexual harassment: all employees are expected to participate in such training.

How To Report A Complaint Internally

1. All community members may file a grievance complaint through the following mechanisms: Public Incident Report form, CARE Report form, Campus Safety (716-839-SAFE), Employee Engagement (716-839-8325), the Vice President for Institutional Equity and Belonging (VPIEB),

who serves as the Equal Opportunity and Affirmative Action Officer and Title IX Coordinator (DS118, 716-839-8249), or any other written or verbal mechanism to file complaints.

- a. Please note that all employees are considered Responsible Employees or Campus Security Authorities (CSAs) and should report any concerns using the methods listed above or to their supervisor.
2. Grievance filing procedures for students are additionally outlined in the Student Handbook (Section 5).
3. Additional dispute filing procedures for faculty are outlined in the Faculty Handbook (Article XIII).
4. A grievance can be filed at any time (ideally within 30 days of the alleged violation). A grievance may be submitted in any written format and should include:
 - a. A statement of the facts identifying the alleged violation.
 - b. Any available supporting documentation.
 - c. A proposed resolution.
5. Any report may be submitted anonymously; however, doing so will affect the University's ability not only to investigate a report but also to provide a successful resolution or outcome.

Intake And Initial Review

Upon receipt of a report:

- The appropriate administrative office will notify the VPIEB (or designee) and respond to the complaint promptly.
- The VPIEB (or designee) will inform the appropriate cabinet member that a complaint was filed.
- It is at the discretion of the VPIEB (or designee) to determine whether or not information provided through the initial review is sufficient to warrant an investigation.
- An initial review will determine what, if any, interim measures are required to protect the safety and security of the campus and individuals.
 - If it is determined that the complaint is a possible violation of Title IX of the Educational Amendments of 1972, the university will follow federal guidelines.
- Investigations will honor the privacy of all parties, ensuring only appropriate and trained university officials will be involved in the process.

Investigation Team

- An investigative team will be assembled by the VPIEB (or designee) that include trained representatives from the office of Employee Engagement, Academic Affairs, and/or Student Affairs.

- In instances where a faculty member is the respondent in the reported claim, a faculty member from the grievance investigative pool appointed by the Provost's Office, in consultation with VPIEB, shall serve as a member of the investigative team.
- The Faculty Senate solicits and reviews nominations for members of the Grievance Investigative Pool. Approved nominees receive appropriate training, and the Provost appoints members from this trained pool as needed to serve on specific cases.
- The team will designate one member to serve as the primary contact and liaison throughout the process.
- All members of the investigation team, including advisors, receive training from the SUNY Student Conduct Institute.

Investigation Process

- The investigation team will convene a planning meeting to establish a timeline and interview list, including the complainant(s), respondent(s), and any relevant witnesses or individuals with pertinent information (e.g., department manuals, procedures, syllabi, course rubrics, etc.).
- Relevant documents and communications will be collected, and interviews will be conducted. All interviews may be recorded to ensure accuracy of information and understanding.
- If the complainant(s) or respondent(s) wish to have an advisor attend the investigation interview, they have the right to select an individual from a pool of trained advisors. If either wishes to choose someone outside of the trained pool, that individual must be disclosed to the VPIEB (or designee) within 48 hours of initial notice and are required to meet with the VPIEB (or designee) before the investigation interview to understand the role.
 - The advisor of choice may accompany the parties to any meeting, interview, or hearing, but may not speak for the party.
 - The advisor is permitted to meet with the complainant(s) and/or respondent(s) prior to any meeting, interview, or hearing (pertains to student/student process).
 - The complainant(s), respondent(s), and their advisors may ask to pause questioning for discussion, communicate via written mechanisms, or take breaks as needed.
- Both the complainant(s) and respondent(s) have the right to present evidence and identify witnesses during the investigative process.
- For student-to-student complaints, the investigation team will follow the processes outlined in the Student Handbook (Section 8).

Investigation Report, Resolution, And Decision

- A decision on the grievance complaint will be made by applying the preponderance of the evidence standard (more likely than not).
- Where a complaint involves staff or administrators, the AVP of EE will be provided with a written report of findings.
- Where a complaint involves a student(s), the VP of Student Affairs will be provided with a written report of findings.

- Where a complaint involves a cabinet member, the President will be provided with a written report of findings.
- Where a complaint involves the President, the Chairperson of the Board of Trustees will be provided with a report of the findings.
- Where the complaint involves faculty (including faculty administrators), the VPAA/Provost will be provided with a written report of findings and make any disciplinary decisions based on recommendations by the investigative team.
- A written copy of the decision will be provided to the complainant(s) and respondent(s).

Appeals

- The respondent(s) and/or complainant(s) may appeal the decision.
 - Faculty should follow the process outlined in the Formal Dispute Resolution Procedure as outlined in the Faculty Handbook (Article XIII). A request for an appeal must be submitted in writing within fifteen (15) calendar days of the decision.
 - Students should follow the process outlined in the Student Handbook (Section 8: Appeals). A request for an appeal must be submitted in writing within five (5) calendar days of the decision.
- The written request for any appeal must be based upon one or more of the following reasons, which must be specified in the appeal:
 - Violation of University conduct review procedures
 - Misinterpretation of the policies alleged to be violated
 - New evidence not reasonably available at the time of the hearing
 - Improper or excessive sanction(s)
 - Decision not supported by a preponderance of evidence
- Upon receipt of the appeal, the appellate body will do one of the following:
 - Accept to hear the case at their discretion
 - Refuse to hear the case for lack of a sufficient reason for appeal
 - Request that another investigation be conducted
 - Investigate and amend the decision and/or sanction

Records And Confidentiality

- All records, including recorded interviews, will be securely maintained in the Office of Employee Engagement and/or the University's confidential conduct database.
- Records will be retained in accordance with the University's record retention policy.

Responsibility

Every person in the University community is responsible for compliance with this policy. No one should allow conduct that may violate this policy to continue unreported. It is extremely important that this be reported so that the University can act to stop such conduct at the earliest possible time. Daemen University provides training for employees on recognizing and preventing harassment, including sexual

harassment: all employees are expected to participate in such training. The Equal Opportunity and Affirmative Action Officer/Vice President for Institutional Equity and Belonging (DS118, 716-839-8249) has been given management responsibility for implementing this policy.

TITLE IX STATEMENT: NONDISCRIMINATION AND EQUAL OPPORTUNITY POLICY

Daemen University is committed to compliance with its obligations under Title IX of the Educational Amendments of 1972, Title VI and VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, the Age Discrimination in Employment Act, Executive Orders, the New York State Human Rights Law, and other applicable anti-discrimination laws.

It is the policy of Daemen University to provide all students and applicants an equal access to all programs and facilities without regard to sex, sexual orientation, gender, race, color, creed, religion, veteran or military status, national origin, age, disability, familial status, marital status, domestic violence victim status, status as an ex-offender, arrest record, predisposing genetic characteristics or genetic information, or any other characteristic protected by federal or New York State law. To the extent required by law, the University will also take affirmative action to ensure that qualified women, minorities, veterans, and persons with disabilities are provided full employment opportunities. Every person in the Daemen University community is required to be familiar with and act in accordance with this policy. This includes administrators, faculty, staff, students, contractors, and vendors. All violations of this policy will be addressed and, where appropriate, discipline will be administered. Any person or entity found in willful violation of this nondiscrimination policy shall be subject to termination, expulsion, or contract termination as appropriate. The University President has assigned day-to-day responsibilities for the implementation and administration of this policy to the VP Institutional Equity & Belonging & HEOP Director, Ms. Tiffany Hamilton, who is the University's Equal Opportunity and Affirmative Action Officer (EOAAO). Any questions concerning this policy and any complaints of discrimination should be communicated to the EOAA Officer, Duns Scotus, Room 118, thamilto@daemen.edu, 716-839-8249.

A student also has the right to file a complaint of discrimination with the Office for Civil Rights (OCR) of the U.S. Department of Education. Complaints are to be filed within 180 calendar days of the alleged act of discrimination and may be made to the New York regional office of OCR:

New York Office
Office for Civil Rights
U.S. Department of Education
32 Old Slip, 26th Floor
New York, NY 10005-2500
Telephone: 646-428-3900
FAX: 646-428-3843; TDD: 877-521-2172
Email: OCR.NewYork@ed.gov

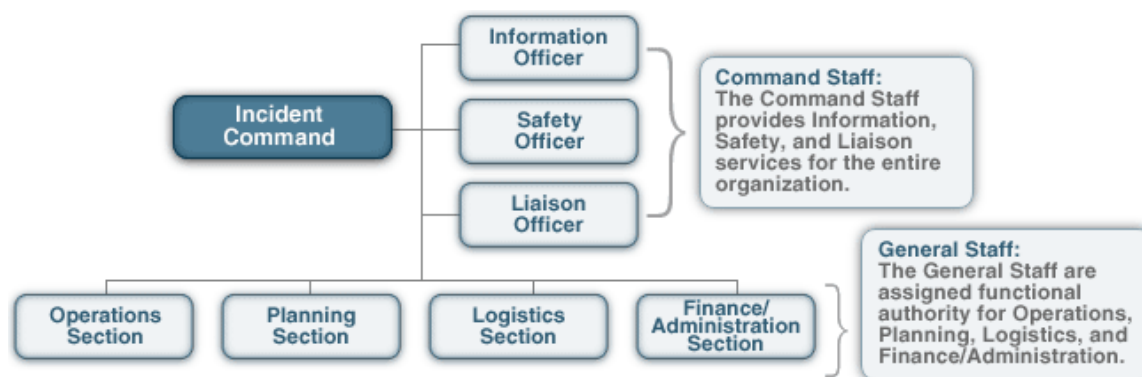
EMERGENCY RESPONSE PLAN

The Daemen University Emergency Response Plan is intended to provide needed direction and guidance to the campus community in the event of any situation which affects the normal operation of the campus. Consistent with the National Incident Management System (NIMS), Daemen University utilizes the Incident Command System (ICS) to effectively respond to crises and concerns. Chaired by the Vice President for Student Affairs (VPSA), the campus Emergency Response Team (ERT) meets regularly in order to review and become familiar with the plan, conduct training exercises for the community, and ensure that the plan is continually updated and revised. Regular training and drills are conducted on-campus with consultation from Amherst emergency response service personnel. Additionally, the University has implemented an Administrator On-Call (AOC) system to ensure that a senior level administrator is informed whenever a significant incident occurs that affects the safety of individuals or the campus property. This system is in place at all times regardless of whether classes are in session or not.

General Emergency Procedures

It is not feasible or practical to develop an emergency plan based on every incident that may occur. Each situation and crisis is different. Even two situations of the same nature are different in circumstance. Therefore, the Daemen University Emergency Response Plan is based on the National Incident Management System (NIMS) and Incident Command System (ICS) as used by federal, state, and local law enforcement and emergency response agencies. The purpose behind ICS is to allow for integrated command of multiple response agencies—to allow for ease of communication, sharing of resources, and greater flexibility in response based on the personnel at the scene at that time.

There are five major management functions that are the foundation upon which the ICS is built. These functions apply whether the team is responding to a routine emergency, organizing for a major non-emergency event, or managing a response to a major disaster. The five major management functions are:



- Incident Command: Sets the incident objectives, strategies, and priorities and has overall responsibility at the incident or event.

- Operations: Conducts tactical operations to carry out the plan. Develops the tactical objectives and organization, and directs all tactical resources.
- Planning: Prepares and documents the Incident Action Plan to accomplish the objectives, collects and evaluates information, maintains resource status, and maintains documentation for incident records.
- Logistics: Provides support, resources, and all other services needed to meet the operational objectives.
- Finance/Administration: Monitors costs related to the incident. Provides accounting, procurement, time recording, and cost analyses.

ICS follows these five major management functions for any situation, regardless of the size of the incident. When the ICS is deployed, the staff member with the most experience to handle the situation at that time, regardless of title, rank, etcetera, is deemed the Incident Commander. In most cases, this will be the Campus Safety Supervisor for that evening or the Administrator On-Call. When it is appropriate to switch command, the Incident Commander will brief the next person and transition command.

As incidents expand or contract, change in jurisdiction or discipline, or become more or less complex, command may change to meet the needs of the incident. Rank, grade, and seniority are not the factors used to select the Incident Commander. The Incident Commander is always a highly qualified individual trained to lead the incident response. The Incident Commander is also the only position that is always filled for any situation. All other team members become supporting cast and work together to resolve the crisis.

Depending on the nature of the emergency, local law enforcement and response agencies may become involved. In those instances, Daemen University staff will transition authority of the situation to the authorities. However, the Incident Commander and Daemen ERT members are still responsible for working directly with law enforcement and emergency response team members, handling media relations, and providing the necessary report for resolving a situation amicably. After law enforcement and emergency response members leave, University staff will manage the incident and the impact on the community.

A crisis or emergency is defined as any event that affects one or more people in a significant way and/or involves local, state, and/or federal authorities. This is an intentionally broad definition used purposely so as to ensure that all incidents are responded to in a consistent manner.

Shelter in Place

When deemed appropriate by the Incident Commander, the University may ask all or select members of the community to assume Shelter-in-Place. During Shelter-in-Place, all members of the Daemen University community are instructed to secure themselves in their current location, lock doors and

windows, turn phones on silent or vibrate, and await further instructions from the University. Community members should NOT call the University main number, but rather remain in place until they receive further instructions from the University via the Mass Alert Messaging System. The Messaging System will allow for communication via text and email alert. Additionally, in some instances, messages will appear on classroom and office computer screens as well as digital display boards across campus. Finally, in rare instances, the outdoor horn and audible messaging can be utilized. All community members who have provided their cell phone information to the University are automatically enrolled in the System. Messages are sent out via Campus Safety and monthly tests of the system are conducted throughout the year at various hours of the day. When appropriate, and in consultation with local law enforcement, the Incident Commander will provide an “all clear” through the Messaging System for community members to return to normal activities. The University only uses the Mass Alert Messaging systems for emergencies and not for advertising or other announcements.

Evacuation

In the event of a fire alarm, individuals are expected to exit the building in an orderly fashion and move away from the building until given the “all clear” by the appropriate campus official.

Note: In the event of an evacuation, the Dining Hall located in Yurtchuck Student Center will serve as primary gathering location for students if the crisis has resulted in a building being evacuated. The gym in Duns Scotus will serve as a secondary location if the Dining Hall is compromised. The Tertiary location will be the Amherst High School located across the street from campus proper.

Areas of refuge in case of building evacuation: (for persons unable to self-evacuate)

- Business Building: End stairwells.
- Canavan Hall: End stairwells, all floors.
- Campus Village Apartments: End stairwells, all buildings.
- Curtis Hall: Exits to 2nd floor roof area and alternative stairwells.
- Duns Scotus Hall: End stairwells, all floors.
- Research and Information Commons: Back stairwell (corner adjacent to Athletic Facility and Main Street), all floors. Alternative – stairwell by elevator, all floors.
- Reynolds Center: Second floor outdoor patio. Alternative – back stairwell
- Rosary Hall: Entry to outdoor stairs (east side of building), stairwells.
- Schenck Hall: End stairwells.
- Scott Bieler College of Health Professions: End Stairwells
- Visual and Performing Arts Center: End stairwell (by the driveway), all floors. Alternative – main stairwell.
- Yurtchuck Center: Hallway and stairs to the left of entrance to Social Room on 2nd floor (east side of building). Alternative – stairwell in hallway by elevator – west side of building).

MISSING STUDENT POLICIES

Daemen University takes student safety very seriously. To this end, the following policy and procedure has been established to assist in locating Daemen University students living in University on-campus housing who, based on the facts and circumstances known to the University, are determined to be missing. This policy has been established as required by the Higher Education Opportunity Act (HEOA) and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, referred to as the Clery Act. Nothing in this policy should indicate that the University has knowledge of, or the ability to track, students' whereabouts and activities at all times. Students are responsible for their own care and travels.

Designation of a contact person(s)

Each year, every resident student has the option to identify a contact person(s) whom the University shall notify within 24 hours of the determination that the student is missing. The contact person can be anyone and, if the student so elects, may be someone other than the person that the student has designated as their emergency contact person for other purposes. Resident students will be given a Missing Student Contact Registration Form which should be submitted to the Office of Housing and Residence Life located on the second floor of John R. Yurtchuk Student Center.

This contact information is considered confidential and will be maintained separately by the Office of Housing and Residence Life and will only be shared with the appropriate University officials involved in a missing persons investigation including, but not limited to, the Vice President for Student Affairs, the Dean of Students, as well as the President. The information may also be provided to the Daemen Office of Campus Safety and the Amherst Police should an investigation be conducted after a missing student report is made. Students may change or revoke their contact information through the Office of Housing and Residence Life. Residential students who are less than 18 years of age and not officially emancipated by their parents or guardian may designate a contact person; however, the student's custodial parent or guardian will also be notified within 24 hours of a determination that the student is missing.

Notification procedures for missing resident students

It is understood that resident students will have opportunities during the academic year to take weekends away to visit family or friends. When students will be away from their on-campus residence, students should inform their roommate or Resident Assistant of their plans and expected date of return for emergency contact purposes. For purposes of this policy, a student may be considered to be a "missing student" if the person's absence is contrary to their usual pattern of behavior and unusual circumstances may have caused the absence. Such circumstances could include a reasonable/reliable report or suspicion that the missing student may be endangered. Examples include, but are not limited to, possible victim foul play, expression of suicidal thoughts, possible alcohol or drug abuse, a life-threatening situation, or recent contact with persons who may endanger the student's welfare.

Anyone who suspects that a residential student is missing should immediately notify a Resident Assistant (RA), Hall Director (HD), Assistant Director and/or the Director of Housing & Residence Life (839-8200). If a missing student report is received by a RA, HD, or Assistant Director should immediately be notified to

coordinate the investigation. The DHRL will immediately notify the Office of Campus Safety and the Dean of Students.

Once such notice is received, the Office of Campus Safety and the Office of Housing and Residence Life will begin an investigation to include, but not limited to, the following:

- Call the student's cell phone
- Send a residence life staff member to the student's room.
- Contact roommate(s)
- Access student's vehicle information to locate and distribute to local authorities if necessary
- Access student's class schedule and seek information on last sighting or other contact information.
- Access reports to determine the last time a student used a meal card or accessed residence hall.
- If student works on-campus, contact supervisor for contact information
- Call student's designated Missing Person Contact
- Request information from Information Technology about student's last electronic sign in to Daemen's network systems
- Office of Campus Safety may issue an ID picture to assist in identifying the missing student
- The Office of Campus Safety may search on-campus public locations (library, cafeteria, etc.)

Actions upon a determination that a student is missing

If the above investigatory steps are unsuccessful in locating the student who has been missing for 24 hours, or it is apparent sooner that the student may be endangered, the DHRL or designee, after consulting with the Office of Campus Safety, will take the following actions within 24 hours:

1. Contact the Amherst Police Department and other law enforcement agencies as necessary and report the student as a missing person.
2. Write and file a detailed report and share it with the police. Law enforcement will take charge of the investigation.
3. Notify the designated contact person, if any, that the student is believed to be missing. For unemancipated students under the age of 18, the student's parent/guardian will also be notified.

Campus communications about missing students

Notifications to the campus community will be coordinated by the Vice President for Student Affairs or Dean of Students (or designee). Media communications will be coordinated by the Director of Institutional Communications. Information will not be released to the public unless authorized by the Vice President for Student Affairs or Dean of Students (or designee). All media requests will be directed to the Director of Institutional Communications. The DHRL will act as the liaison between the University and law enforcement, writing follow-up reports as needed and keeping university officials apprised of the ongoing investigation.

Commuter students

Reports of commuter students who are missing will be referred to the Office of Campus Safety and Amherst Police Department for investigation.

ALCOHOL AND OTHER DRUG POLICIES

Student Activities

Daemen University allows students who comply with the New York State minimum drinking age of 21 years of age to consume alcohol as a privilege, but not as a right, and within specified guidelines and limitations, at certain University events, as determined by the Director of Student Activities. These events are generally limited to those where a significant number of students over the age of 21 are anticipated to attend.

The University expects that students who choose to consume alcohol will do so responsibly. Individuals or groups who conduct themselves in a disorderly manner, destroy property, or infringe upon the rights of others are accountable for their behavior and will be subject to campus disciplinary action and/or appropriate civil or criminal actions. In other words, drunkenness is a problem, not an excuse for one. These policies and regulations apply to all members of the University community and their invited guests:

1. All alcoholic beverages are to be provided by Daemen University Dining Service at all events approved for alcohol service.
2. All student social functions involving alcohol are usually limited to members of the Daemen University community and their escorted guests. Students are liable for the actions of their guests. The Director of Student Activities will generally refuse alcohol requests for events where unescorted visitors may be expected. The Director may refuse entry of any person to any University event.
3. Alcohol abuse will not be tolerated. Alcohol may not be offered as a prize or reward, or consumed in contests. Social participants are allowed to purchase no more than one (1) alcoholic drink at a time (or at the discretion of the Director of Student Activities).
4. Dining Service bartenders, campus safety officers, group advisors, the Director of Student Activities, and/or any appropriate individual acting in their official capacity within the Division of Student Affairs has authority to refuse the purchase of alcohol by any person who appears to be intoxicated or troublesome. Such a person may be required to leave a social event.

5. Aside from the specifications permitting alcohol at certain student activities, and the guidelines for alcohol permitted in the residence halls listed in this Student Handbook, alcohol cannot be consumed on campus grounds or in private automobiles while on campus grounds.

Daemen University recognized student organizations are not permitted to host events on campus or off campus where the primary focus is the consumption of alcohol. This typically refers to bar parties or fundraisers where persons pay a cover charge and alcoholic beverages are provided free or at a reduced fee. The intent of this policy is to prevent and discourage events that promote alcohol abuse (binge drinking, underage drinking, DWI) and to reduce the risk of liability faced by student organizations and their officers when holding these types of events.

Residence Halls

The use of alcohol in the residence halls will be subject to state and federal laws and Daemen University Policy. Responsible use of alcohol by students 21 years of age and older is permitted only according to university regulations. In accordance with New York State law students under the age of 21 may not possess, sell, or consume alcoholic beverages. The University follows a zero-tolerance policy in these matters. This means that every reported incident will be formally addressed through the conduct review system. (Please note: General policy information regarding drugs and alcohol are covered in the Student Handbook, Campus Policies)

The following guidelines pertain to students who are of legal drinking age. The University also expects all visitors and guests to comply with the regulations listed below:

- A. Any resident bringing visitors/guests to campus shall be responsible for making the alcohol policies known to their visitors/guests. Every visitor/guest is subject to university rules and regulations. It is the responsibility of residents as hosts to monitor and accept responsibility for the behavior of their visitors/guests.
- B. Alcohol is not permitted in Canavan Hall, including those students who are over the age of 21.
- C. Alcohol is not permitted in any apartment/suite where no students over the age of 21 reside.
- D. Students over the age of 21 are responsible for keeping alcohol out of the hands of minors.
- E. Kegs, taps, beer balls, and other common sources of alcohol, are not permitted. The possession of any implement which can be used to irresponsibly ingest alcohol is prohibited. This includes, but is not limited to, funnels, beer bongs, etc. Drinking games and drinking game devices, (e.g., beer pong tables), are also not permitted.
- F. Students who are of legal drinking age and who are in the possession of alcohol, or present where alcohol is being consumed, must provide proof of age when asked by any University official including Resident Assistants. If proof of age is not provided, students will be asked to dispose of the alcohol and follow-up will occur via the University's Code of Conduct.

- G. Underage students may not be in the presence of alcoholic beverages. The only exception is an underage resident who lives with students of legal drinking age, may be in the presence of alcohol in their assigned apartment. The underage person may not consume or possess alcohol. Once guests (anyone not residing in said apartment) over the age of 21 enter an apartment where alcohol is present, NO students under the age of 21 (including residents of that apartment) may be present.
- H. The amount of alcohol permitted by each resident over the age of 21 in an apartment is 1 liter of spirits or wine, or a 6 pack of beer. Visitors/Guests of residents are not permitted to bring alcohol onto campus.
- I. Alcoholic containers may not be used as decorations. Empty cans or bottles will be deemed as proof of consumption. Students over the age of 21 should dispose of or recycle containers immediately after consumption.
- J. In the event that there is an alcohol policy violation, it is not the University's responsibility to determine who was consuming alcohol and who was not. It will be assumed that anyone involved in the incident was engaging in the policy violation.
- K. Public intoxication is considered an alcohol policy violation. Actions as a result of public intoxication which disturb any people, facilities, community, and/or self will be dealt with through the appropriate authorities.

Daemen University Drug and Alcohol Abuse Prevention Policy

Pursuant to the U.S. Department of Education Regulations implementing the Drug-Free Schools and Communities Act Amendments of 1989, Daemen University establishes the following policy and regulations:

Policy Statement: Daemen University endeavors to establish for its students, faculty and staff an environment in which the misuse of alcohol and drugs is minimized, which encourages moderation, safety and personal accountability, and which provides an atmosphere free of coercion and peer pressure to abuse alcohol or use illegal drugs. The University strongly believes and encourages the use of treatment and educational programs as the most effective means to reduce and prevent substance abuse of any kind. All members of the Daemen community should exercise sound judgment and be mindful of their personal health, safety and well-being, as well as that of their friends and guests, by observing all laws regulating drug and alcohol and the University rules expressed in this Policy and elsewhere in this Handbook.

Standards of Conduct: The unlawful possession, use, or distribution of alcohol and illegal drugs by students and employees on university property or while engaged in University activities off the University campus is prohibited. While the University permits the lawful use of alcohol by students and guests on campus in accordance with the University alcohol policy (see the following section), any abuse of this privilege will be subject to University disciplinary action and/or appropriate criminal sanctions.

Legal Sanctions Regarding Alcohol: Under New York State law it is illegal:

- To provide alcohol to persons under the age of 21 or to persons who are visibly intoxicated. Providing alcohol to persons under the age of 21 is a Class A misdemeanor which is punishable by imprisonment for up to one year in jail, a fine, and/or three or more years of probation;
- To misrepresent the age of a person under the age of 21 for the purpose of inducing a sale of alcohol. Those found guilty of violating this law shall be punished by a fine of not more than \$200, or by imprisonment for not more than five days, or by both fine and imprisonment;
- For a person under the age of 21 to possess alcohol with the intent to consume it. Those found guilty of violating this law shall be punished by a fine of not more than \$50 and/or required to complete an alcohol awareness program and/or required to provide up to 30 hours of community service;
- For any person under the age of 21 to present or offer any written evidence of age which is false, fraudulent or not actually their own, for the purpose of purchasing or attempting to purchase alcohol. Those found guilty of violating this law shall be punished by a fine of not more than \$100, and/or required to complete an alcohol awareness program and/or required to provide up to 30 hours of community service. Additionally, if it is found that a New York State driver's license was the written evidence of age used for the purpose of the purchase or attempted purchase, the person's license to drive a motor vehicle may be suspended for 90 days. Lastly, alteration of the required forms of identification (driver's license, passport or armed forces ID card) may constitute "possession of a forged instrument...with intent to defraud," which is a Class D felony under New York State penal law.

Legal Consequences of Operating a Vehicle While Under the Influence of Alcohol or Drugs

- Operating a Motor Vehicle After Consuming Alcohol While Under Age 21. Any person under age 21 who operates a motor vehicle after having consumed alcohol, as determined by a blood-alcohol content of at least .02%, may be referred to the Department of Motor Vehicles for license suspension or revocation, suspension fee, and a \$125 charge. V&T Law § 1192-a.
- Driving While Ability Impaired (DWAI) (more than .05% but less than .08% Blood Alcohol Content (B.A.C.)). First violation (Traffic Infraction): Mandatory \$300-\$500 fine and/or imprisonment up to 15 days; mandatory 90-day license revocation. Subsequent violations increase the fine, possible imprisonment, and length of revocation.
- Driving While Intoxicated (DWI) (.08% B.A.C. or higher or while impaired by the use of a drug) 1st Violation (Misdemeanor): Mandatory \$500-\$1,000 fine and/or 1 year imprisonment; Mandatory 6-month minimum license revocation. Two violations within 10 years can result in jail for up to 4 years, a 1-year revocation of your license to drive, and \$1,000- \$5,000 fine. If there is personal injury, a possible lifetime revocation can result.

- If you are under the age of 21 and charged with DWAI or DWI and you are convicted of such charges, your license will be revoked for a minimum of one (1) year. If you drive while your license is suspended or revoked, or if you refuse a chemical test, you face a mandatory jail term of 7–180 days and a mandatory fine of \$500–\$1,000.

Drugs

There are several New York State and Federal laws prohibiting the use and/or sale of controlled substances (drugs such as marijuana, heroin, cocaine, PCP, LSD, methamphetamine and fentanyl). Misuse and sale of prescription medications is also prohibited. Prescriptions are meant to be used only by the person for whom the prescription is written and/or as prescribed. A conviction can result in a substantial fine and/or a lengthy imprisonment. Remember that the conviction of a crime will remain on your record and can impact your ability to find suitable employment or get a professional license and can impair your ability to travel.

New York State has decriminalized marijuana, which is not the same as indicating its legality. Possession of less than 25 grams is considered a violation and carries a fine of up to \$100 with increased fines for repeat offenders. Additional charges/penalties and fines increase depending on the quantity over 25 grams.

Prescription medication, including medical marijuana, must be labeled as such and remain in the possession of the person for whom it was prescribed.

Daemen University Sanctions

Members of the University community who violate these policies will be subject to discipline via the Student Code of Conduct. Taking into account the circumstances of each case, sanctions for students may range from warnings to expulsion from the University, and sanctions for faculty and staff members may range from warnings to termination. At the discretion of the University, as an alternative to, or in addition to any disciplinary action taken, students or employees may be required to participate in and to satisfactorily complete an appropriate counseling or rehabilitation program. Records of such discipline may be maintained in a student's record or an employee's personnel file. Enforcement of these sanctions will be through the University's existing disciplinary procedures for students, faculty, and staff, as appropriate. The University reserves the right to require that a student participate in random drug testing, at their own expense, as part of a sanction for being found responsible for a violation of this drug policy and/or if there is reasonable evidence to suggest illegal drug use/abuse.

Health Risks

Abusing drugs and/or alcohol can, among other things, be expensive, cause dependency, make you sick, lower your job performance, put you in prison, and even cost you your life.

Alcohol use will dull your senses, impair coordination, cause you to slur your speech, trigger mood changes, and depress brain functions. It may also lead to stomach irritation, irreversible brain damage, damage to liver, heart, and pancreas, and, for pregnant women, physical harm to your unborn baby.

Drug use may increase your heart rate and blood pressure; cause tremors and convulsions; produce heart, liver, and kidney damage; cause personality changes, confusion, and depression; lead to paranoia and hallucinations; and lower your resistance to disease—including STIs.

Amnesty Policy

The health and safety of every student at the University is of utmost importance. Daemen University recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. Daemen University strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to Institution's officials or law enforcement will not be subject to the Student Code of Conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

HAZING POLICY

Per [H.R. 5646 Stop Campus Hazing Act of 2025](#), hazing is defined as any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that –

1. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
2. causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including –
 - a. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - b. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - c. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - d. causing, coercing, or otherwise inducing another person to perform sexual acts;

- e. any activity that places another person in reasonable fear or bodily harm through the use of threatening words or conduct;
- f. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- g. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

The Stop Campus Hazing Act also defines a student organization as an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution.

New York State Penal Law, Chapter 716, Section 1 (effective November 1, 1988)

120.16: Hazing in the first degree

A person is guilty of hazing in the first degree when, in the course of another person's initiation into or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person and thereby causes such injury.

Hazing in the first degree is a class A misdemeanor.

120.17: Hazing in the second degree

A person is guilty of hazing in the second degree when, in the course of another person's initiation or affiliation with any organization, he intentionally or recklessly engages in conduct which creates a substantial risk of physical injury to such other person or a third person.

Hazing in the second degree is a violation.

Reporting

Any community member who has been impacted by or has witnessed potential hazing should report the incident. In an emergency, dial 911. After the emergency is reported, call Campus Safety so they can support emergency responders for best care of the situation. Community members can contact the Office of Campus Safety at 716-839-SAFE (7233), 24 hours a day, 7 days a week. In a non-emergent situation, report any hazing concerns to Campus Safety.

In addition, concerns may be reported to the following areas:

- Campus Safety at 716-839-SAFE (7233)
- Vice President for Student Affairs at 716-839-8519
- Community Standards & Student Advocacy at 716-839-8200
- Amherst Police Department, call 716-689-1311 or, in an emergency, dial 911.

CRIME STATISTICS

In accordance with the Clery Act, a copy of the Crime Statistics Report is available to all members of the campus community. A copy of the report may be reviewed on the following pages of this document. The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the Daemen University community obtained from the following sources: Daemen University Campus Safety, Housing and Residence Life, Collegiate Village and local police municipalities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. All statistics are gathered, compiled, and reported to the Daemen University community via this report, entitled "Annual Security and Fire Safety Report" which is published by Daemen University. Daemen University submits the annual crime statistics published in this brochure to the Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website. Daemen University sends an e-mail to every enrolled student and current employee on an annual basis. The e-mail includes a brief summary of the contents of this report. The e-mail also includes the address for the Daemen University website where the "Annual Security and Fire Safety Report" can be found online (www.daemen.edu/campussafety) and a physical copy may be obtained by making a request to the Daemen University Office of Student Affairs located in the Yurtchuck Center (716-839-8332).

Definitions of reportable crimes in the Campus Security Act

1. Murder and Non-Negligent Manslaughter is defined as the willful (non-negligent) killing of one human being by another.
2. Negligent Manslaughter is defined as the killing of another person through gross negligence.
3. Sex Offenses—Rape is defined as 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. This offense includes the rape of both males and females.
4. Sex Offenses—Fondling the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental incapacity.
5. Sex Offenses—Incest is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
6. Sex Offenses—Statutory Rape is sexual intercourse with a person who is under the statutory age of consent.
7. Domestic Violence includes asserted violent misdemeanor and felony offenses committed by the victim's current or former spouse, current or former cohabitant, person similarly

situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

8. Dating Violence means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such relationship will be gauged by its length, type, and frequency of interaction.
9. Stalking means a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress.
10. Robbery is the taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
11. Aggravated Assault is an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.
12. Burglary is the unlawful entry of a structure to commit a felony or a theft. The Federal Bureau of Investigation's Uniform Crime Reporting Handbook (UCR) classifies offenses locally known as Burglary (any degree); unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts at these offenses as Burglary.
13. Motor Vehicle Theft is the theft or attempted theft of a motor vehicle.
14. Arson is any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
15. Arrest, for Clery Act purposes, is defined as persons processed by arrest, citation, or summons.
16. Illegal Weapons Possession is defined as the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature. Included in this classification: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; using, manufacturing, etc., of silencers; furnishing deadly weapons to minors; aliens possessing deadly weapons; and attempts to commit any of the above.
17. Drug Law Violations is defined as the violation of laws prohibiting the production, distribution and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution,

sale, purchase, use, possession, transportation or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics—manufactured narcotics which can cause true addiction (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

18. Liquor Law Violations is defined as the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness. Include in this classification: the manufacture, sale, transporting, furnishing, possessing, etc., of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating still; furnishing liquor to a minor or intemperate person; underage possession; using a vehicle for illegal transportation of liquor; drinking on train or public conveyance; and attempts to commit any of the above.
19. Hazing - meaning any intentional, knowing, or reckless act committed to a person, whether individually or in concert with other persons, against a student regardless of the student's willingness to participate, that:
 - was committed in connection with an initiation into, an affiliation with, or the maintenance of membership in, an organization (such as a club, society, association, athletic team, fraternity, sorority, or student government); and
 - causes or is likely to contribute to a substantial risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical training necessary for participation in an athletic team), of physical injury, mental harm, or degradation.

More detailed definitions and examples may be found at <http://www2.ed.gov/admins/lead/safety/handbook.pdf>, and <https://fsapartners.ed.gov/sites/default/files/attachments/2020-10/CleryAppendixFinal.pdf>

Daemen University Crime Statistics

OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
MURDER / NON-NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSES, RAPE	2023	2	1	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSES, FONDLING	2023	0	0	0	0
	2024	1	1	0	0
	2025	0	0	0	0
SEX OFFENSES, INCEST	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSES, STATUTORY RAPE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ROBBERY	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
AGGRAVATED ASSAULT	2023	1	1	2	0
	2024	0	0	0	0
	2025	0	0	0	0
BURGLARY	2023	1	1	1	0
	2024	3	2	0	0
	2025	0	0	0	0
MOTOR VEHICLE THEFT	2023	0	0	0	0
	2024	0	0	0	0
	2025	1	0	0	0
ARSON	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2023	3	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2023	5	5	0	0
	2024	10	7	0	0
	2025	1	1	1	0
ARRESTS: LIQUOR LAW VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2023	26	26	0	0
	2024	10	10	0	0
	2025	7	7	0	0
DATING VIOLENCE	2023	1	0	1	0
	2024	1	1	0	0
	2025	1	1	0	0
DOMESTIC VIOLENCE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
STALKING	2023	4	0	0	0
	2024	4	2	0	0
	2025	0	0	0	0

INTIMIDATION CHARACTERIZED BY RACIAL BIAS	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
HAZING	2025	0	0	0	0

COPE Education Services

OFFENSE	YEAR	ON-CAMPUS PROPERTY	ON-CAMPUS STUDENT HOUSING FACILITIES	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
MURDER / NON-NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
NEGLIGENT MANSLAUGHTER	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSES, RAPE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSES, FONDLING	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSES, INCEST	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
SEX OFFENSES, STATUTORY RAPE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ROBBERY	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
AGGRAVATED ASSAULT	2023	0	0	0	1
	2024	0	0	0	0
	2025	0	0	0	0
BURGLARY	2023	0	0	0	1
	2024	0	0	0	0
	2025	0	0	0	0
MOTOR VEHICLE THEFT	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ARSON	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ARRESTS: WEAPONS: CARRYING, POSSESSING, ETC.	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS: WEAPONS: CARRYING, POSSESSING, ETC.	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
ARRESTS: DRUG ABUSE VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS: DRUG ABUSE VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
ARRESTS: LIQUOR LAW VIOLATIONS	2022	0	0	0	0
	2023	0	0	0	0
	2024	0	0	0	0
DISCIPLINARY REFERRALS: LIQUOR LAW VIOLATIONS	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
DATING VIOLENCE	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
DOMESTIC VIOLENCE	2023	0	0	0	0

	2024	0	0	0	0
	2025	0	0	0	0
STALKING	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
INTIMIDATION CHARACTERIZED BY RACIAL BIAS	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
HAZING	2025	0	0	0	0

Daemen University Hate Crime Statistics

2025	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability			
	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC=On Campus; NC=Non-Campus; RF=Residential Facility; PP=Public Property

2024	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability			
	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC=On Campus; NC=Non-Campus; RF=Residential Facility; PP=Public Property

2023	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability			
	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC=On Campus; NC=Non-Campus; RF=Residential Facility; PP=Public Property

COPE Education Services Hate Crime Statistics

2025	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability			
	OC	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2024	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability			
	OC	N C	RF	PP	OC	N C	RF	PP	OC	N C	RF	PP	OC	N C	RF	PP	O C	N C	R F	P P	O C	N C	R F	P P
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Hate Crime Statistics

Daemen University Brooklyn Campus

2023	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability			
	OC	N C	RF	PP	OC	N C	RF	PP	OC	N C	RF	PP	OC	N C	RF	PP	O C	N C	R F	P P	O C	N C	R F	P P

Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2022	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability			
	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P	O C	N C	R F	P P
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex Offenses, Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Crimes Involving Bodily Injury	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

OC=On Campus; NC=Non-Campus; RF=Residential Facility; PP=Public Property

BIASED RELATED CRIMES/HATE CRIMES

Daemen University employs an online Bias Reporting Form designed to assist the University in promoting an environment that fosters civility and mutual respect for all. Members of the Daemen community may use the online form to report incidents of bias, misconduct, and harassment. A bias-related incident is motivated by the offender's bias against a person or group due their actual or perceived:

- Race
- Color
- Ethnicity
- National origin
- Sex
- Gender
- Gender identity or gender expression
- Religion or religious practices
- Age
- Ability
- Sexual orientation
- Marital status
- Familial status
- Pregnancy
- Veteran or military status
- Ex-offender status

One does not have to be a member of a specific gender, sex, class, or group in order to be a victim of bias, misconduct, or harassment. Additionally, reporters do not need to be victims of bias or misconduct themselves: this form can be used by bystanders to report incidents that they have witnessed or of which they have knowledge.

Any reports submitted will be routed to the appropriate office, typically Student Affairs and the Center for Diversity & Inclusion, which facilitates and adjudicates matters via the Student Code of Conduct, if it involves a student or the Office of Employee Engagement, if it involves an employee. All bias reports will be reviewed promptly. For reports containing contact information, a designated staff member will contact the reporting person and will be available to meet and discuss resources, policies, procedures, and services, with a view to addressing the immediate issue as well as any additional implications for campus climate. Reports and related follow up will be handled as discreetly as possible.

Bias Reports may be submitted anonymously; however, doing so will affect the University's ability not only to investigate a report but also to provide a successful resolution or outcome.

Knowingly falsifying a report is a violation of the [Student Code of Conduct](#) as well as [Employee Policies](#) and may result in disciplinary action.

Members of the campus community may also avail themselves of the Grievance Procedure in Cases of Discrimination and Harassment, which affords a more formal process of investigation and determination of outcome. Filing of a Bias Report does not preclude subsequent use of the Grievance Procedure if the issue remains unresolved. At the discretion of the Grievance Officer, the Bias Report process may be

considered to fulfill Step 1 of the Grievance Procedure, which calls for an initial attempt to resolve a complaint informally.

Applicable Laws, Ordinances and Regulations on Bias-Related Crime: New York State Penal Law, Article 485 Hate Crimes; 485.00 Legislative findings:

“the legislature finds and determines as follows: criminal acts involving violence, intimidation and destruction of property based upon bias and prejudice have become more prevalent in New York State in recent years. The intolerable truth is that in these crimes, commonly and justly referred to as hate crimes, victims are intentionally selected, in whole or in part because of their race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation. ...our laws must be strengthened to provide clear recognition of the gravity of hate crimes and the compelling importance of preventing their recurrence.”

New York State Penal Law; 485.05, Hate Crimes:

A person commits a hate crime when he or she commits a specified offense and either intentionally selects the person against whom the offense is committed, or intentionally commits the act or acts constituting the offense in whole, or in substantial part because of a belief or perception regarding the race, color, national origin, ancestry, gender, religion, religious practice, age, disability or sexual orientation of a person, regardless of whether the belief or perception is correct. A specified offense is an offense defined by any of the following provisions of the New York State Penal Law:

- Assault in the third, second or first degree;
- Aggravated assault upon a person less than eleven years old;
- Menacing in the first, second or third degree;
- Reckless endangerment in the second or first degree;
- Manslaughter in the second or first degree;
- Murder in the second degree; stalking in the fourth, third, second or first degree;
- Rape in the first degree;
- Criminal sexual act in the first degree;
- Sexual abuse in the first degree;
- Aggravated sexual abuse in the second or first degree;
- Unlawful imprisonment in the second or first degree;
- Kidnapping in the second or first degree;
- Coercion in the second or first degree;
- Criminal trespass in the third, second or first degree;
- Burglary in the third, second or first degree;
- Criminal mischief in the fourth, third, second or first degree;
- Arson in the fourth, third, second or first degree;
- Petit larceny;
- Grand larceny in the fourth, third, second or first degree;
- Robbery in the third, second or first degree;
- Harassment in the first degree;
- Aggravated harassment in the second degree;
- or any attempt or conspiracy to commit any of the foregoing offenses.

Penalties for commission of bias-related crimes; New York State Penal Law 485.10 sentencing:

1. When a person is convicted of a hate crime pursuant to this article, and the specified offense is a violent felony offense, as defined in section 70.02 of the NYPL, the hate crime shall be deemed a violent felony offense.
2. When a person is convicted of a hate crime pursuant to this article and the specified offense is a misdemeanor or a class C, D or E felony, the hate crime shall be deemed to be one category higher than the specified offense the defendant committed, or one category higher than the offense level applicable to the defendant's conviction for an attempt or conspiracy to commit a specified offense, whichever is applicable.
3. Notwithstanding any other provision of law, when a person is convicted of a hate crime pursuant to this article and the specified offense is a class B felony:
 - a. the maximum term of the indeterminate sentence must be at least six years if the defendant is sentenced pursuant to section 70.00 of the NYPL.
 - b. the term of the determinate sentence must be at least eight years if the defendant is sentenced pursuant to section 70.02 of the NYPL.
 - c. the term of the determinate sentence must be at least twelve years if the defendant is sentenced pursuant to section 70.04 of the NYPL.
 - d. the max term of the indeterminate sentence or term of the determinate sentence must be at least ten years if the defendant is sentenced pursuant to section 70.06 of the NYPL.
4. Notwithstanding any other provision of law, when a person is convicted of a hate crime pursuant to this article and the specified offense is a class A-1 felony, the minimum period of the indeterminate sentence shall not be less than twenty years.

Students who commit a bias-related crime will also be subject to disciplinary action by the University.

ANNUAL FIRE SAFETY REPORT

Daemen University publishes this fire safety report as part of its annual Clery Act Compliance document which contains information with respect to the fire safety policies and statistics. A physical copy of the Annual Security and Fire Safety Report may be obtained by making a request to the Daemen University Office of Student Affairs located in the Yurtchuck Center (716-839-8332).

FIRE SAFETY POLICIES

Residential Fire Safety Policy

Residential spaces are equipped with a sprinkler system along with fire extinguishers on each floor. Also included are 1 or more smoke detectors in each living space. Any person who is responsible for a fire in any facility; interfering with fire officials; interfering or tampering with a fire alarm or safety equipment; or creating false alarms will be subject to University disciplinary action, monetary fines and/or civil action. This includes covering a smoke detector in any way, for any reason, or hanging anything from the sprinklers/smoke detectors. Additionally, residents are not permitted to cover more than 20% of any singular wall or door surface. No objects shall obstruct, hang from or touch any ceiling or part of any fire sprinkler systems.

All individuals are required to evacuate halls immediately after a fire alarm sounds, including fire drills. If it is learned that an individual(s) has not evacuated the halls when a fire alarm sounds, they may be subject to documentation and disciplinary action. Any person who discovers a fire should immediately call for assistance by dialing 911 and sharing the location of the fire, followed by calling Daemen Campus Safety at 716-839-SAFE (7233). The storage of explosives or flammable substances within any residence hall is strictly prohibited. In addition, the use of other flaming or flame-producing articles, including candles, incense, and lighters, is prohibited. Residents are also responsible for not bringing and/or utilizing prohibited items in residence hall facilities as listed in the Prohibited Items section below. Non-fire-rated curtains and tapestries are prohibited. Students must show proof of the fire rating when requested.

Failure to abide by the above fire safety guidelines may result in disciplinary action and/or fines through Daemen University.

Evacuation

Fire alarms, by their nature, alert people to potential hazards and people on the Daemen University properties or within any buildings are required to heed the warning and evacuate buildings immediately upon hearing a fire alarm in a facility. Use the nearest stairwell and/or exit to leave the building immediately. Do not use the elevator. Community members should familiarize themselves with the exits in each building. The Fire Marshall can levy fines and penalties to individuals who fail to evacuate a building promptly—but a more important reason for evacuating is for safety reasons!

When a fire alarm is activated, the elevators in most buildings will stop automatically. Occupants should use the stairs to evacuate the building. If you are caught in the elevator, push the emergency phone button. The emergency phones in elevators on campus typically ring to Daemen University Campus Safety Base. After any smoke or fire alarm, a report is generated documenting the location, any persons involved and cause (if one can be determined).

In the event of a major/large fire, Community members are instructed to find the nearest pull station, activate it, exit by nearest safe stairway and/or emergency exit. People should not use the elevators and exit in an orderly fashion. Additionally, community members are reminded of the following:

- Keep low to the floor to avoid smoke inhalation.
- Try to exit the room. Feel the doorknob. If it is hot, do not open the door.
- If the doorknob is not hot, brace yourself against the door and crack it open. If there is heat or heavy smoke, close the door and stay in your room.
- Don't panic.
- Seal up the cracks under the door with sheets, or towels. If there is smoke in the room, crack the windows at the bottom and at the top if possible to allow for ventilation.
- Hang a sheet or towel from the window to announce that you are in your room and call Campus Safety 716-839-SAFE (7233)
- Be sure to give your room/suite number and your location.
- If you can exit the room, put on shoes (and if necessary a coat). If smoke is evident, get a wet towel to cover your face.
- Close all doors.
- If in exiting the building you are blocked by fire, go to the safest fire free area, or stairwell. If a phone is available call Campus Safety, or find a window and signal that you are still in the building.

Residence Life Staff Training

Resident Assistants (RAs) are trained in fire safety and evacuation procedures during RA training. RAs address fire evacuation procedures and meeting places at opening floor meetings each semester, and summer residents are informed of safety and evacuation procedures. RAs aid with fire drills to support proper evacuation and accounting of residential students.

Prohibited Items in Residence Halls

The following items related to fire safety are prohibited in on-campus housing facilities:

- Candles (including those for decoration)
- Coffee/Keurig machines without an on/off switch
- Electric bikes, hoverboards, or scooters
- Extension cords or electric splitters
- Fireworks
- Flame producing item (e.g lighters, matches, charcoal, etc.)
- Halogen lamps
- Incense
- LED Strip Lights (adhesives) and non-battery operated string lights
- Live Christmas trees or artificial trees, over three feet in height
- Microwaves (non-university issued) and/or toaster ovens

- Non-fire rated decorations (e.g. curtains, tapestries, etc.) and non flame-retardant items.
- Open Heating Element Cookware (e.g. Hot plates, grills, or griddles)
- Smoking paraphernalia (e.g. hookas)
- Space heaters

Fire Protection Equipment/Systems

Residential Facility	Fire Alarm Monitoring Done On-Site	Sprinkler System	Smoke Detection	Fire Extinguisher Devices	Evacuation Plans and Signage	# of Evacuation (fire) drills Each Calendar Year
Canavan Hall	X	Sprinkler heads in sleeping rooms and corridors	• 1 in each bedroom • 1 in each floor lounge • 1 in every corridor	• 1 in each floor lounge • 2 in every corridor • 1 on the roof	1 in each bedroom	2023 (2) 2024 (5) 2025 (3)
Campus Village Apartments	X	Sprinkler heads in sleeping rooms, kitchens, and corridors	• 1 in each bedroom • 1 per kitchen • 1 in every corridor	• 2 in every corridor • 1 in Building 57 and 71 basement	1 in each suite	2023 (3) 2024 (5) 2025 (3)

Fire Statistics

Statistics and Related Information Regarding Fires in Residential Facilities							
Residential Facility	Year	Total Fires in Each Building	Fire Number	Cause of Fire	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value (USD) of Property Damage Caused by Fire
Canavan Hall	2023	0	0	–	0	0	–
	2024	0	0	–	0	0	–
	2025	0	0	–	0	0	–
Campus Village Apartments	2023	3	1	Appliance failure (oven)	0	0	–
			2	Oven Fire	0	0	–
			3	Stove burner	0	0	–
	2024	1	1	Cooking	0	0	–
	2025	1	1	Appliance failure (oven)	0	0	–