



2025 University Security and Fire Safety Report

Providing statistics for report years 2022, 2023, and 2024



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This information is being provided to you as part of Messiah University's commitment to safety and security on campus and is in compliance with the requirements of the Jeanne Clery Campus Safety Act, the Pennsylvania Uniform Crime Reporting Act (Act 180 of 2004), and the Violence Against Women Reauthorization Act.

Any questions pertaining to this information should be directed to the Department of Safety at (717) 691-6005 or the Coordinator for Title IX and Conduct at (717) 796-1800 ext. 2608.



INSTITUTIONAL AND REPORT CONTEXT

Statement to the Messiah University Community

To the community members of Messiah University:

The 2025 Annual Security and Fire Safety Report serves as a summary of collaborative efforts engaged by Messiah University demonstrating our commitment to the safety and health of our community members. This report is prepared by the Interim Director of Safety and the Coordinator for Title IX and Conduct. Policies, procedures, statistics, and programming information have been submitted by community partners, including the Division of Student Success & Engagement (including the Department of Residence Life and the Dean of Students office), Division of Human Resources & Compliance, Division of Operations, University Counsel, Facility Services Department, Fire & Safety Systems Coordinator, Department of Safety, Engle Center for Counseling and Health Services, and the School of Graduate and Professional Studies.

The valuable information provided in this report is designed to alert, inform, and advise the University community of our current educational and resource programs addressing safety in our campus community. This information includes policies and procedures related to crime awareness, harm reduction, and incident reporting at Messiah University, as well as documentation of crime statistics for the past three years.

The safety and security of all University members remains a vital concern to our mission—students, faculty, and staff play critical roles in shaping the character of our community. Pursuing a fully informed, accountable, and safe community is an ongoing journey which can only be achieved through collaboration with students, faculty, and staff.

Your ongoing and active participation is essential. While Messiah University presents opportunities to experience unique benefits of life in a small suburban community, it is both informed and realistic to remember that crime and the impact of harm exists in every community, including ours. Just as the University is committed to safety measures, so must each community member commit to personal awareness, accountability, and appropriate precautions to better protect ourselves and others.

Should you have questions or comments about the information contained within or related to this document, please reach out.

Kind Regards,

Maranda Hogue, Director of Safety
Ext. 2631, mhogue@messiah.edu, Greenbriar 203

Hannah McBride, Coordinator for Title IX and Conduct
Ext. 2608, hmcbride@messiah.edu, Old Main 201



Mission Statement

The mission of Messiah University is to educate men and women toward maturity of intellect, character and Christian faith in preparation for lives of service, leadership and reconciliation in church and society.

Notice of Non-Discrimination

Messiah University does not discriminate on the basis of race, color, national or ethnic origin, sex, disability status, status as a veteran, or age in its programs and activities. Messiah University admits students of any race, color, national or ethnic origin, sex, disability status, status as a veteran, or age to all the rights, privileges, programs, and activities generally accorded or made available to students at the University. The University does not discriminate against students or applicants for admission on the basis of race, color, national or ethnic origin, sex, disability, status as a veteran, or age in the administration of its educational policies, admissions policies, scholarship and loan programs, athletic and other school administered programs, or in any other aspect of its operations.

Commitment to Safety

Messiah University is supported by the Department of Safety, which is dedicated to the educational process by promoting safe and secure living, learning, and working environments for all members of the University community. The Department of Safety is committed to physical and personal safety upheld by the values of integrity, service, and community. The Department of Safety also remains committed to collaborative partnerships across campus and in the surrounding community in order to ensure campus is a safe and healthy space for students, employees, and visitors.

2025 UNIVERSITY SECURITY REPORT

Providing statistics for report years 2022, 2023, and 2024

A Summary of the Clery Act Context for Campus Crime Reporting

The Jeanne Clery Act, a consumer protection law, requires all colleges and universities who receive federal funding to share information about crime occurrences and prevention on (and around) campus. This information is made publicly accessible through the University's website and the annual University Security and Fire Safety Report.

The Clery Act was named in memory of a student, Jeanne Clery, who was fatally assaulted in her residence hall room at Lehigh University in 1986. The perpetrator of the assault was both a stranger to Jeanne Clery prior to the attack, and a fellow student at the University. Following their daughter's murder, the Clery parents championed laws requiring the disclosure of campus crime information; the federal law that memorializes Jeanne Clery was enacted in 1990.

The Clery Act requires colleges and universities to keep records and report on the nature, date, time, and place of crimes occurring on campus, including hate crimes. This piece of legislation also prescribes various security-related protocols including emergency response procedures, timely notifications for on-campus crimes and missing students, and fire incident reporting. The Clery Act is one of the most frequently modified sections of the Higher Education Act and has been amended many times since it was signed into law in 1990.

The Clery Act is intended to provide prospective and current students, student families, prospective and current employees, and University partners with accurate, complete, and timely information about safety on campus to support informed decisions. Concerns regarding campus safety remain an essential priority in selecting, developing, and maintaining a college or university, which drives this nationwide law.

In summary, the Clery Act requires colleges and universities to collect, report, and disseminate crime information to the campus community with the goal of increasing community awareness and so maintaining a safe environment for education and employment.

University Location

Messiah University is a rural campus, comprised of approximately 363 acres and 50 buildings (includes off-campus buildings). All University buildings and residences are private property of Messiah University, which is intersected by public roadways. The main campus (Grantham) and the secondary site (Winding Hill) are situated in two bordering jurisdictions: Upper Allen Township in Cumberland County, and Monaghan Township in York County.

The main campus (One University Avenue, Mechanicsburg, PA 17055) is a residential campus that includes administrative, operational, academic, recreational, and residential facilities.

Winding Hill (401 East Winding Hill Road, Mechanicsburg, PA 17055) is an educational center with administrative, café, lecture, and lab spaces in a technologically advanced learning environment. The facility does not include any student accommodations or residential housing. The University entered into an agreement to lease classroom space in 2016 and opened the site for classroom program instruction in July of 2017.

Unless otherwise noted, the information provided in the 2025 University Annual Security and Fire Safety Report is applicable to both the Messiah University main campus (Grantham) and the Winding Hill site.

University Enrollment and Employment

Fall enrollment for 2024 totaled 3,386 students (2,618 undergraduate and 768 graduate students). There were 2,776 full-time students (2,212 undergraduate and 564 graduate) and 610 part-time students (406 undergraduate and 204 graduate). About 72% of undergraduate students lived in on-campus residences. For the 2024-2025 school year, there were 179 full-time instructional faculty (141 undergraduate-level faculty and 38 graduate-level faculty). 61.5% of faculty were tenured and 88.3% held their terminal degree. The number of full-time employees was 582. The number of part-time employees was 373.

Report Preparation

This report contains information and crime statistics for the three previous calendar years regarding crimes that occurred on Messiah University campus, in certain off-campus buildings or property owned or controlled by Messiah University, and on public property within, or immediately adjacent to and accessible from the campus. Information regarding campus security and personal safety topics, such as crime prevention, fire safety, campus enforcement authority, law enforcement authority, crime reporting policies, student conduct procedures, and other information related to safety and security on campus is also included.

This report has been prepared by the Interim Director of Safety and the Coordinator for Title IX and Conduct in collaboration with community partners, including the Division of Student Success & Engagement (including the Department of Residence Life and the Dean of Students office), Division of Human Resources & Compliance, Division of Operations, University Counsel, Facility Services Department, Fire & Safety Systems Coordinator, Department of Safety, Engle Center for Counseling and Health Services, and the School of Graduate and Professional Studies.

Crime statistics have also been solicited and collected from local law enforcement agencies, including Upper Allen Township Police Department, Carroll Township Police Department, PA State Police, PA Fish & Boat Commission, Cumberland County Sheriff’s Office, York County Sherriff’s Office, and Norfolk Southern Railroad Police.

Essential Contact Information for the University Community

Campus	On or Off Campus	Service	Phone Number(s)
Grantham	Off-Campus	Emergency Services <i>Police, Fire, or Medical</i>	911 or 9-911 from campus landline
Grantham	On-Campus	Department of Safety	717-691-6005 (non-emergency)

		Dispatch Services	717-691-6565 (emergency)
Winding Hill	Off-Campus	Emergency Services <i>Police, Fire, or Medical</i>	911
Grantham and Winding Hill	Off-Campus	Police Non-Emergency Dispatch Services	717-795-9676
Grantham and Winding Hill	Off-Campus	Local Police Tipline	717-850-8273 (text or call)
Grantham and Winding Hill	On-Campus	Title IX Coordinator	717-796-1800 ext. 2608
Grantham and Winding Hill	Off-Campus	Domestic Violence Services <i>(including PFAs)</i>	1-800-852-2102 (local hotline)
Grantham and Winding Hill	Off-Campus	Sexual Assault/Rape Crisis Services <i>(including SVPOs)</i>	1-888-727-2877 (local hotline)
Grantham and Winding Hill	Off-Campus	Human Trafficking Services	1-888-373-7888 (national hotline)
Grantham and Winding Hill	Off-Campus	VISA and Immigration Services	(717) 236-9401 (Harrisburg)

ON AND OFF CAMPUS LAW ENFORCEMENT AUTHORITY

Enforcement Authority

Grantham Campus: Department of Safety at Messiah University

The Department of Safety office is located on campus (432 Grantham Road, Mechanicsburg, PA 17055) and is comprised of predominantly non-sworn personnel. As of February 07, 2023, four members of the leadership team within the Safety Department were sworn under Title 22, the Private Police Act, giving these four members law enforcement powers in the limited jurisdiction of Messiah University. The Department of Safety is not operating as a police force—personnel do not carry firearms and do not exercise powers of arrest.

All Department of Safety officers carry radios enabling direct communication with one another and local law enforcement. While safety officers do not carry firearms, they are trained in the use of OC Spray, handcuffing, de-escalation, and controlled force.

The Department of Safety reports to the Vice President for Operations. The Department of Safety employs a leadership team comprised of a Director, Associate Director, Assistant Director, and Dispatch Supervisor. In addition, senior officers also hold positions as a Fire & Safety Systems Coordinator, Event & Traffic Management Coordinator, Technology Specialist, and Equipment Specialist. The Safety Department also employs up to 8 additional patrol officers and dispatchers as well as a varying number of student safe walk/safe ride drivers and student traffic officers.

The Department's Fire & Safety Systems Coordinator is responsible for Fire and Life Safety concerns on campus. The Department's Associate Director is responsible for coordinating crime prevention programs and initiatives on campus. The Department's leadership team is responsible for documenting crime statistics and assisting in the compiling of information for the Annual Security Report.

The Department of Safety has no jurisdiction or enforcement authority outside of its identified Clery reporting geography. The jurisdiction encompasses on-campus property that includes campus residence halls, buildings, facilities, designated non-campus properties and facilities, public property adjacent to/contiguous to campus property that is leased, rented, or otherwise recognized and/or controlled buildings, spaces, and/or facilities. The Department of Safety maintains a comprehensive campus map for Clery reporting purposes. The Clery map can be found on the [Department of Safety](#) website.

The Department of Safety patrols the campus and provides safety services through the deployment of vehicle, foot, and bicycle patrols. Foot and bicycle patrol programs provide a means for the safety officers to patrol areas not accessible by motor vehicles, such as sidewalks, hiking trails, etc. Foot and bicycle patrol programs also establish a community policing approach, with increased accessibility and approachability for the campus community.

Additionally, the Department of Safety provides any reporting or disclosed victims of crime in the University community with their rights. These rights include the option for cases to be investigated for possible criminal prosecution by the local police departments (Upper Allen or Carrol Township, depending on where the crime allegedly occurred) or other law enforcement agencies with jurisdiction. The Department of Safety also enforces Messiah University policies, and provides campus security patrols, safe walk/safe ride services, and emergency life safety responses.

The Office of Human Resources & Compliance ensures that the University is in compliance with federal, state and local environmental, health and safety regulations. This includes OSHA compliance, environmental health and safety concerns, auditing compliance practices, helping departments to develop compliance plans, educating employees on safety and compliance measures, and overseeing the reporting of adverse events and potentially hazardous conditions, including reporting claims to governmental or voluntary agencies. This office is also involved with other aspects of compliance that inform the landscape of higher education, including FERPA, Title IX, VAWA, the Clery Act, the ADA, Title VI, and Title VII.

The division of Student Success and Engagement and the division of General Education, Common Learning, and Academic Support also maintain compliance efforts supporting FERPA, Title IX, VAWA, the Clery Act, Title VI, and the ADA. These divisions include offices such as the Registrar, Student Success, Academic Accessibility, and the Dean of Students.

All disciplinary matters that are violations of University policy are referred to the Dean of Students. Depending on the nature and/or severity of the alleged violations, other Messiah administrators may become part of the decision-making process; these administrators include (but are not limited to) the Vice President for Human Resources & Compliance, the Vice Provost for Student Success & Engagement, the Coordinator for Title IX and Clery Compliance, the Provost, the Dean of the School of Graduate and Professional Studies, or others as deemed appropriate.

Winding Hill Site: Local law enforcement, Upper Allen Township

The Winding Hill site for Messiah University Graduate and Professional Studies programs is situated in Upper Allen Township, within the jurisdiction of Upper Allen Township Police Department (UATPD).

Upper Allen Township, eastern Cumberland County, sits on the west shore of the Susquehanna River, which is a part of The Greater Harrisburg Metropolitan Area in central Pennsylvania. Two main transportation routes, US Route 15 and Pennsylvania Turnpike (Interstate 76) bisect the Township, making it home for the offices of a

number of national businesses. The Grantham campus of Messiah University is also located in Upper Allen Township.

The Winding Hill site is patrolled regularly by Upper Allen Township Police both by vehicle patrols, and by foot when requested.

The [Upper Allen Police Department](#), (100 Gettysburg Pike, Mechanicsburg, PA 17055), protects Upper Allen Township, including the villages of Shepherdstown, Bowmansdale, and Grantham in Cumberland County, Pennsylvania. The Department consists of 1 Chief of Police, 1 Lieutenant, 3 Sergeants, 1 Detective Sergeant, 2 Detectives, 15 Police Officers, 3 Traffic Safety Officers, 1 Records Clerk, and 1 Administrative Assistant.

Upper Allen Police Officers are equipped to protect and engage the community with relevant, informed policing. The police department maintains an updated fleet of marked and unmarked vehicles. Patrol vehicles are equipped with tracker units for speed enforcement, mobile video recording equipment that allows the officers to record what they are seeing, cellular telephones and mobile data terminals that allow officers to generate e-citations, access records management systems, as well as county, state, and national law enforcement databases. The Upper Allen Police Department is highly computerized. The records management system is a shared platform known as the Crime Network, or cNET, which is a web-based application that provides a common platform through which all law enforcement agencies in Pennsylvania can exchange information. The Upper Allen Police are equipped with automated external defibrillators (AED). Many of the Officers have highly specialized training; several are certified police instructors and hold university and graduate level degrees.

Department of Safety Information

Safety officers and dispatchers receive training in security, law enforcement and emergency care. Training topics include Pennsylvania crimes code and federal law. Other areas of training include emergency medical response, including the use of automated external defibrillators (AED), NARCAN®, CPR, First Aid, and Stop the Bleed certification. Additionally, training is provided for handcuffing/OC, crisis intervention, critical incident response/incident command system, controlled force, crime prevention, active shooter/intruder response, Title IX, VAWA, Clery mandates, as well as human relations skills, verbal de-escalation, diversity and inclusion, trauma-informed care, public relations, and interpersonal communications.

Annual training for professional development is provided to all officers and dispatchers, and officers are also frequently assigned to attend in-depth training in a wide variety of specialized topics. Newly hired officers are paired with a Field Training Officer for approximately 8-10 weeks while being trained in all facets of their job duties. At the end of this training period, new officers/dispatchers must pass a “rookie exam” that is designed to verify that they are well-versed in their responsibilities and able to work alone without oversight.

The Supervisory staff for the Department is encouraged to participate actively in professional associations which foster increased proficiency in their areas of responsibility. Members of the staff maintain active membership in the Northeast Colleges and Universities Security Association (NECUSA). Messiah University is a participating member in the Clery Center Collaborative Program, launched July 1, 2013.

Working Relationships with Law Enforcement Agencies

The University maintains excellent working relationships with federal, state, county, and local police agencies and coordinates with them in responding to criminal incidents through the Department of Safety. Safety maintains direct contact with the Upper Allen Township Police and Fire Departments as well as the Carroll Township Police Department, ensuring prompt assistance and support from these agencies when needed. All reported criminal incidents are promptly investigated by the Department of Safety and/or turned over to the appropriate local law enforcement agency for investigation. Collaborative meetings and training sessions are occasionally held to review issues and incidents occurring within the multiple local jurisdictions.

The Department of Safety also works with the Cumberland County Sheriff's Department, the Cumberland County District Attorney's Office, the Fish and Boat Commission, Norfolk Southern Railroad, South Central Task Force, Cumberland County Emergency Operations Center, and the Pennsylvania State Police.

Messiah University maintains a written internal protocol for involving law enforcement agencies in specified on-campus incidents. Upper Allen Township, the jurisdiction in which the majority of the campus is located, also maintains a detailed written protocol for interaction with the University's Department of Safety in the event of criminal incidents. Safety officers are helpful resources to members of the community seeking information on the process for reporting incidents to local law enforcement.

The University cooperates fully with the efforts of law enforcement. Interaction with other law enforcement entities, including the Pennsylvania State Police, is also coordinated through local police authorities.

Written Memoranda of Understanding with Local Police

There are three written Memorandums of Understanding (MOUs) between the Department of Safety and the Upper Allen Township Police Department. These memorandums are titled, "Distributing Messiah University Campus Timely Warning Notices and Emergency Notifications", "Responding to and Investigating Incidents of Sexual Assault/Violence" and "Memorandum of Understanding for Police Services". These MOUs provide guidance regarding Title IX requirements, timely warnings and emergency notifications, and Department of Safety expectations under Title 22: Private Police Act. These three MOUs are maintained by the Department of Safety.

Monitoring & Communicating Off-Campus Crime or Criminal Activity

When a Messiah University student is involved in an off-campus offense, Department of Safety officers may assist with the investigation in cooperation with local, state, or federal law enforcement. Upper Allen Township and Carroll Township Police Officers routinely coordinate and communicate with Safety on serious incidents occurring on-campus or in the immediate neighborhood and business areas surrounding campus. Many graduate students and some undergraduate students live in the neighborhoods surrounding Messiah University. While Upper Allen Police and Carroll Township Police have primary jurisdiction in areas off-campus, Department of Safety officers can assist with situations that occur in close proximity to campus when requested by the local jurisdiction. This collaboration is primarily for traffic control and/or emergency medical assistance. Department of Safety officers have direct radio communications with the local police agencies and the Cumberland County 911 Center to facilitate rapid response in emergency situations.

If Upper Allen Township Police Department or Carroll Township Police Department is contacted about criminal activity off-campus involving Messiah University students, the police may notify the Department of Safety. Students arrested by the local police in these cases may also be subject to University disciplinary proceedings through the conduct office (Dean of Students).

Messiah University does not have any officially recognized student organizations that have housing facilities “off-campus”, i.e., non-campus facilities.

Messiah University operates one separate campus site, which is the Winding Hill site. Graduate students and assistants, as well as employees working at this site, receive information on notifying the Upper Allen Township Police Department by calling 911 for emergency situations. Police officers with Upper Allen Police Department patrol this site regularly both by vehicle and on foot when requested.

REPORTING INFORMATION

Reporting Crimes

Grantham Campus

The Messiah University Safety Department provides a comprehensive program of security, crime prevention, fire safety, emergency medical care, parking, and related community safety services to help ensure that the campus community remains a safe and healthy place in which to study, live and work.

Members of the Messiah University community are encouraged to immediately report crimes, suspicious activity, or other emergencies to the Department of Safety at 717-691-6005 (6005 from campus extensions), to the local police via 911 (9-911 from on campus phone), to anyone on campus identified as a Campus Security Authority (see Section on CSAs for list), or to the Title IX Coordinator in the Human Resources Office. This includes when the victim of a crime either elects to or is unable to make such a report. Prompt reporting is essential so that effective response measures may be taken, such as issuing a timely warning or emergency notification if necessary.

The Department of Safety Dispatch Office responds to calls 24 hours a day, 7 days a week, by trained dispatchers. The dispatchers are stationed in Eisenhower Campus Center. Department of Safety procedures require immediate response to emergency calls. Safety works closely with a full range of township and county resources to assure a complete and timely response to all emergency calls. Priority response is given to crimes against individuals and personal injuries. The Department of Safety responds to all reports of crimes and/or emergencies that occur on campus, within the Department’s expanded patrol jurisdiction, or within a campus controlled, owned, operated, and/or recognized facility, building, residence hall, or area.

Safety personnel also possess the ability to notify Cumberland County Public Safety (911 Center) of emergency situations via portable two-way radio communications systems. This direct radio link to Cumberland County Public Safety and emergency services personnel affords officers the ability to communicate directly with those entities without unnecessary delay.

For more specifics regarding how to report a crime or other concern to the Department of Safety and/or other campus authorities, go to the Messiah University Department of Safety website and click on the [I Need to Report](#) button.

Employees and students at Messiah University may easily access an online reporting form located in the University's internal information platform, Falconlink. This same form may be accessed on the University's website (linked through the Department of Safety, Human Resources and Compliance, and Title IX pages) for individuals seeking to report University concerns from outside the community. This form can be found at www.messiah.edu/incident.

The Department of Safety's main office (432 Grantham Road, Mechanicsburg) is located in Greenbriar Building, the taupe-colored building adjacent to the main campus entrance.

Eighteen (18) [Campus Emergency telephones](#) (identified by a blue light on top) are located throughout the campus and can be used to report crimes and other emergencies, or to call any on-campus extension. Specific numbers for emergency services are posted on these telephone receivers. If a member of the community finds any of these phones inoperable or vandalized, they should call the Department of Safety at (717) 691-6005 so that repairs/replacements can be made as quickly as possible.

Winding Hill Site

Members of the Messiah University community attending or visiting the Winding Hill site are encouraged to promptly report crimes, suspicious activities, or other emergencies to the local police by dialing 911. This includes when the victim of a crime elects to, or is unable to, make such a report.

The Upper Allen Police Department's non-emergency number is 717-238-9676 and is answered 24 hours a day, 7 days a week; this number is to be used for non-emergencies only.

The police department's administrative office is open Monday through Friday from 8:00am to 4:30pm and can be reached at 717-795-2445. The police department has an anonymous tip line which is available 24 hours a day, 7 days a week, by phone call or text at 717-850-UAPD (8273). The police department's office is located at 100 Gettysburg Pike, Mechanicsburg, PA 17055.

Reporting to Local Law Enforcement

Upper Allen Township and Carroll Township Police Departments

A person reporting a crime has the right to report the crime to the Upper Allen Township Police Department or Carroll Township Police Department (depending on the location of the crime) by calling 911. Additional information regarding these police departments, including personnel and services, can be found on their department websites:

[Upper Allen Township Police Department](#)

[Carroll Township Police Department](#)

Safety officers, confidential resources, residence life personnel, and other on-campus personnel trained to respond to emergency or crisis calls consistently provide this option to the victim of a crisis or crime and will assist the victim with that process if/when requested.

The University provides support for employees or students seeking to report to law enforcement by facilitating a meeting with a detective, providing a University location for a meeting or conversation, or providing an escort should such support be beneficial.

Anonymous and Voluntary Confidential Reporting

The University maintains an anonymous reporting option on the [University reporting form](#); this form is linked from a variety of University webpages, allowing students and/or employees to report crimes without providing their names or other identifying information. The information provided via the report is received by the Director of Safety, the Coordinator for Title IX and Clery Compliance, the leadership team in the Safety Department, and any additionally relevant University personnel.

Once submitted, all report information is documented and, if possible and appropriate, investigated to the best of the University's ability. Information sent through this site, while checked on a regular basis, is not monitored 24-hours-a-day. Therefore, the reporting form SHOULD NOT be used for emergencies that require immediate response or those that are life threatening in nature.

Messiah identifies and trains Campus Security Authorities (CSAs). Information reported to a CSA is not deemed confidential. Information will, however, only be passed on to "as needed" personnel. CSAs are not permitted to report anonymously.

There are limited resources on campus that are identified as fully confidential reporting options, exempt from reporting any information from disclosures.

The University Campus Pastors – ext. 3080

The Engle Center's professional counseling staff – ext. 5357

Additionally, the University has granted on-campus medical professionals and sexual/relational wellness resources limited confidentiality under HIPPA and Title IX. These professionals are required to report crime data and trauma-disclosure data without Personally Identifiable Information (PII).

The University Prevention and Education Specialist – ext. 7085

The Engle Center's medical staff – ext. 6035

While confidential and anonymous reporting is available by these limited means, the University's ability to investigate and appropriately address allegations of misconduct will be significantly limited.

Crimes reported to the fully confidential staff listed above are not disclosed in the University's crime statistics or reporting processes, unless those crimes are also reported through the facilitated anonymous reporting process to the Department of Safety or a Title IX resource.

Confidential staff encourage victims to report crimes of sexual assault, domestic violence, dating violence, and stalking to the University through this facilitated anonymous reporting process to ensure inclusion in the annual disclosure of crime statistics within this annual report. Confidential staff encourage the reporting of other crimes to the Department of Safety for the same reasons.

Confidential reports for purposes of inclusion in the annual disclosure of crime statistics, and for purposes of timely warning notice assessment, can also be made to the Prevention and Education Specialist (ext. 7085). While not a CSA, this individual can make confidential reports to allow for proper inclusion in the annual disclosure of crime statistics and assessment for timely warning notice without including personally identifiable information.

Statistical Disclosure of Reported Incidents

Incidents reported to the Department of Safety that fall into one of the required reporting classifications will be disclosed as a statistic in the University Security and Fire Safety report published by the University.

Campus Crime Statistics

Crime statistics for the prior three years and current policies and procedures are made available to current and prospective students and employees as required by federal and state law. These statistics and policies are compiled by the Clery Coordinator in collaboration with the Department of Safety and are made available in printed and electronic media by October 1st of each year. Crime statistics may be found at the end of this University Security Report.

Federally required statistics are available at [U.S. Department of Education Campus Safety and Security](#). In order to find information specific to Messiah University, click on "Get data for one institution/campus" and enter "Messiah University" into the block entitled "Name of Institution."

International Programs Reporting

The federal Clery Act requires public reporting and timely warnings of Clery crimes when Messiah University "controls" premises even in international or domestic off-campus settings. If Messiah University sends students to study abroad at an institution that Messiah does not own or control, it does not have to disclose statistics for crimes that occur in those facilities. Information about these opportunities and risk management can be obtained through the [Agape Center for Local and Global Engagement](#).

Protocol for trip leaders to follow can be obtained by calling The Agape Center for Local and Global Engagement at 717-796-1800, x7255.

Disclosure of Results of Disciplinary Proceedings

Messiah University 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 the purposes of this paragraph.

Campus Security Authorities (CSAs)

Context

According to the Clery Act (which is a federal law with the full title: Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act), Messiah University is required to disclose "statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a 'Campus Security Authority.'"

Definition

The Clery Act defines “Campus Security Authority” (CSA) as:

“An official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings.”

Examples of officials that fall under this definition include a Dean of Students who has significant responsibility for student and campus activities, including spaces that house or host student activities, a Director of Athletics, any athletic coach, and a faculty advisor to a student group. These roles have significant responsibility for student and campus activities that set them apart from other official roles at the University—such as a single teaching faculty member or an administrative assistant.

The majority of teaching faculty are unlikely to have significant responsibility for student and campus activities, except when serving as an advisor to a student group. Other staff members such as maintenance and grounds employees are also unlikely to have significant responsibility for student and campus activities.

The CSAs at Messiah are designated by the Vice President of Human Resources & Compliance and Title IX Coordinator (with additional input from legal counsel) based on the Clery Act definition of CSA, the individual role assignment, and evaluation of reasonable burden.

Confidential Resources

Confidential resources in the campus community, such as “pastoral counselors” and “professional counselors”, when acting as such, are not considered to be a Campus Security Authority. Confidential resources are required to report crimes for inclusion in the annual disclosure of crime statistics but are not required to include any personally identifiable information. Confidential resources inform individuals being counseled of the procedures to report crimes on a voluntary basis and also provide all victims of potential crimes with rights and resources to assist, regardless of their decision to report.

Federal regulations define counselors as:

Pastoral Counselor - An employee of an institution who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor.

Emily Bingham, Antonio Morton, and Dr. Douglas Curry are campus pastors who may serve as confidential resources in Campus Ministries and can be reached via ext. 3080.

Dr. Stephen Gallaher is the campus community pastor and serves as a confidential resource for employees. He can be reached at ext. 2382.

Professional Counselor - An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community and who is functioning within the scope of his or her license or certification.

The Engle Center counselors are confidential resources and can be reached at ext. 5357.

Additionally, through provisions offered by the Office of Civil Rights, University's may designate other personnel as confidential resources including "people who provide assistance to students who experience sexual violence [but] are not professional or pastoral counselors" as confidential resources.

Per the OCR guidance, the Prevention and Education Specialist is also a confidential resource at Messiah University for the purpose of facilitating confidential interpersonal violence reporting options.

Emma Dougherty, the Prevention and Education Coordinator is a confidential resource and can be reached at edougherty@messiah.edu or ext. 7085.

Scope of Campus Security Authorities

CSAs are required to disclose statistics for offenses and potential crimes that occur on campus, in or on non-campus buildings or property owned or controlled by our school, and public property within or immediately adjacent to our campus.

Also, please be aware that CSAs are required to report violations that occur off campus while in an official university capacity.

Clery report statistics are reported based on the calendar year not the academic year.

The criminal offenses for which CSAs are required to disclose statistics are:

- Aggravated assault
- Arson
- Burglary
- Drug abuse violations
- Liquor law violations
- Motor vehicle theft
- Murder/non-negligent manslaughter
- Negligent manslaughter
- Sex offenses (forcible and non-forcible)
- Reports of weapons: carrying, possessing, etc.
- Robbery

We are also required to report statistics for bias-related (hate) crimes for the following offenses:

- Aggravated assault
- Arson
- Burglary
- Damage/destruction/vandalism of property
- Intimidation
- Larceny—theft
- Motor vehicle theft
- Murder/non-negligent manslaughter
- Robbery
- Sex offenses (forcible and non-forcible)

Simple assault
Vandalism

Reporting Crimes and Potential Crimes

In emergency situations, these crimes should be reported by calling the police at 911.

In non-emergency situations, reports can be made to Campus Safety at ext. 6565 from a campus phone or by calling 717-691-6005 from off campus. It is recommended that CSAs save this number on their cell phones in the event they are not near a campus phone.

Any Campus Safety officer can assist in filing a report with the Clery Coordinator, who is also the Title IX Coordinator and works in close collaboration with the Department of Safety.

CSAs may also report sex-based offenses to the Title IX Coordinator (Hannah McBride) or the Prevention and Education Specialist (Emma Dougherty) at ext. 5300 or by calling 717-796-5300 from off campus.

Notification

Messiah University has a responsibility to notify the campus community about any crimes which pose an ongoing threat to the community, and, as such, Campus Security Authorities are obligated by law to report crimes to the Campus Safety within 24 hours.

Even if you are not sure whether an ongoing threat exists, or the validity of the potential crime, report the potential crime promptly.

CSAs are notified of their designation, definition, and role requirements annually:

In October, all CSAs receive a notification and mandatory training module. Prior to the close of the Spring semester in May, all CSAs receive an inquiry soliciting reports.

Rights and Responses for Messiah University Community Members

The Department of Safety advises every crime victim of his or her right to report the crime to the appropriate law enforcement agency and assist the victim in that process if desired. All reported criminal incidents are promptly investigated by the Department of Safety or turned over to the appropriate local law enforcement agency for investigation.

In matters of sex offenses, the victim may choose not to request an investigation. In these instances, the protocols compliant with the Clery Act as well as Title IX and VAWA are engaged according to the victim's wishes.

Substantiated incidents may result in University disciplinary action as well as referrals to local law enforcement for criminal prosecution. University discipline proceedings may be carried out prior to, simultaneously with, or following any off-campus civil or criminal proceedings.

Crime victims or concerned individuals may address questions regarding support measures to the Dean of Students at ext. 3200 or to any of the confidential resources available on campus.

Support measures include counseling and health resources, changes in academic, work, or living situations, parking assignments, university response or discipline processes, and/or assistance in crime reporting to local law enforcement and/or advocacy agencies.

Campus Security Authorities at Messiah

To maintain reasonable expectations for reporting requirements, appropriate training, and support student employment, Messiah University intentionally limits the number of student employee roles designated as CSAs.

Additionally, no volunteer roles are designated as CSAs.

Below is a list of positions that have been identified at Messiah University as CSAs to report (potential) crimes for the annual federally mandated Clery Act report:

Personnel Responsible for Community Safety and Support

Department of Safety (all employees)

Office of Human Resources & Compliance

(all employees, except the Prevention & Education Specialist)

Director of Facility Services

Campus & Building Services Supervisors (including all supervisors of student employees)

Title IX Coordinator and Deputy Coordinators

Director of Sustainability

President's Cabinet and Supporting Staff

President of the University

Executive Coordinator for the Office of the President and the Board of Trustees

Executive Assistant for the Office of the President

Provost

Associate Provost

Assistant Provost

Vice President for Diversity Affairs

Vice President for Enrollment Management

Vice President for Advancement

Vice President for Finance & Planning

Vice President for HR & Compliance & Payroll

Vice Provost for Student Success & Engagement

Vice President for Operations

Academic Leadership

Dean, School of the Arts, Culture, and Society

Dean, School of Science, Engineering and Health

Dean of the School of Graduate and Professional Studies

Academic Department Chairs

Advisors/Facilitators of Trips under Education Abroad Department
Director of Academic Advising
Director of Student Services and Compliance for Graduate and Professional Studies
Director of the Collaboratory for Strategic Partnerships and Applied Research
Collaboratory Program Manager
Director of Peace and Conflict Studies
Director of Oakes Museum

Personnel Responsible for Student Success & Engagement

Dean of Students
Director of Residence Life
Assistant Director of Residence Life, First-Year Experience
Assistant Director of Residence Life, Upper Class Experience
Director of Housing
Residence Life Educators
Director of Career and Professional Development Center
Assistant Director for Career Coaching & Education
Assistant Director for Internships & Faculty Partnerships
Assistant Director for Employer & Alumni Relations
Coordinator of Special Projects & Events
Career Coach
Director of Student Engagement
Director of First Year Experience
Director of International Student Programs
Intercultural Programs Advisor
Director of Multicultural Student Programs
Coordinator of Internships and Multicultural Student Programs
Financial Services Counselor – Multicultural Student Programs Coordinator
Director of Off-Campus Programs in the Agape Center
Director of Service Learning & Community Engagement in the Agape Center
Director of the Academic Success Center
Assistant Director of the Office of Academic Accessibility
Academic Success Assistant for the Office of Academic Accessibility
Test Proctor in the Office of Academic Accessibility
Director of Student Success
Student Success Coordinator
Student Clubs and Organization Advisors
Summer Camps Staff and Counselors

Athletics Personnel

Executive Director of Athletics
Associate Athletics Director for Facilities

Associate Athletics Director, SWA
Assistant Athletic Director for Communications and Events
Assistant Director of Athletics for Compliance and Internal Operations
Director of Sports Medicine
Athletic Trainers
Athletic Communications Coordinator
Director of Fitness Center
Athletic Coaches (Head and Assistant)
Aquatic Director
Assistant Aquatics Director
Director of AROMA Sports Ministry Program
Assistant Director of AROMA Sports Ministry Program
AROMA Ministry Staff

Student Employees

All Graduate Assistants
All Summer Camp Staff
SOAR Peer Mentors in The Office of Student Success
Resident Assistants
STOs and Escort Drivers in The Department of Safety
Fitness Center Staff

State Mandated Reporting

Pennsylvania Act 31 requires all employees of any educational institution (including colleges and universities) that has any students under the age of 18 to be mandatory reporters. This means that if an employee has reason to suspect that a child is a victim of abuse, that same employee must make an immediate and direct report to PA Childline by calling 1-800-932-0313 or reporting online at <https://www.compass.dhs.pa.gov/cwis>.

Every employee is sent a memo with their annual letter of appointment. This memo defines Act 31 and describes the role and responsibilities of a mandatory reporter.

Act 31 imposes penalties for the following:

Failing to report abuse or suspected abuse of a child;
Concealing abuse or suspected abuse of a child;
Attempting to intimidate, retaliate, or obstruct individuals from reporting abuse/suspected abuse.
For further information on mandatory reporting, you can access materials prepared by the University of Pittsburgh and made available to PA colleges and universities: <https://www.reportabusepa.pitt.edu/>

After making a report, employees must also notify the University's Department of Safety and/or the Title IX Coordinator, as these personnel are responsible for coordinating the University's response and cooperation with authorities. Questions regarding employee responsibilities under Pennsylvania Act 31 may be directed to Human Resources & Compliance at humanres@messiah.edu or call 717-796-5300.

Title IX Resourcing and Reporting

Messiah University is committed to maintaining an environment conducive to learning for all students and a professional workplace for its employees. As such, we take active measures against all discrimination, discriminatory harassment, and sex-based harassment, including violence and any type of sexual misconduct.

[Title IX](#) of the Education Amendments Act of 1972 protects people from discrimination, discriminatory harassment, and sex-based harassment, including sexual misconduct or any type of sexual violence in educational access, programs, and activities. Messiah University ensures that no officer, employee, or agent of the institution retaliates, intimidates, threatens, coerces, or otherwise discriminates against any individual for exercising their rights or responsibilities while adhering to campus security provisions.

Such harmful behaviors are demeaning and interfere with the rights of others to pursue their education in an atmosphere that is safe and respectful.

Any community member who believes he or she has been the victim of sex-based discrimination or sexual harassment, including any interpersonal violence or sexual misconduct is encouraged to report the matter. Students and employees may utilize the [University Title IX webpage](#) for more information about various resources for support and reporting.

Students who witness or learn of another person becoming the victim of discrimination, discriminatory harassment, or sex-based harassment, including any interpersonal violence or sexual misconduct are urged to seek help.

The following members of the University community have been specifically trained on Title IX, VAWA, and Clery regulations:

The Coordinator for Title IX and Clery Compliance, Hannah McBride

(ext. 2608 or hmcbride@messiah.edu) Hannah provides leadership for the University's Title IX program. She, along with the Deputy Coordinators, are responsible for carrying out investigations, resolving complaints, addressing compliance-related responsibilities, and processing appropriate reporting. She approves and coordinates support measures via collaboration with the Prevention and Education Specialist.

The Dean of Students and Deputy Coordinator, Doug Wood

(ext. 3200 or dwood@messiah.edu) Doug is responsible for facilitating informal processes including support and education measures, as well as serving as an investigator for formal processes. He works closely with the Title IX Coordinator to ensure that the University responds effectively to each complaint and addresses concerns related to sex-based discrimination.

The Assistant Athletics Director and Head Field Hockey Coach, Brooke Good

(ext. 7359 or good@messiah.edu) Brooke is a Deputy Coordinator and investigator. She is also responsible for coordinating athletics compliance and athlete education.

The Director of Safety, Brad Neuenschwander

(ext. 2467 or bneuenschwander@messiah.edu) Brad is a Deputy Coordinator and investigator. Brad is also responsible for implementing No Contact Mandates and safety measures.

The Prevention and Education Specialist, Emma Dougherty

(ext. 7085 or edougherty@messiah.edu) Emma is responsible for victim support and student education. She works closely with the Title IX Coordinator to support student choice in process and support measures. As a confidential resource, she is also responsible for coordinating anonymous reporting and providing all students with equal access to support measures, as determined by the Title IX Coordinator.

Together, these administrators play an integral role in carrying out the University's commitment to provide a positive learning, teaching and working environment for the entire community. If you have a concern related to Title IX and discrimination, including sex-based harassment or assault, please contact the Title IX Coordinator or one of the professionals listed above.

Students and employees at Messiah who are concerned they might be the victim of a sex crime including sexual assault (fondling, rape or statutory rape), domestic violence, dating violence, and/or stalking at Messiah University, have specific rights. For more information, please contact one of the resources listed above or see the information listed [online](#).

Daily Crime and Fire Log

The Department of Safety makes the Daily Crime and Fire Log for the most recent 60-day period open to public inspection during normal business hours (8:00 AM to 5:00 PM, Monday through Friday, apart from campus holidays or campus closures) at the Dispatch Office, located in the Eisenhower Campus Center.

Any entries that are older than 60 days can be provided for public inspection within two business days, upon request. The information in the Daily Crime and Fire Log typically includes the incident number, crime classification, date reported, date occurred, general location, and disposition of each reported crime. All confirmed fires occurring within or upon on-campus residential facilities will also be included in the log.

Note: The names of crime victims will not be listed on the Daily Crime and Fire Log.

Unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim, newly reported crimes and harmful or concerning incidents on or within the University's Clery geography (and updated information regarding previously reported crimes) are entered into the Daily Crime and Fire Log within two business days of when the report was received by the Department of Safety. It is important to note that the Department of Safety has no jurisdiction outside of its identified Clery geography. However, any time the Department of Safety assists the local police or their presence is otherwise requested by the police outside of the campus' Clery geography jurisdiction, an incident report will be generated.

According to Federal Law, the Department of Safety has authority to withhold information from its Daily Crime and Fire Log only if there is clear and convincing evidence that the release of such information would meet any of the following criteria—disclosure is prohibited by law; jeopardize the confidentiality of the victim; jeopardize an ongoing criminal investigation or the safety of an individual; cause a suspect to flee or evade detection; or result in the destruction of evidence.

Once the adverse effect is no longer likely to occur, the Department of Safety will disclose any withheld information.

Crime Reporting Notifications

Numerous efforts are made to inform members of the campus community on a timely basis about campus crime and crime-related issues. These efforts include the following:

Annual Report - This University Security and Fire Safety Report is published and distributed annually and is available to the media and any individual or organization requesting a copy. It is also available online, linked through a variety of department sites to the Department of Safety's website.

Daily Crime and Fire Log - a chronological record of all crimes and on-campus residential fires reported to the Safety Department. See information above under "Daily Crime and Fire Log".

Emergency Text Alerts - A campus emergency [Text Alert](#) system utilizing text messaging is used to notify students and employees of emergencies; these notifications include weather emergencies and any situations involving an immediate threat to the health or safety of community members on campus, once the information of a significant emergency or dangerous situation is confirmed. Students and employees are reminded to keep their personal telephone numbers, email address, and text messaging information updated to ensure receipt of emergency messages. One or more of these methods is used whenever members of the University's Crisis Team determine that a situation exists which constitutes an imminent threat to members of the campus community. All employees and students are encouraged to sign up for the Text Alert system on FalconLink.

Employee Newsletter – The Intercom - publishes articles concerning security issues that occur and upcoming crime prevention events on campus.

Media – [The Pulse](#): The Pulse is dedicated to informing the campus community of significant, current news. The Pulse consists of Pulse FM 90.7 radio station, The Clarion yearbook, The Swinging Bridge magazine, and the YBTv YouTube channel.

Student Magazine - The Swinging Bridge – publishes special articles concerning security issues and upcoming events related to safety and crime prevention.

Timely Warning Notices, Emergency Notifications, and Messiah Alerts – these notifications can all be used under different circumstances to notify the campus community in the event of a crime-related concern on campus.

UNIVERSITY FACILITIES

Secure Access to University Facilities and Residences

Grantham Campus

The campus covers approximately 363 acres (approximately 1.234 million square feet) and 50 buildings (includes off-campus buildings and satellite houses). All University buildings and residences are private property of Messiah University. Locations of all campus buildings and roadways may be found by referring to the [Messiah University map](#).

Academic and Administrative Buildings

Most campus buildings and facilities (excluding student residence halls) are accessible to members of the campus community, their guests, and visitors during normal hours of business. Additional hours of access are designated on weekends and during holidays, due to the variety of events and activities scheduled outside normal business hours on campus.

Non-residential buildings are unlocked for access at a designated time each morning and secured at a designated time each evening by Safety or Campus and Building Services personnel. Residential buildings are secured at all times, except during open visitation hours, and access is limited to authorized individuals. A personal identification card with a photograph is issued to each student and employee of the University. This card identifies the holder as a member of the University community and is used to gain access to certain University events and facilities. It must be shown if requested by authorized Department of Safety personnel. Access restrictions to both residential and non-residential facilities are enforced by the Department of Safety. Unauthorized individuals who trespass on University property are subject to prosecution under state law.

Residence Halls and Campus Apartments

Messiah University residential facilities include traditional residence halls and campus apartments for enrolled students. In addition, the University maintains four satellite “special interest” residences in houses on and near the campus. Exterior entry doors and hall doors of traditional residences and apartments are equipped with identification card readers which allow access only to students residing in that building. Windows in traditional residences and apartments are equipped with standard locking devices. Doors to apartments, satellite residences, and individual rooms in traditional residences are secured by approved locks. There are set hours throughout the week that residential students can visit any floor or apartment section.

Housing Break Information

All campus residences remain open with two Resident Assistants and one Residence Life Educator on call. The exterior doors are on controlled access so that students must swipe their ID cards to get in the building.

Resident Assistants are on-call from 7 PM to 7 AM and do a walk-through of rooms and apartments between 7 PM and 1 AM.

All campus buildings, including residences, are closed 24 hours after finals until the day before classes begin in January of the new year. However, some limited residences are opened prior to that date for students who need to return for approved, University-related programs or activities. There is one Residence Life Educator on call during that period. Department of Safety staff are on duty 24 hours a day, 7 days a week during Winter Break, and check all campus buildings daily to ensure that the campus is secure.

Student Housing Information

Policies relative to housing assignments and other student housing issues are maintained and administered by the University’s Office of [Residence Life](#); room changes within a residence may be made with the confirmation of the Residence Life Educator and the Director of Housing.

During the academic year, employees assigned to student housing facilities include full-time professional Residence Life Educators or Graduate Assistants, providing live-in supervision of traditional residence halls and apartments. These professionals are aided by a staff of Resident Assistants (student employees); at least one

Resident Assistant lives on each floor of the traditional residences and in each section of the apartment buildings. Residence Life personnel receive regular training which includes security procedures, fire safety training, drug information and protocol, Title IX, VAWA, and Clery Act reporting training, sexual assault prevention and response protocol, alcohol intervention, and Campus Security Authority information. At least one Campus and Building Services custodian is assigned to each residence facility.

Special Interest Student Housing

On and around the perimeter of Messiah University there are four satellite houses that students occupy. Students are issued keys to access entry into their residences. The Department of Safety does regular security rounds of the campus including satellite houses. Resident Assistants are also assigned to reside in and provide support to these residential spaces.

Security and Access

The Department of Safety officers and Campus and Building Services staff lock the exterior doors on campus buildings following a daily schedule based on the scheduled daily activities occurring on campus. Door and locking hardware deficiencies are reported by these officers and staff to the Facility Services department and/or Education Technology department upon discovery. Campus streets, parking areas, grounds and buildings are patrolled 24 hours a day, every day of the year, by Department of Safety officers. Patrols of residence halls include the perimeter as well as lobby areas and interior hallways. The Residence Life Educators and Resident Assistants supplement the Department of Safety personnel by providing a visible deterrent to crime and serving as additional collaborative, observing partners with the Safety Department.

Safety officers also grant access for students and employees who have locked themselves out of buildings, offices, rooms, or apartments.

The Department of Safety assigns each officer to a residence hall and to most academic/administrative buildings on campus. The officers conduct daily foot patrols through their assigned buildings in an effort to build relationships, enhance visibility, and answer questions about safety matters. Security cameras are utilized in several parking lots, in computer labs, in specific office areas, and in other areas deemed necessary to deter crime.

The Department of Safety, Educational Technology, and Facility Services work together when requests are made for the addition of cameras or when situations warrant.

Winding Hill

The facility at Winding Hill is managed and maintained by Crabtree & Rohrbaugh, owners of the building. It is 36,000 square feet and includes 37 offices, 6 classrooms, 4 lab, 2 research rooms, 1 conference room, 1 student lounge, and 1 café. There are 4 exterior entrances, which are in locked card access status, except during business hours (7:30am to 4:30pm, Monday through Friday). This access is managed by the Department of Safety.

The break periods for this site are the same as the Grantham campus site and the access is no different from stated above.

For access control issues into Winding Hill, the Department of Safety is notified. If it is an access control issue (computer program), the Educational Technology department is contacted. For all other property issues, Crabtree & Rohrbaugh is contacted.

Maintenance of Campus Grounds and Facilities

Grantham Campus

The University maintains a very strong commitment to campus safety and security. Exterior lighting is an important part of this commitment. Parking areas, pedestrian walkways, and building exteriors are well lit. The Department of Safety and Facility Services personnel inspect lights monthly, and any fixtures that are malfunctioning are referred for service. Members of the campus community are encouraged to report any exterior lighting deficiencies to the Department of Safety or Facility Services.

Shrubbery and trees on campus are trimmed on a regular basis with attention to how they might impact campus security and safety.

Winding Hill Site

The facility at Winding Hill is managed and maintained by Crabtree & Rohrbaugh, owners of the building. This oversight includes housekeeping, snow removal, landscaping, HVAC, and other structure issues. To avoid multiple requests, any facility concerns or requests should be sent to the Messiah University School of Graduate Studies Finance & Projects Manager who will contact the appropriate parties. However, if there is an emergency, such as a water leak or cadaver lab air control issue, the Crabtree & Rohrbaugh Building Manager should be contacted immediately at 717-756-3022.

EMERGENCY PROTOCOL INFORMATION

Emergency Preparedness and Response

[Emergency Response](#) at Messiah University is managed by the University's [Crisis Management Team](#), a standing institutional governance group.

Strategic emergency operations development involves preventing the occurrence of, preparing for, responding to, and recovering from any emergencies that could impact the Messiah University community and surrounding communities. Strategy includes maintaining a comprehensive plan that includes all levels of emergency personnel and engages the individuals that make up our community to prevent situations that cause emergencies. This plan is designed to inform community members of the procedures to follow should a crisis occur; it is a well collaborated response approach from University personnel, local officials, and State and Federal agencies to effectively mitigate any crisis. Finally, this strategic plan ensures the University administration is ready and able to recover quickly from emergency events in order to keep the operations and business continuity of Messiah University moving forward.

All members of the Messiah community are notified on an annual basis that they are required to inform the Department of Safety or local law enforcement agency of any situation or incident on campus that involves a

significant emergency or dangerous situation that may involve an immediate or on-going threat to the health and safety of students and/or employees on campus.

The Messiah University Department of Safety has the responsibility of responding to, and summoning the necessary resources to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation.

In addition, the Department of Safety has a responsibility to engage with such incidents to determine if the situation poses a threat to the community. If a threat to the community is determined, federal law requires that the institution immediately notify the campus community or the appropriate segments of the community that may be affected by the situation. If the Department of Safety confirms or receives confirmed information 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 campus community, then the Crisis Management Team is summoned, and the Emergency Response Procedures are engaged.

In accordance with the University's Emergency Management Plan, University officials on the Crisis Management Team will coordinate the emergency notification, response, and evacuation of the community, as needed, in the event of an emergency. These officials will also test the emergency response and evacuation procedures annually and publicize them throughout the community.

Individuals who are responsible for carrying out these procedures include, but are not limited, to the following:

- Vice President for Operations
- Vice Provost for Student Success & Engagement
- Director of Communications
- Associate Vice President for Marketing & Communications
- Director of Safety
- Dean of Students
- Vice President for Human Resources & Compliance
- Director of Facility Services

Activation of the emergency notification system will occur immediately upon confirmation of a significant emergency or dangerous situation occurring on Messiah's campus involving an immediate threat to the health or safety of students and/or employees, so that community members may take reasonable precautions for their safety. Notification will be issued without delay unless issuing a notification will, in the judgment of the first responders (including local law enforcement agencies, fire safety personnel, and/or EMS) compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

Additional Information

Anyone with information warranting an emergency notification should report the circumstances to the Department of Safety Office, by phone (717) 691-6005 or in person at the Safety Office, 432 Grantham Road (located in the taupe building directly adjacent to the main entrance, before the railroad track bridge), or at the Dispatch Office, located in the Eisenhower Campus Center (behind the Receptionist Office inside the main doors).

Further information relative to the University's emergency response plan, including procedures specific to particular types of emergencies, question and answers, and useful links can be found at [Messiah University Emergency Response](#). Individuals may also contact a local law enforcement agency by calling 911 from any cell phone or 9-911 from an on-campus phone.

Mass Notification Systems

In the event of a substantiated serious incident that poses an immediate threat to members of the Messiah University community, the University has various systems in place for communicating information quickly. Some or all these methods of communication may be activated in the event of an immediate threat to the campus community. The University will release information which can be used by students and other University community members to help provide community members with informed options to manage their safety, and reduce potential victimization.

The University utilizes a multi-faceted communications system to provide timely warnings/crime alerts and emergency notifications to the campus community. In the event of an impending or actual emergency on campus, one or more of the following communication channels will be activated:

Text Messaging

RAVE Mobile Safety provides personal communication to all cell phone users who register for the service. In addition to emergency communications, text messages will also be used to announce weather delays and cancellations. Students, faculty and staff can sign up for text messaging [online](#). An authorized Messiah University member of the Crisis Management Team develops the messages for this system and activates the texts.

Electronic Mail Messages (Email)

Mass email will be used to send more detailed information to everyone with a Messiah University email account. An authorized Messiah University member of the Crisis Management Team typically develops messages for this system and activates the mass email.

Campus Emergency Response Website

[Messiah University Emergency Response](#) is updated regularly with information and instructions about how to respond in an emergency situation. The Department of Marketing and Communications is responsible for the information found on this site.

Emergency Blog

Found online at <http://messiah911.wordpress.com>, the Emergency blog is updated regularly with official information pertaining to an ongoing emergency. The Department of Marketing and Communications is responsible for developing and posting messages to this site during a crisis situation. Parents and community members can view alerts, information and updates through this site.

Social Media

Twitter and Facebook can primarily be used to send notices. The Department of Marketing and Communications typically develops the messages for this system and is responsible for posting to

Relevant social media sites during a crisis. This is done in coordination with the student media, The Pulse, to help disseminate information on campus.

Emergency Hotline: (717)691-6084

The Emergency Hotline be used to provide more information to the campus community. An authorized Messiah University member of the Crisis Management Team or designee is responsible for developing messages for this system.

Fire Alarm System

Fire Alarm Systems can be used to evacuate a building(s) if there is a potential threat to the health and safety of that segment of the campus community. A fire alarm can be pulled by anyone responding to the current crisis.

Public Address System

Members of the campus community may utilize bull horns or other forms of voice projection during a campus crisis emergency at the direction of a member of the Crisis Management Team.

Postings and Signage

Signs and postings in residence halls and other highly visible locations through the campus community (including employee lounges) may be utilized during a campus crisis emergency at the direction of a member of the Crisis Management Team.

If any of the systems using technology fails, the Crisis Management Team may initiate face-to-face communication using building managers, residence life staff or other appropriate faculty, staff, and students on campus.

Timely Warning Notice (TWN)

Criteria for Issuance

A Timely Warning Notice is specifically related to compliance with the federal Clery Act, which requires colleges and universities to notify students and employees that a Clery Act reportable crime has occurred and may possibly be repeated, so that campus community members can protect themselves from harm. Timely Warning Notices will be disseminated as soon as pertinent information is available, in a manner that withholds the personally identifiable information (PII) of the victim(s) as confidential, with the goal being to aid in the prevention of similar crimes and/or maximize self-protection.

Timely Warning Notices are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

Murder/non-negligent manslaughter

Aggravated assault (cases involving assaults among known parties, such as an altercation between two roommates which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if there is believed to be an ongoing threat to the larger University community)

Robbery involving force or violence (cases including “pick pocketing”, “purse snatching”, and other similar methods of robbery will typically not result in the issuance of a Timely Warning Notice, but will be assessed individually)

Sexual assault (circumstances considered individually, depending on the facts of the specific case, when and where the incident occurred, when it was reported, and the amount of information known by the TWN Decision Team). In cases involving sexual assault, there is often a delay in reporting information for a period of time after the incident occurred; thus, the University has limited or no ability to distribute a “timely” warning notice to the community.)

Major incidents of arson

Other “Clery Act Crimes” as determined necessary by the TWN Decision Team, including:

Criminal Homicide, Sex Offenses, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Hate Crimes, Dating Violence, Domestic Violence, Stalking, Arrests & Referrals (for Liquor, Drug, or Weapon Law Violations

Additional criteria that should be met for the issuance of a Timely Warning Notice include:

The crime was reported to a Campus Security Authority (CSA) or local law enforcement

The incident or crime occurred on, or within, Messiah’s Clery-specified geography (on campus, off campus properties controlled by the University, or public areas contiguous to campus)

The incident or crime constitutes a serious or continuing threat to the person and/or property of the members of the Messiah community

Crimes that do not meet the definitions of a crime under the Clery Act or that occur outside of the University’s Clery geography, will be evaluated on an individual basis. Timely Warning Notices may be issued for these cases if deemed necessary by the TWN Decision Team; alternately, a Messiah Alert may be used to disseminate information per the “Messiah Alert” policy.

Campus officials not subject to the Timely Warning Notice reporting requirement include licensed or certified professional counselors and recognized pastoral counselors who are functioning in the role of providing confidential counseling to members of the Messiah University community on behalf of the institution.

Incidents reported more than fourteen (14) days since the incidents have occurred will be reviewed on an individual basis, but a Timely Warning Notice will typically not be issued in these instances as the circumstances and reporting delay would not allow the University to respond and disseminate a warning notice in a timely manner.

Person(s) Responsible for Decision-Making

The decision to issue a Timely Warning Notice is made in coordination and consultation by at least two of the following personnel from within the TWN Decision Team. In an extreme emergency, the notification process may be implemented at the sole direction of the University’s Crisis Controller (Vice President for Operations) or designee. The TWN Decision Team includes:

Vice President for Operations

Vice President for Human Resources and Compliance

Vice Provost for Student Success and Engagement
Dean of Students
Director of Safety
Director of Communications
Associate Vice President for Marketing & Communications

The decision-making process shall be commenced by the first member of the team to receive the report of an issue of concern (typically the Director of Safety or the Vice President for Operations). That person is then responsible to contact the Director of Safety (or designee) and Vice President for Operations (or designee), and any other members of the team whom they believe are best suited to respond to the particulars of the matter. Consultation may be conducted by phone, text, email, Zoom/online meeting technology, or in person.

Upon deciding to issue a Timely Warning Notice, the notice will generally be written by the Director of Safety (or designee), the Associate Vice President for Marketing & Communications, or the Director of Communications, and is then reviewed, approved, and distributed by the Vice President for Operations (or designee) and as deemed necessary, additional members from the Decision Team.

Note: If a crime is reported directly to Upper Allen Township Police Department (UATPD) or Carroll Township Police Department (CTPD) that could pose a serious or continuing threat to the Messiah University community, a representative of UATPD or CTPD will notify the Department of Safety as soon as practical and will provide sufficient detail to allow the Department of Safety and the Decision Team to assess the crime and determine if a Timely Warning Notice should be distributed to the Messiah University community. UATPD or CTPD will assist the University in its response to a crime that affects the University community, as deemed appropriate.

Pertinent Information

Because the intent of a Timely Warning is to enable members of the campus community to protect themselves, a TWN will typically include the following information (unless issuing any of this information would risk compromising law enforcement efforts):

A brief description of the incident, including type of crime, date/time of the incident, and the general location where it occurred.

Physical description of the suspect(s)

As deemed necessary, and depending upon available information

Crime prevention and/or safety tips

How to report a similar incident (including Department of Safety and local law enforcement contact information)

This statement:

Notification issued in compliance with the Jeanne Clery Campus Safety Act, a federal law originally known as the Crime Awareness and Campus Security Act of 1990, which mandates timely notices or emergency notification to the campus community. The Clery Act is enforced by the U.S. Department of Education.

The Timely Warning will **not** include information that would identify the victim, such as:

The first or last name of the victim(s);

A home or other physical address, including a room number or floor of incident (if/when disclosing building information);

Contact information (including a postal, email, internet protocol address, or telephone/ facsimile number);

A social security number, driver license number, passport number, or student or employee identification number;

Any other information, including date of birth, racial or ethnic identity, or religious affiliation, which would serve to identify any individual.

Target Audience

Timely Warning Notices must reach the entire campus community and will be disseminated primarily through the campus mass email system. Additional methods of communication that may be used include, but are not limited to:

RAVE text message alerts

Posting on the Department of Safety website

Emergency blog (<http://messiah911.wordpress.com>)

Emergency website (www.messiah.edu/emergency)

Social media

Postings and signage in residence halls and other highly visible locations throughout campus including employee lounges

Local news media

Emergency Notifications (EN)

Criteria for Issuance

In the event of an emergency, and in compliance with the federal Clery Act, Messiah University will initiate and provide Emergency Notifications to immediately notify the campus community upon the confirmation of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of students, employees, and visitors.

Messiah University will, promptly and considering the safety of the community, determine the content of the notification and initiate the notification system, unless issuing the notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The Department of Safety is most frequently responsible for responding to and investigating reported emergencies to confirm the existence of an emergency, sometimes in consultation with other offices or organizations such as Facility Services, Campus and Building Services, Student Success & Engagement, the Engle Center for Counseling & Health Services, Human Resources & Compliance, the National Weather Service,

Cumberland County Emergency Operations Center (911), and/or responding law enforcement or fire departments.

Upon confirmation of the existence of an emergency, the Director of Safety or an on-call supervisor is immediately contacted so that the Director of Safety (or designee) and the Vice President for Operations (or designee), in consultation with the EN Decision Team (if necessary), can assess the need for an Emergency Notification, develop the content of the notification, and determine which segment(s) of the campus community will receive the notification.

Examples of such emergencies include, but are not limited to:

- Hazardous materials incident requiring sheltering in place or evacuation
- Hostage/barricade situation
- Riot
- Suspicious package with confirmation of a device
- Tornado, hurricane, or another severe storm
- Fire/explosion
- Suspicious death
- Structural damage to University-owned or controlled facility
- Biological threat
- Gas leak
- Active shooter on or near campus

Examples of circumstances that likely do not meet the threshold of a significant emergency or dangerous situation include, but are not limited to:

- Power outage
- Snow closure
- String of larcenies

Person(s) Responsible for Decision-Making

The decision to issue an Emergency Notification is typically made by the Vice President for Operations (or designee) and the Director of Safety (or designee), in coordination and consultation with additional members of the Decision Team (listed below) depending upon the nature of the emergency. In an extreme emergency, the notification process may be implemented at the sole direction of the University's Crisis Controller (Vice President for Operations) or designee. The EN Decision Team includes:

- Vice President for Operations
- Vice President for Human Resources and Compliance
- Vice Provost for Student Success and Engagement
- Dean of Students
- Director of Safety
- Director of Communications
- Associate Vice President for Marketing & Communications

The decision-making process shall be commenced by the first member of the team to receive the report of an issue of concern (typically the Director of Safety or the Vice President for Operations). That person is then

responsible to contact the Director of Safety (or designee) and Vice President for Operations (or designee), and any other members of the team whom they believe are best suited to respond to the particulars of the matter. Consultation may be conducted by phone, text, email, Zoom/online meeting technology, or in person.

If the decision is made to move forward with an Emergency Notification, the person responsible for the dissemination of the notification (typically the Vice President for Operations, or designee) must be established and documented.

Note: If a crime is reported directly to Upper Allen Township Police Department (UATPD) or Carroll Township Police Department (CTPD) that could pose a serious or continuing threat to the Messiah University community, a representative of UATPD or CTPD will notify the Department of Safety as soon as practical and will provide sufficient detail to allow the Department of Safety and the Decision Team to assess the crime and determine if an Emergency Notification should be distributed to the Messiah University community. UATPD or CTPD will assist the University in its response to a crime that affects the University community, as deemed appropriate.

Pertinent Information

The Director of Safety (or designee), the Associate Vice President for Marketing & Communications, or the Director of Communications, will draft the initial notification message for review and dissemination by the Vice President for Operations (or designee) and, as deemed necessary, additional members of the EN Decision Team.

Once the content of the Emergency Notification message has been created and reviewed, some or all the systems established will be utilized to communicate the threat to the campus community or the appropriate segment(s) of the community, if the threat is limited to a particular area or segment of the campus.

Content of the message will be determined based upon the nature of the incident – the type of threat, location of the incident, potentially affected segment(s) of the campus community, and any additional factors that may be present as part of the situation. Based on these factors, the content of the message will generally include the following components:

- Information about the nature of the emergency—what, where, when, etc.

- Actions that need to be taken immediately

- Evacuation procedures or shelter-in-place instructions, if necessary

- An assurance that follow-up information will be relayed as the situation changes, the threat dissipates, or the threat is neutralized

- Additional information as deemed necessary by members of the EN Decision Team

This statement:

Notification issued in compliance with the Jeanne Clery Campus Safety Act, a federal law originally known as the Crime Awareness and Campus Security Act of 1990, which mandates timely notices or emergency notification to the campus community. The Clery Act is enforced by the U.S. Department of Education.

Target Audience

Unlike a Timely Warning Notice, which must be sent campus wide, an Emergency Notification may be segmented to a specific group of individuals in a designated building area and will be disseminated primarily

through the University's Rave text message alert system and the mass email system. Additional methods of dissemination may include, but are not limited to:

- Emergency blog (<http://messiah911.wordpress.com>)
- Emergency website (<https://www.messiah.edu/emergency-response>)
- Department of Safety website
- Social media
- Public announcements
- Public address systems/megaphones
- Digital signage (where available)
- Postings and signage in residence halls and other highly visible locations throughout campus including employee lounges
- Fire alarm systems (where available)
- Other methods deemed necessary that may be used in the information dissemination or mass notification process

If any of these systems fail or members of the EN Decision Team deem it appropriate, in-person communication may be also used to disseminate information.

Once the Director of Safety (or designee), Vice President for Operations (or designee), and the EN Decision Team (if necessary) receive confirmation that an imminent emergency exists, they shall discuss how geography, traffic flow, population densities, University schedules, etc. will be impacted by the projected emergency.

This information will be the foundation for determining if the Emergency Notification should be disseminated to the entire campus community or if it should be segmented. The available information will also aid in determining which individuals, groups, buildings, etc. should be the recipients of an Emergency Notification if the notification is segmented.

The local news media may also be utilized, as determined by the EN Decision Team, to disseminate emergency information to members of the larger community, including neighbors, parents, and other interested parties if deemed necessary. The larger community can also access emergency information via:

- The University Emergency blog (<http://messiah911.wordpress.com>)
- The University Emergency website (www.messiah.edu/emergency)
- The University website (www.messiah.edu)
- The University Emergency Hotline (717-691-6084)
- Campus Dispatch (717-691-6005)

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its Emergency Notification procedures. An institution that follows its Emergency Notification procedures is not required to issue a Timely Warning Notice based on the same circumstances; however, the institution must provide adequate follow-up information to the community as needed. Any follow-up should be communicated promptly, as circumstances require or after the threat has subsided. The members of the EN Decision Team responsible for development/issuance of the initial Emergency Notification draft and disseminate the follow-up notification(s) in consultation.

Follow-up information will be distributed using some or all the previously identified methods of communication (not including fire alarm systems).

A complete policy and procedure for issuing an Emergency Notification is managed and administered by the Department of Safety and the Crisis Management Team.

Messiah Alerts

Criteria for Issuance

A Messiah Alert is not related to compliance with the federal Clery Act, but rather is a discretionary notification from the University. A Messiah Alert may be issued in the following circumstances:

The University is aware of a situation that may affect the well-being of its community members, but that does not meet the criteria for a Timely Warning Notice or an Emergency Notification. For example:

- ITS reports that a number of students have received, and been defrauded by, Phishing emails

- An employee saw a suspicious person at the covered bridge a week ago but not since

- Several cellphones went missing from the Fitness Center a couple of days ago and students are being advised to stow their belongings more securely

- Weather emergencies or snow closures

- Power outage or utilities outage

Person(s) Responsible for Decision-Making

The decision to issue a Messiah Alert is made in coordination and consultation by at least two of the following personnel from within the MA Decision Team. This is the same committee as the Decision Teams for both Timely Warning Notifications and Emergency Notifications.

- Vice President for Operations

- Vice President for Human Resources and Compliance

- Vice Provost for Student Success and Engagement

- Dean of Students

- Director of Safety

- Director of Communications

- Associate Vice President for Marketing & Communications

The decision-making process shall be commenced by the first member of the team to receive the report or disclosure of an issue of concern. That person is responsible for contacting members of the team whom they believe are best suited to respond to the particulars of the matter. Consultation may be conducted by phone, text, email, Zoom/online meeting technology, or in person.

If the decision is made to move forward with a Messiah Alert, the person responsible for the dissemination of the notification must be established and documented. The Director of Safety (or designee), the Associate Vice President for Marketing & Communications, or the Director of Communications, will typically draft the initial notification message for review and dissemination by the Vice President for Operations (or designee) and, as deemed necessary, additional members of the Decision Team.

Information to be included:

- General information about what has occurred or is currently occurring.
- Precautions that can be taken in response to the matter at hand.
- Who to contact if there are questions or concerns.

Personally identifiable information (PII) should not be included for non-suspects; including PII for suspects should be carefully considered on an individual basis.

Target Audience

The Decision Team will determine which segments of the Messiah community should receive the Messiah Alert, with the campus mass email system being the primary method of dissemination. Additional methods of communication that may be used include, but are not limited to:

- Rave text message alerts
- Posting on the Department of Safety website
- Emergency blog (<http://messiah911.wordpress.com>)
- Emergency website (www.messiah.edu/emergency)
- Social media
- Postings and signage in residence halls and other highly visible locations throughout campus including employee lounges
- Local news media

Medical Emergency Response Procedures

Students, faculty, staff, and guests should report any life-threatening medical emergency situation to the Cumberland County Communications Center or York County Communications Center by dialing 911 (9- 911 if from an on-campus phone) and then also to the Department of Safety at (717) 691-6005 or ext.6005 (from an on-campus phone).

Department of Safety uniformed officers are trained in basic first aid, CPR, using an AED, and applying a tourniquet, and are trained to provide basic medical assessment and emergency care. The Department of Safety can summon an ambulance through the Cumberland or York County Communication Center. Safety Officers have interoperable radio capabilities to communicate with outside emergency responders in an effort to enhance emergency response and medical care.

The Department of Safety has multiple officers who are certified as EMTs (Emergency Medical Technicians). They assist at all medical calls when they are working on shift.

At times, Messiah has a group of EMT volunteers who assist the Department of Safety on medical calls, are available at special events for emergency medical care and at specific athletic events that require medical services. The Messiah EMTs are “on call” and are notified by the Dispatch Office through the use of cell phones.

AEDs (Automated External Defibrillators), STOP THE BLEED kits, and general FIRST AID kits are located throughout campus at strategic locations. These are available to the campus community if needed in a medical emergency.

Evacuation Procedures

Grantham Campus

Messiah University [Crisis Management Team](#) operates an “all hazards” approach and is responsible for the notification to the campus community of an evacuation in the event of a significant emergency situation; i.e. fire, bomb threat, power outage, other natural disasters, civil disturbances, active threats, or any emergency situation that constitutes an evacuation. The level of necessity will determine the response. If large-scale events occur that are beyond the resource capabilities of the Crisis Management Team and the university, officials will request assistance from outside agencies such as local police departments, fire and emergency services departments, PA State Police, and the Cumberland County Emergency Operations Center.

Section 14 of the internal document Messiah University Safety Manual is the campus’ Emergency Action Plan, which can be found through Falconlink or PolicyCentral. This plan covers emergency incidents including (but not limited to) the presence or threat of an active shooter, fire, intruder, weather emergencies such as a tornado, earthquake, etc. Employees are encouraged to take time to familiarize themselves with the information and how it relates to their workspace.

Evacuation drills are coordinated by the Department of Safety, in cooperation with Residence Life and Campus and Building Services personnel each semester (at least twice a year) for all residential facilities on campus. Students learn the locations of the emergency exits in residence halls and apartment buildings. Students are also provided guidance about how to safely exit each facility for a short-term building evacuation by means of evacuation posters displayed on the inside of each residential dorm room door.

Designated locations for long-term evacuations are not posted or communicated in advance because decisions regarding long-term evacuation plans are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In all cases, the Department of Safety and the Crisis Management Team, in cooperation with the Residence Life staff on scene, will communicate information to students regarding the developing situation or any evacuation status changes.

Evacuation drills are monitored by the Department of Safety Fire & Safety Systems Coordinator to evaluate the compliance and educational components of the drill for all participating. Reports are prepared which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Students and employees receive information about evacuation and “Lock Out, Hide Out, Get Out” procedures during training sessions. These sessions are provided annually to all incoming (first year and transfer) students and all new employees. Intermittent updates are provided to refresh campus awareness throughout the year. The Resident Assistants and Residence Life Educators receive additional crisis management training at the beginning of the school year and act as an on-going resource for students living in residential facilities.

A synopsis of the University's Emergency Evacuation Plan is included below and is meant to provide an overview understanding of the plan's basic commitments and strategies, but for purposes of brevity and security, does not outline all internal details, assignments, and locations. These details exist in the Crisis Management Team’s broader Crisis Management Plan and would be made available to community members and their families in the event of an actual emergency.

For further information pertaining to Emergency Response and Evacuation procedures specific to certain emergencies, including Q & A, see the information provided at [Messiah University Emergency Response](#). Separate links pertaining to procedures for employees, students, and parents/families are included on this site.

Evacuation Plan

Messiah University is committed to providing safe evacuation procedures for members of the University community and our visitors to effectively alert evacuate and/or shelter people during an emergency. To be successful, the University relies on the cooperation and proactive attention of every member of the University community. As such, this evacuation plan is developed under the following assumptions:

The primary focus of an evacuation is to move members of the University community to safety.

The University has an obligation to provide clear instructions for evacuation.

Employees, students, and visitors are expected to follow evacuation instructions.

Employees, students, and visitors will be expected to evacuate in their own vehicles unless otherwise notified.

Employees and students will be expected to assist those around them in evacuating, including offering rides and/or refuge to those who do not have immediate means for evacuating.

Students should have plans on how and when to follow up with parents based upon their own family practices and expectations (as established in the Emergency Preparedness & Evacuation Plan).

The University encourages proactive planning on the part of the entire university community for emergency conditions. Divisions and departments are expected to discuss how an evacuation would affect their operations and identify procedures for managing an evacuation. Likewise, the University recommends that students and their families discuss ahead of time how best to manage the unlikely need to evacuate campus.

Basic evacuation procedures consist of the following:

Remain calm.

If you can safely exit the area, do so as quickly as possible.

Run from a dangerous scene in a zig-zag fashion; keep your hands visible when you exit.

NEVER sound the fire alarms in a non-fire emergency.

Do NOT use elevators; use the stairs.

Assist the physically impaired. If they are unable to exit without using an elevator, secure a safe location near a stairwell and immediately inform the Department of Safety or the responding emergency services agency of the individual's location.

Proceed to a safe area at least 150 feet from the building.

Keep all walkways clear for emergency vehicles.

Make sure all individuals are out of the building.

Do NOT re-enter the building until authorized to do so.

Listen to all directives given to you by emergency services personnel.

When the police arrive, immediately raise your arms and keep your hands and fingers visible.

Follow officer instructions and avoid pointing, screaming, and yelling.

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoor becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors as leaving the area may expose community members to the external danger(s).

Thus, “hiding out” or sheltering-in-place means to remain in the current location and make a shelter of the current building until it is safe to go outside.

Basic “Hide Out” or shelter-in-place procedures consist of the following:

Lock and barricade the door.

Close windows and blinds and hide from view.

Take cover behind heavy items that might offer additional protection.

Call 911 and Safety to report your location and the number of people sheltering there.

Report if there are any injured individuals with you in your location.

Silence your cell phone but leave it on so that you can receive text message alerts.

When the police arrive, immediately raise your arms and keep your hands and fingers visible.

Follow officer instructions and avoid pointing, screaming, and yelling.

Winding Hill Site

Section 14 of the internal document Messiah University Safety Manual is the campus’ Emergency Action Plan, which can be found through Falconlink or PolicyCentral. This plan covers emergency incidents including (but not limited to) the presence or threat of an active shooter, fire, intruder, weather emergencies such as a tornado, earthquake, etc. Employees are encouraged to take time to familiarize themselves with the information and how it relates to their workspace.

Evacuation floor plans are located near exit doors in most classrooms, labs, and office suites. The signs indicate the primary exit route to exit the building. A map is provided to the employees showing the three outside meeting locations, based on the exit you take. Faculty members identify this information to students on the first day of class, stressing the meeting location for accountability. During an emergency evacuation, it is the faculty’s responsibility to account for all students who were in his/her class at the time of the evacuation. It is important to have a class roster available at all times (ex., hard copy, iPad, iPhone, etc.). Once students are accounted for, faculty members are to report any missing students and their last known location to emergency responders.

Evacuation Model

Evacuation of buildings or the entire campus may be necessary for several reasons such as during a fire drill, chemical leak or explosion (within a building or outside of buildings), natural disaster, intruder on campus, etc. When an emergency event requiring evacuation is confirmed, the Department of Safety and the Crisis Management Team will work with local authorities and emergency personnel to manage the evacuation process.

The University's Emergency Evacuation Plan (EEP) is designed around three levels of evacuation needs:

Level I, Building Evacuation

A Level I evacuation requires the immediate evacuation of a single building or discrete section of campus, but not a general evacuation of the entire campus.

Level II, Urgent Campus Evacuation (within 1-8 hours)

A Level II evacuation requires the evacuation of all students and non-essential employees from the campus within a specified period. Visitors are required to leave campus immediately.

Level III, Immediate Campus Evacuation

A Level III evacuation requires that all students, employees, and visitors leave campus immediately and without taking time to gather personal belongings.

Level I, Building Evacuation

A building evacuation is typically initiated by Campus and Building Services, Facilities Services, the Department of Safety, or Residence Life staff. However, anyone discovering a fire, smoky conditions, or explosion should pull the nearest fire alarm and call 911 to report emergencies.

The need to evacuate the building is communicated through at least one of the following channels:

Alarm

Text Alert

Safe Connect Computer Announcement

Email

Phone call

Note: for other communication means, see the "Mass Notification Systems" section located of this report.

The University has identified and posted all emergency exits; evacuation maps are provided in each classroom, lab, office, residence hall room, apartment building, and general use space. Occupants are expected to follow exit procedures for the specific building. Stairwells are the primary means for evacuation. Elevators are to be used only when authorized by the Department of Safety or local emergency personnel. Occupants are expected to assist visitors, students, and others who are not familiar with the plan or who have particular needs requiring assistance to evacuate safely.

Occupants of evacuated buildings should go to designated evacuation assembly areas to await further instruction and "all clear" notifications. No employee is permitted to re-enter the building until advised by the Department of Safety or emergency personnel that it is safe to do so. A safety check is completed by the Department of Safety in partnership with local emergency personnel.

Level II, Urgent Evacuation (campus evacuation within 1-8 hours)

An urgent evacuation of the entire campus means that all employees, students, and visitors must leave the campus within a specified period. Typically, the need to implement a general evacuation is initiated by local or regional authorities and implemented by the Crisis Management Team and the Department of Safety.

The Crisis Management Team and the Department of Safety will first communicate the need and plan for a campus-wide evacuation to the President's Cabinet and the School Deans with specific information regarding the timeline for evacuation and general information for students and employees related to the evacuation route and campus shutdown. The Department of Safety will simultaneously call an emergency meeting for Residence Life regarding assisting students in evacuating and shutting down campus efficiently. A general announcement regarding the evacuation and campus shutdown will then be communicated through at least one of the following channels:

- Alarm

- Text Alert

- Emergency Blog

- Email

- Phone calls (Campus phones & cell phones)

Note: for other communication means, see the "Mass Notification Systems" section of this report.

Students are expected to implement their personal plan for [Emergency Preparedness & Evacuation](#).

Decisions about releasing essential employees will be made by the director responsible or department head based upon the situation and need.

The Department of Safety maintains evacuation routes and traffic procedures, including appropriate locations at which students and employees may safely await personal transportation. Employees, students, and visitors will be instructed via the emergency blog, mass email, and text message alerts as to the appropriate route for leaving campus.

Level III, Immediate Evacuation (all campus evacuated immediately)

An immediate evacuation of the entire campus means that all employees, students, and visitors must leave the campus immediately and without delay. Typically, the need to implement an immediate evacuation is initiated by local or regional authorities and implemented by the Crisis Management Team and the Department of Safety.

The Crisis Management Team and the Department of Safety will communicate via text message, email, voicemail, and the emergency blog the need for a campus-wide immediate evacuation. This message will include information related to the evacuation route and campus shutdown for students and employees.

Residence Life will be simultaneously advised to direct students to leave campus immediately (without taking time for gathering personal possessions), and to assist others in evacuating quickly.

Decisions about releasing essential employees will be made by the director responsible or department head based upon the situation and need.

The Department of Safety maintains evacuation routes and traffic procedures, including appropriate locations at which students and employees may safely await personal transportation. Employees, students, and visitors will be instructed via mass email and text message alerts as to the appropriate route for leaving campus. In addition, employees and students will be asked to confirm that the community members they encounter (everyone in work unit, class, and residence) have a ride off campus.

Emergency Notification

In the event of a substantiated serious incident that poses an immediate threat to members of the Messiah University community, the University has various systems in place for communicating information quickly. Various methods of communication may be activated in the event an evacuation needs to occur. The University utilizes a multi-faceted communications system to provide timely warnings/crime alerts, emergency notifications, and general safety alerts to the campus community.

See the Mass Notifications Systems in this report for more detailed information on systems used to communicate with the campus community.

Messiah University expects each student and family to have a Personal Evacuation Plan. Information regarding this expectation can be found at [Emergency Preparedness and Evacuation Plan](#). Students and families are strongly encouraged to sit down and create a plan so that if a disaster or emergency occurs, the student is well prepared. Students and families are instructed to determine the most practical means by which the student could (promptly) leave campus as part of their personal evacuation plan.

Emergency Tests of Response and Evacuation

According to the revisions made by the HEOA (Higher Education Opportunity Act) in 2008:

“Test” is defined as regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities.

“Drill” is defined as an activity that tests a single procedural operation (i.e. a test of initiating a cell phone alert system or a test of conducting a campus lockdown).

“Exercise” is defined as a test involving coordination of efforts (i.e. a test of the coordination of first responders including police, firefighters, and emergency medical technicians). These include:

- Tabletops
- Full-Scale

Messiah University conducts announced and unannounced tests (exercises and drills) each year with follow-up designed for assessment and evaluation of emergency plans and capabilities.

The Department of Safety coordinates unannounced fire and emergency evacuation drills each semester to test the campus emergency response and evacuation procedures, and to assess and evaluate the emergency evacuation plans and capabilities of the campus community. Evacuation procedures are posted on the inside of the doors of each residential room and apartment as well as classrooms in the academic buildings; these procedures include locations of where individuals are to relocate outside the building until re-entry or other instructions are given.

The Office of Human Resources & Compliance annually notifies the campus community of the campus' emergency action plan for all employees and faculty through campus wide emails.

A drill to test the Emergency Notification System is conducted each academic semester to ensure that all systems are working properly and that crisis team members maintain a working knowledge of the system. These drills are also educational moments for the campus community to remind them that this system does exist and that it is a working and functioning system that they can rely upon.

Periodic tests are performed by the Crisis Management Team through table-top exercises and drills to practice the implementation of the campus' emergency operations plan and supplement emergency policies and procedures. The Crisis Controller, in coordination with other members of the Crisis Management Team, is responsible for scheduling and conducting these table-top exercises and drills.

Additionally, divisional and department level exercises are initiated to train staff personnel on emergency operations. During these exercises, campus evacuation is either reviewed or practiced as part of the training session. Local emergency responders from the Fire and Police Departments and the Cumberland County Emergency Management Agency are notified and/or invited to participate along with University officials. These tests can be either announced or unannounced.

Grantham Campus:

For 2024 calendar year, Messiah University held the following tests (drills/exercises/planning sessions)—

Type of Test	Date(s) Conducted	Time Conducted	Announced (AN) or Unannounced (UA)	Description
Drill - D Exercise - E				
Planning Sessions	5 sessions, bi- monthly	Varied	AN	Crisis Management Team Planning & Preparation Sessions
E	8/20/24	3:30 PM	AN	Crisis Response Exercise Tabletop scenarios with RLEs and RAs covering emergency responses to utility outages, mental health crises, sexual/interpersonal violence disclosure, active shooter training and physical safety threats.

D	8/20/24 9/6/24 10/17/24	4:00 PM Various Times	UA	Test of the RAVE Alert system Text and email sent to subscribers
D	3/06/24 4/10/24 9/03-9/05 2024 10/15-10/17 2024	Various Times	UA	Fire exit/evacuation drills of residential buildings on campus
Training	Various Dates	Various Times	AN	Mandatory digital education and training modules provided to new employees and new students regarding active-shooter protocols

Winding Hill: There were no emergency evacuation drill/exercises done at this site during the 2024 calendar year.

Action Reports

After action reviews will be conducted following each test and/or exercise that documents the test/exercise, provides a description for each test/exercise, the date, time, and whether the test was announced or unannounced.

Fire Safety Information

The Higher Education Opportunity Act (PL 110-315), which became law in August 2008, requires all institutions of higher education that maintain on-campus housing facilities to produce an annual fire safety report outlining campus fire safety practices, standards, and certain fire-related, on-campus housing statistics. The Messiah University Fire Safety report is attached at the end of this report.

COMMUNITY SAFETY POLICIES

Drug and Alcohol Information

Messiah University works to provide a drug-free workplace for all University employees and students. [The Engle Center for Counseling and Health Services](#) and the [Office of Human Resources & Compliance](#) provide resources for treatment and referral for students and employees with substance abuse problems. Alcohol awareness and educational programs and information for students and employees are presented through the Department of Safety, The Engle Center for Counseling and Health Services, [TimelyCare](#), and the Office for Student Success &

Engagement. These cover the dangers of alcohol and drug abuse, the availability of assistance for counseling and rehabilitation, BAC legal limits, and penalties for violating University policies.

Alcohol and Other Drugs (AOD) Programs provided in the 2024 calendar year:

Semester	Location	Program	Dept. Collaborated with	Target population	Number of Attendees
Spring and Fall 2024	PAWC	Life Hacks Drug & Alcohol Education	Engle Center Residence Life	Upperclass Undergraduate Students	Various
Spring and Fall 2024	Engle Center Conference Room and Offices	(Psycho-Educational) Alcohol and Substance Abuse Education	Engle Center	Undergraduate Students	Various (group and individual services)
Fall 2024	LSU 237	On-Call AOD Training	Residence Life & Dean of Students	Residence Life Educators	8
Fall 2024	PAWC 310	On-Call AOD Training	Residence Life & Dean of Students	Residence Assistants	65
Fall 2024 (9/18/24)	Email Notification	Drug & Alcohol Free Campus Information	Dean of Students	Messiah Employee & Student Community	Various
Ongoing	https://www.messiah.edu/ Search: Drug & Alcohol Programs	Drug and Alcohol Abuse Prevention Programs	Dean of Students	Messiah Employee & Student Community	Various

Drug and Alcohol Policy

Messiah University is an alcohol, illegal drugs, and tobacco free campus. In accordance with the federal Drug-Free Workplace Act of 1988, the federal Drug-Free Schools and Communities Act (DFSCA) of 1989, and State policies on Alcohol and Other Drugs, Messiah University prohibits the unlawful or unauthorized possession, use, sale, manufacture, distribution, transportation, or dispensing of alcohol and other drugs by visitors, employees, and students. Disciplinary action may be instituted against the violator through the University and/or referred to local law enforcement. Employees or student violators are subject to disciplinary action, up-to-and-including termination of employment and/or expulsion.

For students who have a drug or alcohol-related problem that may be alleviated through counseling, the University will address those students through the counseling process, rather than through disciplinary processes, if the student voluntarily seeks help.

The University's Department of Safety reports violations of law to the appropriate University department and works in collaboration with the state and local police, who are responsible for enforcing the laws of the Commonwealth of Pennsylvania. Violations regarding the possession, use, and sale of alcoholic beverages are reported to law enforcement, including the violation of State underage drinking laws and Federal and State drug laws. Student violations of the policies and guidelines pertaining to alcohol and drugs specified in the Student Handbook will result in sanctions appropriate to the degree of the violation. Sanctions will increase in severity for repeated violations. Student sanctions include, but are not limited to, fines, education, referrals for counseling, community service, probation, residence hall separation, or suspension and/or expulsion from the University.

Commonwealth law states that a person who is under 21 years of age and who attempts to purchase, purchases, consumes, possesses, or knowingly and intentionally transports any alcohol, liquor, or malt beverages commits a summary offense.

Misrepresentation of age to a licensed dealer or other individuals who sell or furnish intoxicating liquors constitutes a summary offense for a first violation and a misdemeanor of the third degree for any subsequent violation. A person also commits a third-degree misdemeanor for selling or providing alcoholic beverages to a known minor.

There are also serious legal repercussions for driving under the influence of alcohol. Drivers under the age of 21 with a Blood Alcohol Content (BAC) of .02 or higher can be charged with Driving Under the Influence. Drivers 21 and over with a BAC of .08 or higher can be charged with Driving Under the Influence.

University policy as to substances, including alcohol, is more fully explained in the [Student Handbook](#) and in the [Employee Online Policy and Procedure Manual](#), both of which are available on the University's website. More information on the University's drug and alcohol abuse policies may be found on the websites for the [Engle Center for Counseling and Health Services](#) and the [Office of Student Success & Engagement](#).

The most recent version of Messiah University's Drug and Alcohol Abuse Prevention Program (DAAPP) can be viewed [online](#). Additional alcohol and drug policies, standards of conduct, applicable disciplinary sanctions, health risks, counseling and treatment, processes, goals, and objectives are also provided in the DAAPP.

The biennial report, developed in accordance with the Drug Free Schools and Communities Act (DFSCA) of 1989 can be obtained from the Office of the Dean of Students, located in the Eisenhower Campus Center, 2nd Floor, or by calling 717-796-3200.

Students, staff, and faculty are informed annually about the DAAPP and DFSCA and how to obtain copies through the Office of Residence Life.

Drug Free Schools & Campuses Act

In compliance with the Drug Free Schools and Campuses Act and its implementation regulations (34 CFR Part 86), the following information is being provided to all students and employees as a statement of University policy.

Messiah University prohibits the manufacture, possession, use, or distribution of illegal drugs and alcohol by all students. Possession means having the substances or being in the presence of these substances. This includes, but is not limited to, residences, vehicles, or in another location on or off campus.

In addition, it is expected that while students are enrolled in academic courses and/or programs, including breaks during the academic year (e.g., Thanksgiving, Fall, and Spring Breaks), they will not use alcohol, illegal drugs, or tobacco both on and off campus.

Exceptions include of-age (21 and older) students may responsibly consume alcohol when they are with their parents or guardians; when the occasion is consistent with celebrations, rituals, or religious traditions (i.e., toasting at weddings, taking communion) associated with family or host families; and/or when students are living away from campus during summer and Christmas breaks and the academic year is not in session.

If you have questions concerning the alcohol policy and/or its application to certain situations, you are encouraged to contact the Dean of Students' Office.

Violation of this policy may result in sanctions ranging from a letter of reprimand to expulsion. As noted in the [Student Handbook](#), a record of disciplinary sanctions is kept on file with the office of Student Success & Engagement while the student is at Messiah. University officials, as well as parents or guardians, will be involved or notified when appropriate. The Department of Safety may conduct a breathalyzer test to determine alcohol consumption. Any individual's refusal to cooperate and submit to this test will be considered a violation of this policy.

The University will also involve local law enforcement officials when appropriate. Illegal possession, use, or distribution of illicit drugs, or illegal use or possession of alcohol is punishable under applicable local, state, and federal law. Punishments include stringent fines, loss of driver's license, loss of possessions obtained through the profits of or used in the sale or distribution of illegal drugs, and/or imprisonment.

Convictions of Possession or Sale of Drugs

The use of narcotics and controlled substances without a prescription on University premises, as elsewhere, is illegal. The University's Department of Safety reports violations of law to the appropriate University department and works in collaboration with state and federal law enforcement and local police, who are responsible for enforcing the laws of the Commonwealth of Pennsylvania, including laws regarding the possession, use, and sale of narcotics and controlled substances. When students are awarded PELL or other federally funded grants, they agree to abide by the conditions of the drug-free workplace certifications. Any student who is convicted of violating a criminal drug statute is required to notify the University, including the Financial Aid Office, within five(5) days of the conviction (including pleas of guilty or nolo contendere).

A federal or state drug conviction (but not a local or municipal conviction) can disqualify a student for Federal Student Financial Aid (FSA) funds. Convictions are only considered if issued for an offense that occurred during a period of enrollment for which the student was receiving federal student financial aid; convictions are not considered a violation if the offense was not during such a period, unless the student was denied federal benefits for drug trafficking by a federal or state judge. Also, a conviction that was reversed, set aside, or removed from the student's record is not considered a violation, nor does a conviction received when a juvenile, unless the individual was tried as an adult.

If the student was convicted of both possessing and selling illegal drugs, and the periods of ineligibility are different, the student will be ineligible for the lengthier period. A student regains eligibility the day after the period of ineligibility ends or when they successfully complete a qualified drug rehabilitation program. Further drug convictions will provoke additional periods of ineligibility. Students denied eligibility for an indefinite period can regain eligibility only after successfully completing a rehabilitation program or if a conviction is reversed, set aside, or removed from the student's record so that fewer than two convictions for sale or three convictions for possession remain on the record, or by successfully completing two unannounced drug tests which are a part of a rehab program. In such cases, the nature and dates of the remaining convictions will determine when the student regains eligibility. It is the student's responsibility to certify that they have successfully completed the rehabilitation program.

The chart below illustrates the period of ineligibility for FSA funds, depending on whether the conviction was for sale or possession and whether the student had previous offenses. (A conviction for sale of drugs includes convictions for conspiring to sell drugs.)

	Possession of Illegal Drugs	Sale of Illegal Drugs
1st Offense	1 Year from Date of Conviction	2 Years from Date of Conviction
2nd Offense	2 Years from Date of Conviction	Indefinite Period
3+ Offenses	Indefinite Period	

Amnesty Policy

While the University expects all students to behave in accordance with our community standards, the health and safety of Messiah University students takes priority over conduct violations in the event of a medical emergency or severe safety concern, including instances of suspected, witnessed, or reported abuse, violence, and/or assault.

Likewise, students are encouraged to prioritize their health and safety or the health and safety of others above all other concerns when reporting an emergency.

Students, regardless of age, will be granted immunity from University disciplinary proceedings for the violation of community conduct standards if the Department of Safety, Residence Life staff, or other University official becomes aware of the breach in community behavior standards because the individual was seeking assistance for someone else. The person seeking assistance must reasonably believe they are the first to call for assistance, must use their own name with authorities, and must stay with the individual needing assistance until help arrives.

Amnesty includes, but is not limited to, alcohol possession and/or consumption, consensual sexual conduct, and/or inappropriate use of institutional property. Amnesty for drug use and/or possession may not apply in the event that law enforcement officials are contacted.

Amnesty will not be granted to perpetrators of abuse, violence, assault, or egregious behavior toward another person.

Both the individual in need of assistance and the individual seeking assistance may receive amnesty protection.

Students will be immune from student disciplinary proceedings for conduct violations if they can establish the following:

The only way University officials became aware of the person's violation is because the person placed a 911 call, or a call to Dispatch/Department of Safety, police or emergency services, or University administrators in good faith based on a reasonable belief that another person was in need of immediate attention and/or intervention to prevent death, serious injury, trauma or abuse.

The student reasonably believed they were the first person to make the emergency contact, whether to 911 call, or to Dispatch/Department of Safety, police or emergency services, and/or University administrators in order report that a person needed immediate attention or intervention to prevent death, serious injury, trauma or abuse.

The student provided their own name to the 911 operator or equivalent campus safety, administrator, police, or emergency officer.

The student remained with the person needing assistance until emergency health care providers or responders arrived and the need for their presence had ended.

Students meeting the above criteria may be asked for a statement from University officials or the police but will not be subject to a disciplinary response.

Missing Student Notification Policy

In accordance with federal law, including “Suzanne’s Law” and the “Adam Walsh Child Protection and Safety Act of 2006”, it is the policy of Messiah University to inform each student of the following information regarding missing student notification:

If a member of Messiah University community has reason to believe that a student who resides in on- campus housing is missing, they should immediately notify the Department of Safety at 717-691-6005 or extension 6565 from an on-campus phone. The Department of Safety will generate a missing person report and initiate an investigation.

Residential students on-campus have the option to confidentially identify an individual to be contacted by the Residence Life department in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, the office of the Dean of Students or designee will notify that individual (within 24 hours) upon determining that the student was, remains, missing. A student who wishes to identify a confidential contact can do so by following the steps below. A student’s confidential contact information will be accessible only by authorized campus officials and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation. A list of those individuals identified as “authorized campus officials” is housed within the Registrar’s office.

Registering Confidential Contact

Any Messiah University student may identify a confidential contact to be notified not more than 24 hours after the student is determined to be missing.

Students may register this confidential contact online via [FalconLink](#) (an internal platform for University employees and students) using the following steps:

Log into [FalconLink](#)

Navigate to and select "Self Service Main Menu"

Select "Personal Information" Tab

Select "Emergency Contacts - Student" Tab

Select "Update Emergency Contacts"

Select "New Contact"

Fill out form (be sure to scroll down to "Missing Individuals Contact" in the relationship area of form).

When completed, click the "Submit Changes" button.

Emergency Contact Procedures

Missing individuals should be reported to the Department of Safety immediately. Once a missing individuals report has been filed with the Department of Safety, Safety will initiate the following emergency contact procedures no later than 24 hours after a student is determined to be missing:

The Department of Safety will notify local law enforcement and the Office of the Dean of Students.

The student's confidential contact listed on file will be contacted by the Office of the Dean of Students or designee.

If a student is under 18 years of age and not emancipated, the missing student's parents or guardian and the student's contact person, if one is registered, will be notified by the Office of the Dean of Students or designee no later than 24 hours after the student is determined to be missing.

Other campus offices who have a need to know (i.e. Department of Residence Life) will be notified.

Weapons/Firearms Policy

To ensure that Messiah University maintains a residential, learning, and workspace safe and free of violence for its community, the University prohibits the possession or use of weapons on University property. A license to carry the weapon does not supersede the University policy.

Any Messiah University community member in violation of this policy will be subject to prompt disciplinary action; for University employees (including interns, graduate assistants, and student employees), disciplinary action is up to and including termination. Students found in violation of this policy are subject to student conduct processes and will have the weapon immediately confiscated by the Department of Safety and held in a locked room until the student returns home.

All members of the community are subject to this provision, including campus visitors and contract or temporary employees on University Property. "University Property" is defined as all university-owned or leased buildings and surrounding areas such as sidewalks, walkways, driveways and parking lots under the college's ownership or control. This policy applies to all vehicles that come onto university property.

Weapons include, but are not limited to, the following: firearms, ammunition, bows and arrows, crossbows, knives, machetes, slingshots, clubs, expandable batons, whips, spears, swords, martial arts weapons, paintball guns, BB guns, CO2 guns, pellet guns, water balloon launchers, Tasers/stun guns, brass knuckles, explosives, fireworks, or any other item the University deems potentially harmful to the University community.

In addition, sports equipment derived from, or similar to, weapons such as baseball bats, fencing swords, bows & arrows, javelins, paint ball guns should be confined to sports facilities for their use or kept locked in a personal vehicle. If in doubt as to whether or not something you possess is considered a weapon by the University, contact the Department of Safety.

Messiah University reserves the right at any time to contact law enforcement authorities if there are reasonable grounds to believe that a student, employee or visitor has a weapon on University property.

Occasionally, some weapons stated above may be required for classroom use (i.e., bows). If this is the case, approval from the professor must be sent in writing to the Department of Safety, and the weapon for classroom usage must be registered and stored with the Department of Safety until needed for class purposes and then must be removed from campus.

Pepper spray can be possessed on campus for personal safety only. Brandishing or discharging pepper spray for other than emergency situations will be a violation of this policy.

This policy is maintained and enforced by the Crisis Management Team in collaboration with the Department of Safety, and the Weapons-Free Workplace Policy is administered by the office of Human Resources. Anyone with questions or concerns specific to this policy should contact the Department of Safety.

Campus Visitor Policy

Messiah University seeks to provide a safe campus environment by instituting policies, procedures, and guidelines to further define the University's roles as (1) an educational, residential, cultural, and recreational facility for students, (2) a place of employment, (3) a community resource, and (4) a client and business partner.

Visitors are an important aspect of the University's daily operations. Visitors come to Messiah University for many reasons. For example, prospective students and their families visit and tour campus, students visit with friends, job applicants attend appointments at Human Resources or participate in scheduled interviews, vendors deliver essential products and supplies to appropriate offices, service and maintenance professionals make scheduled repairs, and community members attend [public events](#) in campus facilities.

Complete guidelines and procedures for visiting Messiah University can be found by going to the [Campus Visitor Policy](#) on Messiah's Student Success & Engagement website. This policy provides information on the housing of guests and others not assigned to student housing or not regularly associated with Messiah University.

COMMUNITY RISK REDUCTION INFORMATION

Background Checks

Since 2003, Messiah University has required a range of background checks of all applicants to whom employment is offered. Since 2015, Messiah University has required the following background checks of all applicants to whom employment is offered and all employees who work with minors: PA State Police Check, Child Abuse Clearance, and FBI Fingerprinting.

Any offer of employment prior to the completion of these background checks is made subject to the receipt of a report which is satisfactory to the University. The offer is withdrawn if a satisfactory report is not received.

University employees are responsible for disclosing to the Office of Human Resources & Compliance any felony or misdemeanor convictions which occur subsequent the date of employment.

Applicants for student admission are required to disclose any prior felony or misdemeanor convictions, and to provide additional documentation as necessary. A criminal conviction may or may not disqualify a student applicant.

Sex Crime Prevention Act (Registered Sex Offenders)

The Federal Sex Crimes Prevention Act, enacted on October 28, 2000, in conjunction with the Adam Walsh Child Protection and Safety Act of 2006, requires institutions of higher education to advise campus community members where to locate law enforcement agency information provided by the state concerning registered sex offenders. It also requires sex offenders already required to register in the state to provide notice of each institution of higher education in the state at which the person is employed, carries on a vocation, or is a student.

In Pennsylvania, information regarding registered sex offenders may be obtained from the Pennsylvania State Police or a local municipal police agency with jurisdiction for the campus. The Pennsylvania State Police website relative to registered sex offenders may be accessed at <http://www.pameganslaw.state.pa.us//>.

Local police agencies having jurisdiction for portions of the Messiah University campus are Upper Allen Township Police, 100 Gettysburg Pike, Mechanicsburg, PA 17055 (717-795-2445) and Carroll Township Police, 555 Chestnut Grove Road, Dillsburg, PA 17019 (717-432-3317). Similar information is maintained by the National Sex Offender Registry and is available at <http://www.familywatchdog.us/>

In addition, University employees are informed of their requirements to report suspected abuse of a minor to the State, under changes made to the Child Protective Services Law (CPSL). These reports must be made by any University employee witnessing or suspecting abuse or neglect of a minor within Pennsylvania directly to PA Childline at: 1-800-932-0313.

Crime Prevention and Security Awareness Programs

The Department of Safety believes it is more beneficial to be proactive than reactive. A primary venue for accomplishing this goal is the Department's crime prevention and safety awareness initiatives. These programs are based upon the concepts of eliminating/minimizing criminal opportunities, situational awareness, and self-

protection. Topics include self-defense and risk reduction, active shooter, drug and alcohol, theft, electrical safety, fire safety, distracted driving, bicycle safety, etc.

The Department of Safety develops regular annual programming which is made available and advertised to all members of the Messiah community. In addition to those programs, information regarding crime prevention and security awareness is disseminated through mass emails, posters, bulletin boards, the student magazine, the student TV station, the Department of Safety newsletter, and website.

In emergency or crisis situations, information is released to the campus community through Timely Warning Notices, Emergency Notifications, or Messiah Alerts. *Additional information can be found the sections of this report specific to those communications.*

Crime Prevention and Security Awareness programs that were conducted on campus (by the Department of Safety or another collaborating partner on campus) during 2024 include:

- Training Residence Assistants regarding crime prevention, safety expectations, and reporting protocols

- Mass emails regarding campus safety awareness

- Active Shooter Response posters

- Active Shooter Qualtrics training for students and employees

- Monthly bulletin board displays with topics including, summer safety, nighttime safety, dating violence, bike/scooter/skateboard safety, distracted driving, electric safety, boating safety, etc.

- Fire Evacuation maps/posters

- Messiah Student TV news features regarding campus safety and crime prevention

- Targeted sessions regarding crime and safety (i.e., parents of international students)

- Verbal De-escalation training for all officers/dispatchers

- New Employee Orientations (held at the beginning of each semester for new employees, covering scenario-based learning to educate new hires of responsibilities, reporting, resources/responses to interpersonal violence on campus)

- Inclusivity Training for RAs and Student Leaders

- Fire Safety Training (held throughout the year for new and returning RAs, Department of Safety personnel, Residence Life Educators, and all other employees who work with specific job requirements)

- First Aid/CPR/AED Training (numerous certification classes held for employees on campus who are required to have this certification as a part of their job description)

- Stop the Bleed Training for employees on campus with relevant job responsibilities

- Fire Extinguisher Training (Online training and utilization of a Bullex system for simulated hands-on training on use of fire extinguisher)

- Mental health first aid training and education (mandatory for the Department of Safety, Residence Life, Campus Ministries, and open to other departments across campus including student supervisors)

Tabletop exercise for employees to review response protocols

Tabletop exercise with Residence Life personnel on various topics, such as Active Shooter, Suicide Prevention, Facility Emergency, etc.

Operation ID: Engraving valuables to discourage theft/recover stolen items

Safety Day tabling with information about personal safety and risk reduction (annual October event with campus partners)

Personal self-defense classes offered to groups across campus for risk resilience

Security Awareness Initiatives & Procedures

Personal Risk Reduction

A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their own security and the security of others. Options for community members to engage their own risk awareness and resilience include the following.

If someone tries to physically harm you:

- Remain calm and think rationally
- Remember what the attacker looks like
- Consider what you can do to defend yourself

At home and in your residence/apartment:

- Always lock your doors and windows
- Be careful when inviting casual acquaintances into your home/dorm/apartment
- Do not give your keys to anyone

Phone calls/texts:

- Do not divulge your name or address to people you do not know
- Hang up on obscene phone callers and report this to Safety immediately
- Never reveal that you are alone

On social media:

- Mark all personal sites as private
- Do not accept friend requests from individuals or accounts you do not know
- Never send intimate photos, money, credit card numbers, etc.
- Use caution when connecting with individuals through dating or social networking sites.
- Consider bringing someone with you on first dates, meet in public spaces, and make sure someone knows where you are going and when you will return.

In your vehicle:

- Lock your doors at all times, even when driving
- Park in well-lit areas

Store valuables out of sight and lock them in the trunk when car is parked
Call someone if your car breaks down. Stay inside your vehicle (unless that presents a hazard) with the doors locked. Do not get out of the vehicle unless it is for police, professional roadside assistance, or someone you know
Sound the horn if threatened
Never pick up hitchhikers

Identity Theft and Internet Fraud:

For more information on how to protect yourself from these ever-growing crimes, see University resources about [online security](#) and [cybersecurity programs](#).

University Risk Reduction Services

The following list of security initiatives, procedures and services are available to students, employees, visitors and all campus community members. Unless otherwise noted, these initiatives are available or provided on a regular daily basis.

24-Hour Safety and Dispatch Department

Members of the Messiah University community can call the Department of Safety (24 hours a day, 7 days a week, 365 days a year) for service at (717) 691-6005. Employees and students are encouraged to add this phone number in their cell phones. This number can also be found on the back of campus IDs issued after 2022.

[Campus Emergency Telephones](#)

There are 18 emergency blue light phones located around campus as the blue poles with EMERGENCY on the sides. To operate, firmly press the large red button, listen for the dial tone and the automatic dial, wait for the dispatcher to answer, and then report your emergency.

Safe Walk/Safe Ride

The Department of Safety will provide the [Safe Walk/Safe Ride](#) service from dusk to dawn by vehicle, bicycle, or walking patrol. This service is provided 7 days a week and may be conducted by student escort drivers or safety officers. Call Dispatch at (717) 691-6005 to request this service. Please ask the Dispatcher for an estimated time of arrival. If there is a high volume of service calls occurring on campus, it may take several minutes for the officer to arrive.

Anonymous and Non-Anonymous Reporting

The Department of Education and the Commonwealth of Pennsylvania requires all colleges and universities to provide an anonymous reporting option. We understand that some individuals may not be comfortable reporting in person. To report online, anonymously or non-anonymously, community members may report via the [Incident Report Form](#).

This reporting link is for non-emergency reports only. For appropriate responses to life threatening situations, please call 911.

Emergency Text Alerts

Messiah University uses an emergency [Text Alert](#) system to provide notifications of campus emergencies, closures, or delays. Community members must register their contact information for this service in order to receive text alerts. To register, log onto FalconLink, type in “Text Alert System” in the search box, type in Messiah University, click on continue, and then complete the form.

Additionally, all employees and students receive email notifications that mirror the text alert information.

Emergency Notifications and Timely Warnings

Messiah University will make timely warnings and emergency notifications via the text alert system and campus wide emails and may use a variety of other dissemination methods as needed. We encourage our community members to read any message identified as a University Timely Warning or Emergency Notification.

Amnesty Policy

Students will be granted immunity from University disciplinary proceedings for the violation of community conduct standards if the Department of Safety, Residence Life staff, Title IX personnel, or other University officials becomes aware of the breach in community behavior standards because the individual was seeking medical assistance for someone else. The person seeking assistance must reasonably believe that they are the first to call for assistance, must provide their name to authorities, and must stay with the individual needing medical assistance.

Additional details can be found in the [Student Handbook](#).

“If You See Something, Say Something”

Messiah University has joined with the Department of Homeland Security in raising public awareness of the indicators of terrorism and terrorism-related crimes. Part of this campaign invites you to “Take the Challenge” with three short online videos that test your observation skills. The link to the “Challenge” is below.

Copy and paste into your browser to see how observant you are.

<https://www.dhs.gov/if-you-see-something-say-something%E2%84%A2/take-challenge>

Access Control

Employees and students can swipe/tap their Messiah University ID cards at card readers found at designated building entrances. A magnetic strip on the card identifies users and allows the encoded reader to open the door. This access should be provided only to individuals with proper authority for that building.

Security Cameras

Security cameras are utilized in several parking lots, in computer labs, in specific office areas, and in other areas deemed necessary to deter crime. An internal process exists between the Department of Safety, Educational Technology, and Facility Services to identify and maintain these cameras. These departments work together when requests are made for the addition of cameras or when situations are warranted.

Building Foot Patrols

The Department of Safety assigns each officer to a residential building and an academic or administration building on campus. The officers conduct daily security foot-patrols through their assigned building in an effort to build relationships, increase visibility, and respond to safety questions or recommendations.

Bicycle and Foot Patrol

Department of Safety Officers receive specialized training on the use of bicycles to quickly respond to calls for service. The use of bike and foot patrols enable the officers to provide a presence in campus locations not accessible by patrol vehicles.

Security Panic Buttons

Panic buttons are installed in select office locations throughout campus to assist personnel working in those areas when an emergency or crisis arises.

Once the panic button is activated, the Department of Safety officers and dispatchers are immediately notified, police are contacted, and a protocol is followed for officer response to the designated location.

Crime Prevention Bulletin Board

The Department of Safety provides monthly crime prevention tips and safety information to campus community members via a bulletin board located in the Eisenhower Campus Center.

SAFE – “Self-Defense Awareness & Familiarization Exchange”

The Department of Safety provides trained and certified instruction to students and employees who wish to learn how to avoid and escape from threatening situations and increase personal risk resiliency.

Bicycle Registration

The Department of Safety provides bicycle registration to deter theft and aid in the recovery of bikes that may go missing. [Bicycle registration](#) is available electronically on the department’s web page.

Safety Day

The Department of Safety provides an annual Safety Day event wherein face-to-face, interactive opportunities are presented to educate the Messiah community regarding various topics such as cooking safety, maintenance information for personal vehicles, first aid, bicycle safety, drunk driving, fire safety, etc.

This event is situated in a location with a high volume of pedestrian traffic, to ensure accessibility to a large segment of the campus community. This event is held annually and includes on and off-campus partners including advocates from DVS and the YWCA Rape Crisis Services, on-campus prevention services, and data/technology security services.

Messiah University Workplace Safety Committee

A state-certified committee meets regularly to review safety lapses and preventative measures regarding personal risk, environmental protection, code compliance, etc. Members of the committee are representatives from a diverse cross-section of campus entities. The Committee meets year-round, and a quorum must be present for each meeting.

Touching Base

Representatives from the Department of Safety, The Engle Center for Counseling and Health Services, Residence Life, the Office of Academic Accessibility, Student Success & Engagement, First-Year Student Services, and Commuter Student Services meet weekly during the academic year to review student concerns and to collaborate in providing student care services.

EHS, OSHA, EPA, & DOT Training

Mandatory onboarding information and specific, pertinent training are provided for new employees and must be revisited on an annual basis.

This training and associated policies are monitored and provided by the Office of Human Resources & Compliance.

IT Cyber Security Awareness Initiative

The Education Technology Department conducts phishing campaigns on a quarterly basis where employees are randomly selected to engage in education regarding identification of phishing emails and protective measures. In addition, Education Technology issues mass emails to students and employees, informing the community of attempted scams on campus and providing information on how to protect themselves from these.

Primary Prevention, Education, and Awareness Programs

The University provides primary prevention and awareness programs to all incoming students and employees including the distribution of educational materials to new students; participating in and presenting information and materials during new student and employee orientations; providing programs by invitation at staff meetings or academic programs; and providing a calendar of optional programming throughout the year.

Some topics covered during this programming include, but are not limited to:

- Overview and discussion of the University's Interpersonal Violence & Sexual Misconduct Policy
- Overview and discussion of reporting obligations, options, and procedures
- Strategies for preventing harm from occurring
- Explanation and discussion of what the definition of "consent" looks like
- Overview and discussion of victim services & resources

Ongoing Prevention and Awareness Programs

The University provides annual educational programming for all students and employees designed to provide on-going education and programming around issues of sexual violence – including sexual assault, domestic violence, dating violence, hazing, and stalking.

Programming includes a variety of modalities, including face-to-face presentations, online and interactive modules, printed materials, self-defense programming, chapel series, panel discussions, digital materials, small group facilitation, collaborative events, and related lectures.

Note: For additional crime prevention and security awareness initiatives provided to our campus please refer to that section of this report.

Examples of ongoing awareness, education, training, and prevention programs for students and employees include, but are not limited to:

New Faculty & Adjunct Orientation:

Legal requirements, reporting obligations, amnesty and no retaliation policies, resources, confidential resources, employee rights and resources, and trauma-informed care related to Domestic Violence, Dating Violence, Stalking, Sexual Assault, and Hazing.

New Employee Orientation:

Legal requirements, reporting obligations, amnesty and no retaliation policies, resources, confidential resources, employee rights and resources, and trauma-informed care related to Domestic Violence, Dating Violence, Stalking, Sexual Assault, and Hazing.

Summer High School Student Employee Orientation:

Reporting and resourcing options, specific information pertaining to minors, and University response.

Summer Student Employee Supervisors:

Training specific to supervising minors and reporting any potential abuse of minors.

CSA, Title IX, Clery and VAWA Education and Training:

Training for various campus groups including Residence Life, the Department of Safety, and Athletic Staff; covers legal requirements, reporting obligations, amnesty and no retaliation policies, resources, confidential resources, and trauma-informed care related to Domestic Violence, Dating Violence, Stalking, Sexual Assault, and Hazing.

Spilling the Tea:

Sessions for incoming students that address context specific to Messiah University for legal requirements, reporting options, confidential resources, definitions of harassment, interpersonal violence (including dating and/or domestic violence and hazing), stalking, and sexual assault.

Hazed and Confused:

Scenario-based workshop on confidential resources, University policies, reporting options, etc., particularly in regards to hazing (including sexual assault, dating violence, and stalking)—*offered to student-athletes within a rotating curriculum.*

Invisible Identities Inclusivity Training:

Resource training regarding sexual minorities, discrimination, and sex-based harassment.

The Changing Landscape of Harassment & Harm:

Scenario-based discussion session training for employees in leadership roles focusing on Messiah University context for reporting options, confidential resources, and definitions of and responses to harm.

Gender Concerns Committee:

Collaborative committee that meets periodically throughout the semester to consider gender inequity, discrimination and violence on campus to plan appropriate responses.

She, Us, & I:

Ongoing weekly therapeutic group for female identifying students engaging in supportive reflection and resourcing for unwanted or confusing sexual experiences.

Stand by Me (Bystander Intervention):

Class for resident assistants in Bystander Intervention techniques in incidents of concern focused on sexual assault, hazing, dating violence, and stalking. Strategies for safe bystander intervention include distraction, delegation, de-escalation, and direct intervention. *Also offered to student-athletes within a rotating curriculum and to groups on campus by their request.*

Consent Education:

Educational workshop on components of consent and practical tools for identifying and practicing consent. Often titled, “Coffee & Consent” or “Can we talk about consent?”

Healthy Relationships:

SAGE programming to discuss healthy and unhealthy relationships via “red” or “green” flags, awareness for Domestic Violence Awareness Month.

Love Yourself:

Discussion-based programming around self-advocacy, healthy relationships, and self-awareness.

Opening Doors:

Domestic Violence Awareness panel discussion, often in a chapel setting.

Home is Hard:

A program for domestic violence survivors to identify common forms of abuse and to develop safety and coping strategies for returning to abusive situations over the holidays.

Cute or Creepy:

Education session on identifying the components of stalking, the dangerous intersections between stalking and other behaviors, prevention and intervention methodology, and the role of technology and stalking.

Baby, It’s Cold Outside:

Messiah University context for legal requirements, reporting options, confidential resources, definitions of harassment, interpersonal violence (including dating and/or domestic violence and hazing), stalking, and sexual assault.

Family Dynamics:

A presentation with Q&A about coping with unhealthy or challenging family dynamics.

Gender Roles – Healthy Perspectives:

SAGE programming with panel discussion and plug resources about healthy, cultural specific perspectives on gender.

Sexual Assault Vigil – Recovery and Resourcing:

Vigil of reflection and strength responding to and acknowledging the trauma of sexual violence.

Wellness Class:

An online module for Wellness Class on the intersection of sexual assault and public & private wellness.

Safety in a Digital Landscape:

Materials and workshop topics around sexual exploitation, media, technology, and risk resiliency.

Denim Day:

A national event in solidarity with victims of sexual violence.

Chapel Series' on selected topics:

Topics include processing shame, healthy relationships, navigating conflict, building a sexual ethic, engaging unwanted sexual patterns, and healthy boundaries.

Institutional Surveys

Surveying is a best practice across institutions of higher education; as we work to better serve our ever-shifting population demographics and community needs, consistently identifying experiences and perceptions present on our campus is a critical process.

Campus Climate Survey

In keeping with the Campus Strategic Plan and the OVW Campus Grant to Address Sexual Assault, Stalking and Interpersonal Violence, Messiah University most-recently administered a campus wide climate survey in March 2017. This climate survey sought to gain data specifically concerning the prevalence of discriminatory incidents and perceptions in our campus community—specifically regarding sexual violence or sex-based discrimination, stalking, harassment, relationship violence and racial or ethnic discrimination.

Results identified general community outlook as affirmative, with both undergraduate student and employee populations responding with overall contentment in areas of well-being and safety, noting interactions are largely positive and respectful within a welcoming community.

Results also identified areas of discrepancy that required (and continue to require) further attention, programming, education, and campus response. The institution launched several initiatives to support these findings and promote well-being, safety, inclusion, and community engagement across the areas of belonging and interpersonal wellness.

Health, Wellness, and Safety Surveys

The University administers the National College Health Assessment (NCHA) to undergraduate students every three years under the leadership of the Engle Center for Counseling and Health Services and the Office of Institutional Research. NCHA includes questions that reference safety, drug use, and potential experiences of violence. Data from this survey is explored within the Department of Student Success and Engagement to better inform practices to educate and support undergraduate students.

The School for Graduate and Professional Studies (in collaboration with the Office for Institutional Research) also administers a survey to graduate students every other year. This survey asks specific questions about interpersonal violence and discrimination; responses to this survey help inform how the School for Graduate and Professional Studies engage practices to educate and support undergraduate students.

Undergraduate student services (including Residence Life, Student Success, and Student Government Association) survey students to gather data regarding personal satisfaction, wellness, and security within the Messiah University community. These surveys may be generated annually across campus (through Residence Life and Student Success) or intermittently on specific topics of interest (through the Student Government Association).

INTERPERSONAL VIOLENCE POLICY STATEMENTS AND GRIEVANCE PROCESSES

Sex-Based Discrimination, Sexual Misconduct and Interpersonal Violence Policy Statements

Context and Commitment

Messiah University is committed to creating an atmosphere of dignity and respect for all people by fostering a learning, living, and working environment free from harassment and/or misconduct.

Likewise, Messiah University takes seriously its responsibilities under state and federal law to actively prohibit, prevent, and address discrimination, harassment, and/or misconduct within our community, including complaints of dating violence, domestic violence, sexual assault, and stalking.

These behaviors are demeaning and interfere with the rights of others to pursue participation in an atmosphere that is safe and respectful. Messiah University observes and protects the rights to and resources of safety and support measures available to every Messiah community member—regardless of age, gender, race, ethnicity, ability or disability, orientation, or religion.

The University maintains and engages a variety of policies to address the resources, reports, rights, and response options available to community members regarding complaints of interpersonal violence and sexual misconduct.

Policy Summary

This policy addresses a range of inappropriate sex-based conduct for which the common element includes nonconsensual contact, harm, or violence, including the use of coercion, force (or threat of force) to overpower another individual or pursue contact against his or her will. Such conduct includes sex-based discrimination, stalking, sex-based harassment, hazing, sexual assault, dating violence, and domestic violence. The act of leveraging one's power over another individual is in itself an act of violence, regardless of the behavior used. Messiah University policies prohibit all forms of power-based violence.

If any allegations of interpersonal violence (including dating or domestic violence), sex-based harassment, sexual assault and/or stalking within our community are disclosed to a University official, this policy provides rights, resources, response options (including informal and formal), measures of support and/or protection, and disciplinary proceedings that may be accessed and applied accordingly.

The Messiah University Sex-Based Discrimination, Sexual Misconduct, and Interpersonal Violence Policy includes protocols to prevent, address, and remedy the following conduct within the Messiah University community:

Interpersonal Violence and Sexual Misconduct (i.e., Coercion; Sexual Exploitation; Inappropriate Sexual Contact; Sexual Misconduct; Sex-based Hazing)

Title IX Misconduct (i.e., Sex-based Discrimination (including differential treatment on the basis of sex or a failure to provide accommodations for pregnancy).

Sex-based Harassment including Quid Pro Quo Harassment and/or Hostile Environment Harassment; Sexual Assault; Dating Violence; Domestic Violence; and/or Stalking; Retaliation).

The University must define and respond to Title IX Misconduct as required by regulations issued by the U.S. Department of Education to implement Title IX of the Education Amendments of 1972.

Messiah University defines and regulates prohibited conduct that does not meet the definition of Title IX Misconduct, but which the University is committed to addressing as potential violations of University policy and/or as required by other applicable law. Accordingly, Messiah University’s Policy prohibiting Sex-based Discrimination, Sexual Misconduct, and Interpersonal Violence is consistent with federal and state regulations, as well as the University’s mission and commitment to ensuring a safe and non-discriminatory campus community.

The full policy may be found [online](#).

Prevention and Awareness Programming

In order to effectively engage the unique needs of our community, programming to provide education, awareness, and prevention efforts across campus are provided by the Prevention and Education Specialist, in collaboration with on and off-campus partners. For more information, see the section on Prevention, Education, and Awareness Programs in this report (pages xx-xx) or contact the Prevention and Education Specialist, Emma Dougherty at edougherty@messiah.edu.

Resources for Disclosures and Reporting to the University

Students, employees, or local community members who have questions about accessing resources, individual rights, or filing a complaint related to dating violence, domestic violence, sexual assault, and/or stalking may contact one of the University resources listed below:

Title IX Coordinator Hannah McBride hmcbride@messiah.edu 717-796-1800 ext. 2608	Prevention & Education Specialist Emma Dougherty edougherty@messiah.edu 717-796-1800 ext. 7085
Title IX Deputy Coordinator (Students) Doug Wood, Dean of Students dwood@messiah.edu 717-796-1800 ext. 3200	Title IX Deputy Coordinator (Employees) Amanda Coffey, VP of Human Resources acoffey@messiah.edu 717-796-5300

Individuals may submit a report online at any time, using the link www.messiah.edu/incident.

This report provides the opportunity for Campus Security Authorities to fulfill their reporting obligations, but also allows for anonymous reporting by community members.

Once a report is submitted, appropriate resources are generated and provided to the individual submitting the report. A personalized reach-out to the victim when such information is provided.

Notification Provided to Complainants and Respondents

The term “complainant” is used to refer to a member of the Messiah University community who discloses allegations of harm and wishes to participate in a process to address the report of the harm or prohibited conduct. (Complainants may also be referred to as “victims” of crime under the Clery Act.)

In some instances, the person who allegedly experienced interpersonal violence and/or sexual misconduct may not wish to participate in a resolution process. In such cases, under Title IX Misconduct definitions and processes only, a third party may report on behalf of the complainant, becoming the complainant in the resolution process.

The term “respondent” refers to an individual (or individuals) that have been accused of causing harm. In Title IX Misconduct, a respondent is specifically someone who has been reported to be the perpetrator of conduct that could constitute sexual gender-based harassment.

Complainants are provided with the complete, relevant policy upon filing a complaint.

Respondents are provided with the complete, relevant policy upon being notified of an allegation.

Messiah University provides access to University-issued supportive measures for complainants, respondents, and witnesses that are impacted by interpersonal violence and/or sexual misconduct in our community. The University will provide supportive measures as requested by affected parties and as appropriate—the provision of supportive measures is evaluated based on availability, precedence, and reasonable burden for the University and/or affected parties.

The University provides written notification to complainants about options for requesting safety or protective measures, including No Contact Mandates, changes to academic, housing, parking, and working assignments. These measures are provided if they are reasonably available, regardless of whether a complainant chooses to report the crime to the University or to local law enforcement.

The University provides written notification to students and employees about existing resources that may provide safety and/or support, including; counseling and mental health services, physical health and medical services, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and assistance accessing law enforcement if that desired.

The University commits to protecting the identities and information of all participating parties—including complainants, respondents and witnesses—by practicing private reporting methods that exclude personally identifying information for gathering statistical data. Safety, supportive, and protective measures are provided with a commitment to privacy, limiting who is aware of such measures to the extent that it would not impair the ability of the University to provide the necessary accommodation(s) or service(s).

A comprehensive review of the rights afforded to complainants and respondents is available [online](#).

On-Campus Confidential Resources for Complainants and Respondents

Any person—complainant or respondent—involved in an allegation and/or report of interpersonal violence and/or sexual misconduct may have access to a confidential resource. Only specific employees are required to maintain near complete confidentiality and talking to them is sometimes called a “privileged communication.”

For community members desiring confidential support, he/she may speak with any of the following on-campus resources:

Prevention and Education Specialist (ext. 7085)

Professional staff in the Counseling Center (ext. 5357)—confidential for undergraduate students only

Nurses in the Engle Health Center (ext. 6035)—confidential for undergraduate students only

Campus Pastors (ext. 3080)—confidential for students only

Community Pastor for Employees (communitypastor@messiah.edu)—confidential for employees only

The University does not publish identifiable information regarding community members in the Daily Crime and Fire Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Campus Safety Act. Furthermore, if a Campus Safety Alert or Timely Warning Notice is issued on the basis of a report of interpersonal violence, gender-based harassment, hazing, sexual assault and/or stalking, the name of the complainant and other personally identifiable information about the complainant will be withheld. This information could include the specific location where an incident is reported to have occurred when reporting the location could inadvertently identify the complainant.

If the University determines that a respondent poses a serious and immediate threat to the University community, University officials may be obligated to act, including issuing a timely warning to the community, per federal guidance (The Clery Act). Any such warning should not include any information that identifies the complainant.

A complainant who reports confidentially (to the Prevention and Education Specialist, Community Pastor for Employees, Campus Pastors, or staff in the Counseling Center or Health Center) needs to understand that, if the complainant wants to maintain confidentiality, the University may be unable to investigate the complaint or pursue disciplinary action against the respondent.

Even so, confidential staff members will still assist community members in receiving other necessary protection and support, such as advocacy, academic support or accommodations, disability, health or mental health services, changes to living assignment and adjustments to working or course schedules.

A complainant who at first requests confidentiality may later decide to file an informal or formal complaint with the University or report the incident to local law enforcement.

Amnesty

Complainants and/or witnesses, regardless of age, will be granted immunity from University disciplinary proceedings for the violation of community conduct standards if the Department of Safety, Title IX administrators, Residence Life staff or other University official becomes aware of the breach in community behavior standards because the individual was seeking medical or safety assistance for someone else.

Amnesty is never granted to respondents for instances of abuse, violence, assault, or egregious behavior to another person.

Amnesty includes but is not limited to: alcohol possession and/or consumption, consensual sexual conduct, and/or inappropriate use of institutional property.

(For more information view the [full policy](#).)

Information for Complainants Following a Disclosure and/or Report

Messiah University seeks to provide a consistent, caring, and timely response when any violation of this policy occurs within our University community. Specifically, our protocols are designed to do the following:

- Establish and cultivate community involvement in the prevention of interpersonal violence and/or sexual misconduct.

- Create a University environment that expedites and encourages the prompt reporting of interpersonal violence and/or sexual misconduct.

- Facilitate the care for a complainant by providing a prompt and compassionate response.

- Ensure due process and equitable access to care for respondents.

- Provide supportive and protective measures to community members impacted by interpersonal violence and/or sexual misconduct.

- Provide crisis intervention, advocacy, and referral services to community members impacted by interpersonal violence and/or sexual misconduct.

- Offer complainants varied and appropriate response options.

- Deliver prompt and thorough action according to complainant request (as appropriate).

- Conduct prompt and thorough investigations of interpersonal violence, gender-based harassment, hazing, sexual assault and/or stalking.

- Take timely and effective steps reasonably calculated to end the interpersonal violence, gender-based harassment, hazing, sexual assault and/or stalking, prevent its recurrence, and as appropriate, remedy its effects.

- Where appropriate, assist local law enforcement.

- When appropriate, assist community members in pursuing civil and/or criminal processes.

Messiah University acknowledges that it can be difficult to disclose harmful experiences and it is the individual's right to choose what, if anything. The University encourages complainants to seek options that provide safety and support and allow the University to respond appropriately to harm in our community.

Complainants have the right to choose whether they share their experience in a formal complaint to pursue investigation and resolution, in an informal or adaptable resolution process to pursue resolution, or with a confidential resource that will not pursue a resolution process without the complainant's request but will still offer support and access to protective measures.

Complainants have the right to [file an anonymous report](#).

Complainants have the right under federal law (Title IX) and University policy to expect reports of interpersonal violence, gender-based harassment, hazing, sexual assault, and/or stalking will be taken seriously by the University. When a student or employee reports to the institution that they have experienced dating violence, domestic violence, sexual assault, or stalking (whether on or off campus) the University will provide the student

or employee a written explanation of the rights and options available to Messiah University community members.

After an incident of interpersonal violence and/or sexual assault, complainants should consider seeking medical attention as soon as possible at any of the following hospitals: Harrisburg Hospital, West Shore Pinnacle Hospital, Carlisle Regional Medical Center, or Holy Spirit Hospital. All four hospitals have trained professional staff who specifically address sexual assaults. In PA, evidence may be collected even if you choose not to make a report to law enforcement.

Health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted infections in circumstances of sexual assault, even if complainants do not opt for forensic evidence collection.

It is important that a complainant of sexual assault not bathe, wash, douche, smoke, change clothing, or clean the bed/linen/upholstery/area where the assault took place if the offense occurred within the past 96 hours. This is so that evidence may be preserved. Preserving evidence may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order.

Complainants of interpersonal violence, sex-based harassment, sexual assault and/or stalking are also encouraged to save text messages, instant messages, social networking pages, other communications, pictures, letters, logs, or other copies of documents that would be useful to University personnel or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a complainant chooses to not make a complaint regarding an incident, they should still consider preserving evidence in the event that they decide to report the incident to law enforcement or the University at a later date.

Additionally, Cumberland County—which includes Upper Allen Township and the area the University encompasses—has established an anonymous reporting protocol for complainants of sexual assault.

“Anonymous Reporting” is the name for the forensic evidence collected during a sexual assault examination for a complainant who chooses to remain anonymous. An Anonymous Report enables a complainant to have forensic evidence collected without revealing identifying information. Complainants are given a code number they can use to identify themselves if they choose to report later and they are not required to cooperate with law enforcement or criminal justice authorities.

“Anonymous Reporting” is an avenue for complainants to seek services and to have evidence collected without immediately deciding whether to report to the police. This way the evidence is properly preserved and may be used in a physical evidence-based prosecution when/if the complainant becomes ready to report to law enforcement. The Cumberland County District Attorney’s office manages the County’s anonymous reporting protocol. More information on the County’s anonymous reporting protocol is available through the Title IX Coordinator or the Prevention and Education Specialist.

It is the complainant’s choice to contact, report to, or decline services from local law enforcement. The University will support the complainant’s autonomy in this choice.

Messiah University cannot apply for a legal order of protection on behalf of a complainant from the applicable jurisdiction(s), but if a complainant is interested in receiving University support through this process, the

complainant may contact the Department of Safety, the Title IX Coordinator, and/or the Prevention and Education Specialist for assistance.

In Pennsylvania, a complainant of dating or domestic violence, sexual assault and/or stalking has the right to file a petition with the courts requesting protection through the following: Protection from Abuse Orders (PFA's), Sexual Violence Protection Orders (SVPO's), and/or Protection of Victims of Sexual Violence or Intimidation (PSVI's), which could include the following:

- An order restraining the abuser from further acts of abuse;
- An order directing the abuser to leave your household/place of residence;
- An order directing the abuser to refrain from stalking or harassing you or other designated persons;
- Other protections based on issues related to cohabitation, residency, employment, and child custody.

The Prevention and Education Specialist or the Department of Safety will assist complainants via referral to local courts/District Attorney, Domestic Violence Services, or YWCA Rape Crisis Centers for protection order processing (the most efficient way to obtain a protection order is to use one of these local advocacy resources). The Prevention and Education Specialist or the Department of Safety will assist complainants who are interested in pursuing a PFA, PSVI, or SVPO. Any community member or employee who obtains a protection order from Pennsylvania or a reciprocal State is encouraged to provide a copy to the Department of Safety.

The Department of Safety will help facilitate the reporting of protection order violations to the local police.

Off-Campus Resources

RESOURCE:	CONTACT INFORMATION:
Counseling	Messiah University Engle Health/Counseling Ctr.: 717-691-6035 (Can make recommendations for local confidential counseling and psychiatric services in the local area)
Medical	Harrisburg Hospital: 717-221-6250 West Shore Pinnacle Hospital: 717-791-2600 Carlisle Regional Medical Ctr.: 717-249-1212 Holy Spirit Hospital: 717-763-2100 (All have SANE personnel—trained professional staff who specifically handle sexual assaults.)
Cumberland County Rape Crisis Services (Carlisle)	Office: 1-888-727-2877 24/7 Hotline: 717-258-4324 or 717-258-1143

Domestic Violence Services Cumberland & Perry Counties	24/7 Hotline: 1-800-852-2102
Harrisburg Rape Crisis & Domestic Violence Services	Office: 1-800-654-1211 24/7 Hotline: 717-238-7273
Complainant Advocacy	Complainant Services of Cumberland County Phone: 717-761-5599
Legal Assistance	Cumberland County District Attorney's Office Phone: 717-240-6220
Visa and Immigration Assistance	Office: 1-800-375-5283 30 N. 41st Street; Philadelphia, PA 19104
Upper Allen Police Carroll Twp Police	Upper Allen: 717-238-9676 York County: 717-766-0249

Advisors and Advocates

All complainants of interpersonal violence, sex-based harassment, sexual assault and/or stalking are encouraged to contact a person of their choosing to act as an advisor, or an advocate for support during any of the following processes, including all interviews and appointments with University personnel.

Advisors, as defined by the Clery Act, are any individual who provides the complainant support, guidance, or advice. Under the Clery Act, institutions are not permitted to limit the choice of the advisor or their presence in any meeting or institutional disciplinary proceeding; however, institutions are permitted to establish restrictions regarding the extent to which an advisor may participate in the proceedings as long as the restrictions apply equally to both parties. This advisor can be anyone of the complainant's choosing—including a parent, a roommate, an advocate, or an attorney.

Advocates are free, confidential resources trained and available to meet complainants at the hospital or on campus; advocates are equipped to explain procedures and rights within the medical examination and criminal investigation process to assist complainants in choosing a course of action. (Advocates can be contacted at the YWCA Carlisle or Harrisburg.)

Hazing Information

Messiah University and Pennsylvania Law prohibit hazing in any form. Hazing is a violation of student expectations at the University, and as such, is subject to disciplinary procedures and sanctions. As a form of interpersonal violence, the University considers hazing harmful to all students who are impacted by hazing and a violation of the community standards for respecting the safety and rights of others.

To report hazing at Messiah University, go to www.messiah.edu/incident.

For more information, see the University's hazing policy or the hazing transparency report [online](#).

Summary of Grievance Processes

Students and employees that have experienced misconduct or harm at the University are encouraged to begin the process by talking with whomever they feel comfortable, which could include employees that serve as a source of personal or professional support.

A report begins the procedure of offering complainants' options for supportive measures and resolution processes.

Reporting does not mean a formal complaint has been filed, nor must an investigation be launched without a request by or permission of the complainant.

The University is committed to supporting a complainant's right to exercise his or her informed choice among these services and to ensuring (as is reasonably possible) his or her confidentiality if confidential support is requested.

If an employee chooses to report a grievance to Human Resources and Compliance and requests confidentiality, the ability to maintain confidentiality will depend on evaluating the nature of the complaint and the responsibility of the University to maintain safety for all community members. Reporting confidentially does limit the University's ability to respond, investigate, and the potential for subsequent outcomes or resolution.

Once a report has been received, the complainant receives written notification of his/her rights, including options regarding resources, resolution processes available, and supportive measures. After a formal complaint has been submitted along with a request for resolution, the appropriate University administrator (Title IX Coordinator, Dean of Students, or VP of Human Resources) reviews and assesses the complaint and request to determine whether the desired resolution process is appropriate to pursue. Upon approval, the University administrator initiates the resolution process.

Resolution processes include:

Informal Resolution Process, which invites restorative and collaborative options for addressing an allegation of harm. Participation is voluntary and all sanctions must be agreed upon by both parties. This process may not be approved in some circumstances. This process may be adjudicated by a single University administrator.

Formal Resolution Process, which initiates an investigation to collect evidence, adjudicate, and potentially assign sanctions. Trained investigators and an appropriate review board are engaged to collect and evaluate evidence, determine responsibility, and potentially assign sanctions and remedies.

The appropriate policy will be used to address the complaint via either an informal or formal resolution process, depending on the nature of the complaint.

Relevant Policies

For misconduct policies related to student behavioral expectations and misconduct, see the [Student Handbook](#).

The [Sex-Based Discrimination, Sexual Misconduct, and Interpersonal Violence policy](#) applies to students and employees.

Misconduct information specific to employees can be found through [Human Resources and Compliance](#).

The following information applies to all University grievance processes:

In the event that an individual may be a threat to the physical health or safety to themselves or others in the community, an emergency risk analysis and removal protocol may be engaged.

Retaliation in response to a report—including against someone who reports an allegation of prohibited conduct, harm, or misconduct, or against someone who participates in a University resolution process addressing such an allegation—is strictly prohibited by University policy and by law.

Those who provide facilitation of a resolution process, conduct an investigation, participate in a University review board, or function as Chair (decision-maker) should be without a conflict of interest and anyone with a conflict of interest will be removed from the resolution process.

Appropriate resolution processes will be provided according to the complainant's request or preference, the nature of the complaint, and associated risks to individual/campus safety.

Safety and supportive measures are available regardless of complaint or resolution process.

Written notifications of allegations, resolution method, individual rights, and process timeline will be provided.

The standard of evidence used to determine responsibility at Messiah University is the preponderance of evidence.

University misconduct proceedings are administrative proceedings and do not constitute a civil or criminal process. Community members may pursue civil or criminal cases at any time, regardless of their decision to engage a University report and resolution process.

University misconduct proceedings will maintain policy compliance and as such, will provide timely and relevant information to both parties, including information about procedural meetings.

Advisors are permitted to any procedure that includes a Clery crime or Title IX complaint for employees and students. *Support persons may be subject to approval for employee grievance procedures separate from allegations of Clery crimes or Title IX complaints.*

Written notification of the outcomes determined by the resolution process will be provided promptly to both parties at the conclusion of the resolution process.

Appeal information is provided in accordance with the relevant policy.

University Misconduct Resolution Bodies

While individual administrators and University offices are trained and empowered to engage in responding to misconduct, the University also trains and engages a range of hearing bodies, relevant to specific complaints of misconduct.

The Student Review Board is comprised of students. This board hears low-risk violation cases and appeals (such as parking violations and residential violations).

The University Review Board is comprised of employees and students. This board hears high-risk violation cases and appeals (including misconduct that may result in student suspension).

The Grievance Review Board is comprised of employees only. This board hears sex-based discrimination, sexual misconduct, and interpersonal violence cases and appeals.

The scope for disciplinary sanctions is described below. The application of sanctions will reflect the seriousness of the incident and the community member's history of previous violations. The University considers violations of this policy to be extremely serious violations and may be subject to SUSPENSION, EXPULSION, and/or TERMINATION from the University.

Letter of Reprimand or Warning: Written documentation of inappropriate behaviors or attitudes with a temporary record kept in the community member's file.

No Contact Mandate: University personnel may implement a No Contact Mandate at the request of a complainant or at the discretion of the University, according to the perceived need for boundaries and community impact.

Loss of Privilege: May include but is not limited to: loss of a privilege of participating in a University activity, in registration of vehicle, in visitation, or other matter. Graduating senior community members who violate University policies prior to graduation may lose the privilege of participating in senior activities and commencement ceremonies. The University may also implement the loss of supervisory and/or leadership roles at the University, or loss of eligibility for promotion.

Housing Restrictions: Students may be required to abide by specific housing assignments which may include but are not limited to: on-campus housing permission only, assignment to a single residence (without roommates), assignment to off-campus housing, or change in housing assignment as determined by the University. Additionally, residential community members who are on disciplinary probation within 6 months prior to the off-campus housing application deadline are not eligible to apply to live off campus.

Developmental/Educational Assignments: May include but are not limited to: attendance at educational programs, personal essay, mandatory professional development, and written reflection on issues relevant to one's misconduct case or involvement in a mentoring relationship.

Assessment and Treatment: Community members may be assigned to undergo an off-campus assessment and relevant treatment as a condition for remaining in the community or as a condition for returning to the community.

Fines: A monetary fee imposed to deter and prevent activity detrimental to the community.

Restitution: A monetary fee imposed to compensate for loss, damage, or injury. This may take the form of appropriate service, monetary, or material replacement.

Community Service: Assignment to complete relevant, appropriate, and/or educational community service on or off campus.

Disciplinary Probation: A strong written reprimand. Notification is made to appropriate University officials: University-based financial aid may be reviewed, and community members in leadership positions (e.g., residence staff, SGA leaders, captains of intercollegiate athletics teams, ministry team leaders, supervisors, committee chairs, etc.) will be required to step down from their positions of leadership. Students in certain majors or programs will be subject to additional review by faculty within their academic discipline (e.g. Social Work, Teacher Education Program, Nursing, etc.). Community members who have applied to study abroad programs and/or cross-cultural courses will be subject to further review by appropriate University personnel.

Ban from Campus: Written notification to individuals: within the University community, closely affiliated with the University community, with prior affiliation to the University community, with intention to join the University community, and/or posing a threat of some kind to the University community. This notification indicates that the individual(s) in question are not permitted on University-owned property and/or to attend University events or activities. The University notifies local law enforcement of the implementation of a campus ban; should a campus ban be violated the University will notify local law enforcement and pursue action.

Suspension: Involuntary separation of students from the University for a specified period of time. For suspensions of less than one semester, the suspended student is normally required to spend the period of suspension at home. A permanent record is kept in University disciplinary files. Academic advisors, residence directors, classroom instructors, and parents are normally notified. For short-term suspensions which permit the student to complete the semester, no refunds are issued for days missed. As determined by the Community Standards Committee, exams or assignments which are due in this period of time will be considered "O's" and no credit will be given. Although absence from class and chapel is not excused, individual professors may take the initiative to permit students to make up work missed. For suspensions where the student is not permitted to complete the semester, any refunds are issued in accordance with the withdrawal policy. For more information, please contact the University's Business Office or Registrar's Office.

Withholding degree: The University may withhold awarding a degree otherwise earned until completion of the process set forth in the disciplinary procedures, including the completion of sanctions imposed.

Expulsion: Permanent separation of the student(s) from the University. A permanent record will be kept in University disciplinary and academic files.

Termination: Permanent separation of the employee(s) from the University. A permanent record will be kept in University disciplinary and employment files.

CRIME DEFINITIONS AND STATISTICS

Preparation of Annual Crime Statistics & Clery Compliance

Grantham Campus

The following information provides context for the crime statistics reported as part of compliance with the Clery Act.

The Department of Safety, in partnership with the Title IX Coordinator and Dean of Students office, is primarily responsible for gathering statistical information included in the Annual Security and Fire Safety Report. The procedures for preparing the annual disclosure of crime statistics include reporting statistics to the University community obtained from the following sources: Messiah University Department of Safety, Upper Allen Township Police Department, Carroll Township Police Department, Harrisburg City Police Department, Pennsylvania State Police, Fish and Boat Commission, Cumberland County Sheriff's Office, York County Sheriff's Office, Norfolk Southern Railroad and non-police or public safety personnel who have been designated as "Campus Security Authorities" or CSAs. The Office of Student Success & Engagement and the Office of Human Resources & Compliance are key offices from which certain referral data is obtained. Crime statistics that are reported are recorded in the same calendar year the crime was reported to a Campus Security Authority.

A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law). CSAs are also informed in writing and through training to report crimes in a timely manner so those crimes can be evaluated by the University for timely warning purposes.

Statistical information is not requested from nor is it provided by the Engle Center for Counseling & Health Services and the University Pastors. Professional counselors are not required by law to provide statistics for this compliance document. Professional counseling and pastoral counseling professionals, as defined by Federal law, who act in such capacities, have been advised that, while they are not obligated to report crimes for the purpose of compiling these statistics, they are encouraged, when they deem it appropriate, to inform the individuals they are counseling of their ability to report any crimes on a voluntary basis for inclusion in the annual statistics.

The Engle Center for Counseling & Health Services, Campus Pastors, and the Prevention & Education Specialist (as a confidential resource, per OCR guidance) facilitate anonymous reporting unless otherwise instructed by a student wishing to report; this is outlined in the Sex-Based Discrimination, Sexual Misconduct, and Interpersonal Violence Policy. Anonymous reports of Clery Act crimes are included in the University's annual crime statistics, including statistics gathered from confidential reports received through the Prevention and Education Specialist.

All statistics are gathered, compiled, and reported to the University community via this report, entitled the "University Security and Fire Safety Report" which is published by the Clery Coordinator in partnership with the Department of Safety. The Clery Coordinator also 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.

Table One of the crime statistics satisfies the reporting requirements described by Pennsylvania Statutes as outlined by the Pennsylvania Uniform Crime Reporting Act, and Table Two satisfies the requirements outlined by the Clery Act.

The campus receives an annual notification (via email) from the Clery Coordinator summarizing the contents and intentions of this report. The email also includes a direct link to the “University Security and Fire Safety” report online and instructions on how to obtain a physical copy of the report by notifying the Coordinator for Title IX and Clery Compliance.

Winding Hill Site

These statistics include offenses reported to the Upper Allen Police Department which occurred in the immediate vicinity of the Winding Hill site insofar as accurate information has been furnished to Messiah University by the Upper Allen Police Department.

Specific Information about Classifying Crime Statistics

The statistics in this document are published in accordance with the standards and guidelines used by the FBI Uniform Crime Reporting Handbook and National Incident-Based Reporting System (NIBRS), relevant federal law (the Clery Act), and applicable State law (the Pennsylvania Uniform Crime Reporting Act).

The Department of Safety maintains a comprehensive campus map for Clery Reporting purposes. The Clery map can be found on the [Department of Safety](#) website.

Hate Crimes

Hate crimes are reported in narrative form and are separated by category of prejudice. A hate crime is not a separate, distinct crime, but is the commission of a criminal offense which was motivated by the offender’s bias. For example, a crime occurs when an individual is assaulted by another individual. If, after inquiring or investigating the details of the assault, facts of the case indicate that the assailant was motivated to commit the assault because of his/her bias against the victim’s race, sexual orientation, gender, religion, ethnicity, national origin, gender identity, or disability, the initial crime of assault is then also classified as a hate crime.

Unfounded Crimes

If a crime is reported as occurring on campus, in on-campus residential facilities, in or on non-campus buildings or property, or on public property, and the reported crime is investigated by sworn or commissioned law enforcement authorities and found to be false or baseless, the crime is considered to be “unfounded.” Only sworn or commissioned law enforcement personnel may unfound a crime.

As of February 07, 2023, four members of the Department of Safety Leadership Team were commissioned by the Commonwealth of Pennsylvania and took the oath of a University Police Officer under the Private Police Act. As such, any of those four Officers are authorized to “unfound” a crime that occurs on Messiah University property. The disclosure of unfounded crimes is in the Clery reportable crime statistics charts on the following pages.

The Pennsylvania Uniform Crime Reporting Act (Table One)

The Pennsylvania Uniform Crime Reporting Act mandates the release of crime statistics and rates to matriculated students and employees, and, upon request, to new employees and applicants for admission. The

index rates are calculated by multiplying the actual number of reported offenses by 100,000 (a theoretical population for comparison purposes) and dividing that product by the number of the University's Full Time Equivalent (FTE) students and employees.

The statistics in Table One reflect the number of incidents reported to the University's Department of Safety (but do not include reports from other campus security authorities, referrals from campus disciplinary authorities, or reports from local law enforcement, as required for Clery reporting in Table Two). They do not indicate actual crime prosecution or student disciplinary action, or the outcome of either. These State crime classification statistics are reported to the Pennsylvania State Police on an annual basis for publication in the Uniform Crime Report.

Clery Act Reporting (Table Two)

For Clery Act reporting purposes (Table Two), the number of victims involved in a particular incident is indicated in the statistics column for the following crime classifications: Murder/Non-Negligent Manslaughter, Manslaughter by Negligence, Sex Offenses and Aggravated Assault. For example, if an aggravated assault occurs and there are three victims, this would be counted as three aggravated assaults in the crime statistics chart. The number reflected in the statistics for the following crime categories includes one offense per distinct operation: Robbery, Burglary, Larceny, Vandalism, and Arson.

For example, if five students are walking across campus together and they are robbed, this would count as one instance of robbery in the crime statistics chart. In cases of Motor Vehicle Theft, each vehicle stolen is counted as one theft offense. In cases involving Liquor Law, Drug Law, and Illegal Weapons violations, the statistics indicate the number of people arrested or referred to the Office of Student Success & Engagement for possible disciplinary action for violations of those specific laws.

Winding Hill Site: These statistics include offenses reported to the Upper Allen Police Department which occurred in the immediate vicinity of the Winding Hill site insofar as accurate information has been furnished to Messiah University by the Upper Allen Police Department.

Please note that the State crime classifications for which the University is reporting these statistics in Table One vary from the crime classifications under Federal law, as reported in accordance with the Clery Act reflected in Table Two published in this Annual Report. Because of these differing crime classifications and definitions, with only a few exceptions, the State crime statistics will rarely match the Federal crime statistics.

The Pennsylvania Uniform Crime Reporting Act Statistics and Definitions

The Pennsylvania Uniform Crime Reporting Act requires the release of crime statistics and crime rates to students and employees, and the availability of those statistics be released to applicants and new employees upon request.

The index crime rate uses the actual number of Full Time Equivalent (FTE) undergraduate and graduate students and FTE employees calculated according to a state mandated formula. The index numbers in the table below reflect incidents per 100,000 FTE for approximate comparison. The crime rates were established using unduplicated population figures for the calendar year of total members of the University community. For example, the crime rates for 2023 were established using unduplicated population figures for the 2024 calendar year of 3,927 total members of the community (standard rounding rules are applied).

Table One (Calendar years 2022-2024: Grantham Campus)

Calendar Years	2022		2023		2024	
	ACTUAL EVENTS	INDEX EVENTS	ACTUAL EVENTS	INDEX EVENTS	ACTUAL EVENTS	INDEX EVENTS
Part I Offenses						
Murder & Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	2	48	2	51
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	1	31	2	48	1	26
Theft - Larceny	16	496	18	435	21	535
Motor Vehicle Theft	2	62	0	0	0	0
Arson	0	0	0	0	0	0
TOTAL	19	589	22	532	24	612
Part II Offenses						
Other Assault	2	62	1	24	3	76
Counterfeiting & Forgery	0	0	0	0	0	0
Fraud	1	31	1	24	1	26

Embezzlement	0	0	0	0	0	0
Stolen Property	1	31	0	0	3	76
Vandalism	42	1300	19	459	32	815
Weapons	0	0	0	0	0	0
Prostitution	0	0	0	0	0	0
Other Sex Offenses	1	31	6	145	2	51
Drug Abuse Violations	1	31	0	0	0	0
Gambling	0	0	0	0	0	0
Family Offenses	0	0	0	0	0	0
Driving under the Influence (DUI)	0	0	0	0	0	0
Liquor Law	2	62	5	121	3	76
Drunkenness	0	0	0	0	0	0
Disorderly Conduct	26	805	24	580	15	382
Vagrancy	0	0	0	0	0	0
All Other Offenses *	6	186	25	604	6	153
TOTAL	47	2508	82	2009	65	1655

These statistics reflect the number of incidents reported to the Department of Safety. The figures do not indicate actual criminal prosecution, student judicial action, or the results thereof.

Hate Crime Statistics for Messiah University:

In 2022, 2023, and 2024 no reported cases of hate crimes for the calendar years.

*All other offenses is defined as all violations of state or local laws not specifically identified as Part I or Part II offenses, except traffic violations.

Table One (Calendar years 2022-2024: Winding Hill)

Calendar Years	2022		2023		2024	
	ACTUAL EVENTS	INDEX EVENTS	ACTUAL EVENTS	INDEX EVENTS	ACTUAL EVENTS	INDEX EVENTS
Part I Offenses						
Murder & Non-Negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Robbery	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Theft - Larceny	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0
Part II Offenses						
Other Assault	0	0	0	0	0	0
Counterfeiting & Forgery	0	0	0	0	0	0
Fraud	0	0	0	0	0	0
Embezzlement	0	0	0	0	0	0
Stolen Property	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0
Weapons	0	0	0	0	0	0
Prostitution	0	0	0	0	0	0
Other Sex Offenses	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0

Gambling	0	0	0	0	0	0
Family Offenses	0	0	0	0	0	0
Driving under the Influence (DUI)	0	0	0	0	0	0
Liquor Law	0	0	0	0	0	0
Drunkenness	0	0	0	0	0	0
Disorderly Conduct	0	0	1	24	0	0
Vagrancy	0	0	0	0	0	0
All Other Offenses *	0	0	0	0	0	0
TOTAL	0	0	1	24	0	0
These statistics reflect the number of incidents reported to the Department of Safety. The figures do not indicate actual criminal prosecution, student judicial action, or the results thereof. Hate Crime Statistics for Messiah University: In 2022, 2023, and 2024 no reported cases of hate crimes for the calendar years. *All other offenses is defined as all violations of state or local laws not specifically identified as Part I or Part II offenses, except traffic violations.						

Uniform Crime Reporting Definitions

Under the Pennsylvania University and University Security Information Act, Messiah University is required to report crime statistics as defined by the Uniform Crime Reporting Program for the following crimes if the crimes are reported and occur on the property owned by the University.

The Uniform Crime Reporting (UCR) program divides offenses into two groups, Part I and Part II crimes. Each month the Messiah University Department of Safety submits information on the number of Part I offenses known to law enforcement; those offenses cleared by arrest or exceptional means; and the age, sex, and race of individuals arrested for each of the offenses.

The Department of Safety provides only arrest data for Part II offenses.

Part I Offenses

Criminal Homicide

Murder and non-negligent manslaughter – the willful (non-negligent) killing of one human being by another. Deaths caused by negligence, attempts to kill, assaults to kill, suicides, and accidental

deaths are excluded. The program classifies justifiable homicides separately and limits the definition to:

- the killing of a felon by a law enforcement officer in the line of duty; or
- the killing of a felon, during the commission of a felony, by a private citizen.

Manslaughter by Negligence – the killing of another person through gross negligence of another. Traffic fatalities are excluded.

Sexual Assault (Sex Offenses)

Rape – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

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

Incest – Non-forcible sexual intercourse between individuals who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory rape – Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Robbery

The taking or attempted taking of anything of value from the care, custody, or control of a person or individuals by force or threat of force or violence and/or by putting the victim in fear.

Aggravated assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Simple assaults are excluded.

Burglary (breaking or entering)

The unlawful entry of a structure to commit a felony or a theft. Attempted forcible entry is included.

Larceny-theft (except motor vehicle theft)

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Examples are thefts of bicycles or automobile accessories, shoplifting, pocket-picking, or the stealing of any property or article that is not taken by force and violence or by fraud. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Motor vehicle theft

The theft or attempted theft of a motor vehicle. A motor vehicle is self-propelled and runs on land surface and not on rails. Motorboats, construction equipment, airplanes, and farming equipment are specifically excluded from this category.

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, or personal property of another.

Part II Offenses

Simple Assault

An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Forgery and Counterfeiting

The altering, copying, or imitating of something, without authority or right, with the intent to deceive or defraud by passing the copy or thing altered or imitated as that which is original or genuine; or the selling, buying, or possession of an altered, copied, or imitated thing with the intent to deceive or defraud.

Attempts are included.

Fraud

The intentional perversion of the truth for the purpose of inducing another person or other entity in reliance upon it to part with something of value or to surrender a legal right. Fraudulent conversion and obtaining of money or property by false pretenses, confidence games and bad checks, except forgeries and counterfeiting, are included.

Embezzlement

The unlawful misappropriation or misapplication by an offender to his/her own use or purpose of money, property, or some other thing of value entrusted to his/her care, custody, or control.

Stolen Property; buying, receiving, possessing

Buying, receiving, possessing, selling, concealing, or transporting any property with the knowledge that it has been unlawfully taken, as by burglary, embezzlement, fraud, larceny, robbery, etc. Attempts are included.

Vandalism

To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law. Attempts are included.

Weapons; Carrying, Possessing, etc.

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. Attempts are included.

Prostitution and Commercialized Vice

The unlawful promotion of or participation in sexual activities for profit, including attempts.

Sex Offenses

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

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 his/her age or because of his/her temporary or permanent mental incapacity.

Incest – Sexual intercourse between individuals who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape – Sexual intercourse with a person who is under the statutory age of consent.

Drug Abuse Violations

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.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Gambling

To unlawfully bet or wager money or something else of value; assist, promote, or operate a game of chance for money or some other stake; possess or transmit wagering information; manufacture, sell, purchase, possess, or transport gambling equipment, devices, or goods; or tamper with the outcome of a sporting event or contest to gain a gambling advantage.

Offenses Against the Family and Children

Unlawful nonviolent acts by a family member (or legal guardian) that threaten the physical, mental, or economic well-being or morals of another family member and that are not classifiable as other offenses, such as Assault or Sex Offenses. Attempts are included.

Driving Under the Influence

Driving or operating a motor vehicle or common carrier while mentally or physically impaired as the result of consuming an alcoholic beverage or using a drug or narcotic.

Liquor Laws

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.

Drunkenness

To drink alcoholic beverages to the extent that one's mental faculties and physical coordination are substantially impaired. Excludes driving under the influence.

Disorderly Conduct

Any behavior that tends to disturb the public peace or decorum, scandalizes the community, or shocks the public sense of morality.

Vagrancy

The violation of a court order, regulation, ordinance, or law requiring the withdrawal of individuals from the streets or other specified areas; prohibiting individuals from remaining in an area or place in an idle or aimless manner; or prohibiting individuals from going from place to place without visible means of support.

All Other Offenses

All violations of state or local laws not specifically identified as Part I or Part II offenses, except traffic violations.

The Jeanne Clery Campus Safety Act Statistics and Definitions

Geography Definitions from the Clery Act

The Clery Act requires disclosures of crime statistics from specified geographic locations. The statistical information included in Table Two pertains to the following geographic spaces according to the Clery Act:

On-Campus

(1) 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 (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

On-Campus Student Housing Facility

Any student housing facility that is owned or controlled by the institution, or is located on property that is owned or controlled by the institution, and is within the reasonably contiguous geographic area that makes up the campus is considered an on-campus student housing facility. This category is considered a subset of the On-Campus category.

Non-Campus Building or Property

Any building or property owned or controlled by a student organization that is officially recognized by the University or any building or property owned or controlled by the University and used in direct support of educational purposes, frequented by students, but not in the same reasonably contiguous geographic area of the main campus, as well as off-campus apartments leased by the University.

Public Property

All public property including public streets, sidewalks, other thoroughfares or parking facilities that is within the campus or immediately adjacent to and accessible from the campus. For the purpose of this report, incidents have been included which were reported by local law enforcement agencies to have occurred on public property within the area bounded by University property; i.e. Lisburn Road, Grantham Road, Route 114, Bishop Road and North Grantham Road.

The Jeanne Clery Campus Safety Act						
Table Two (Calendar years 2022-2024: Grantham Campus)						
Offense Type	Calendar Year	On Campus (Including Residential)	Non-Campus	Public Property	Total	On Campus (Residential Only)
Murder & Non-Negligent Manslaughter	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2024	4	0	0	4	4
	2023	2	0	0	2	2
	2022	0	0	0	0	0
Fondling	2024	8	0	0	8	5
	2023	5	2	0	7	5
	2022	0	0	0	0	0
Incest	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	1	0	0	1	1
Aggravated Assault	2024	0	0	0	0	0
	2023	0	0	0	0	0

	2022	0	0	0	0	0
Burglary	2024	15	0	0	15	15
	2023	2	0	0	2	2
	2022	3	0	0	3	3
Motor Vehicle Theft	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	2	0	0	2	0
Arson	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Offense Type	Calendar Year	On Campus (Including Residential)	Non-Campus	Public Property	Total	On Campus (Residential Only)
Domestic Violence	2024	0	0	0	0	0
	2023	0	1	0	1	0
	2022	0	0	0	0	0
Dating Violence	2024	4	1	0	5	4
	2023	0	1	0	1	0
	2022	0	0	0	0	0
Stalking	2024	6	2	0	8	2
	2023	10	3	0	13	4
	2022	6	0	0	6	3
Arrest and Disciplinary Referrals	Calendar Year	On Campus (Including Residential)	Non-Campus	Public Property	Total	On Campus (Residential Only)
Liquor Law Violations-Arrest	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0

Drug Related Violations-Arrests	2024	2	0	0	2	2
	2023	0	0	0	0	0
	2022	1	0	0	1	1
Weapons Possessions-Arrests	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Weapons Possessions-Referrals	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Liquor Law Violations-Referrals	2024	3	0	0	3	3
	2023	13	0	0	13	13
	2022	5	0	0	5	5
Drug Related Violations-Referrals	2024	3	0	0	3	3
	2023	0	0	0	0	0
	2022	1	0	0	1	1

Hate Crime Statistics for Messiah University:

In 2024, there were no reported cases of hate crimes for the calendar year. In 2023, there were no reported cases of hate crimes for the calendar year. In 2022, there were no reported cases of hate crimes for the calendar year.

Statement on Unfounded Cases:

There were no unfounded criminal incidents in calendar years 2022, 2023, or 2024.

The Jeanne Clery Campus Safety Act						
Table Two (Calendar years 2022-2024: Winding Hill)						
Offense Type	Calendar Year	On Campus (Including Residential)	Non-Campus	Public Property	Total	On Campus (Residential Only)
Murder & Non-Negligent Manslaughter	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Manslaughter by Negligence	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Rape	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Fondling	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Incest	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Statutory Rape	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Robbery	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Aggravated Assault	2024	0	0	0	0	0
	2023	0	0	0	0	0

	2022	0	0	0	0	0
Burglary	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Motor Vehicle Theft	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Arson	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Offense Type	Calendar Year	On Campus (Including Residential)	Non-Campus	Public Property	Total	On Campus (Residential Only)
Domestic Violence	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Dating Violence	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Stalking	2024	0	0	0	0	0
	2023	1	0	0	1	0
	2022	0	0	0	0	0
Arrest and Disciplinary Referrals	Calendar Year	On Campus (Including Residential)	Non-Campus	Public Property	Total	On Campus (Residential Only)
Liquor Law Violations-Arrest	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0

Drug Related Violations-Arrests	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Weapons Possessions-Arrests	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Weapons Possessions-Referrals	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Liquor Law Violations-Referrals	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0
Drug Related Violations-Referrals	2024	0	0	0	0	0
	2023	0	0	0	0	0
	2022	0	0	0	0	0

Hate Crime Statistics for Messiah University:

In 2024, there were no reported cases of hate crimes for the calendar year. In 2023, there were no reported cases of hate crimes for the calendar year. In 2022, there were no reported cases of hate crimes for the calendar year.

Statement on Unfounded Cases:

There were no unfounded criminal incidents in calendar years 2022, 2023, or 2024.

Clery Designated Crime Definitions

Messiah University is required to report crime statistics as defined by the Clery Act for the following crimes if the crimes are reported and occur in geographic locations as defined above.

Criminal Homicide –

Murder/Non-Negligent Manslaughter – The willful killing of one human being by another.

Manslaughter by Negligence – The killing of another person through gross negligence.

The Federal Definition (from VAWA) of Sexual Assault – An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is “any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.”

Rape – 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 definition includes any gender of victim or perpetrator. This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol). Physical resistance is not required on the part of the victim to demonstrate lack of consent.

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 his/her age or because of his/her temporary or permanent mental or physical incapacity.

Incest – Sexual intercourse between individuals who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape – Sexual intercourse with a person who is under the statutory age of consent.

Robbery – The taking or attempting to take anything of value from the care, custody or control of a person or individuals by force or threat of force or violence and/or by putting the victim in fear.

Aggravated Assault – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary – The unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft – The theft or attempted theft of a motor vehicle.

Arson – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Domestic Violence, Dating Violence, and Stalking additions (*from the 2014 VAWA Negotiated Rulemaking Final Consensus Language*) –

The Federal Definition (from VAWA) of Domestic Violence – The term “domestic violence” includes felony or misdemeanor crimes of violence committed by:

- A current or former spouse or intimate partner of the victim;

- A person with whom the victim shares a child in common;

- A person who is co-habiting with or has cohabitated with the victim as a spouse or intimate partner;

- A person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or

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

Pennsylvania Law Definition of Domestic Abuse – knowingly, intentionally or recklessly causing bodily injury of any kind, causing fear of bodily injury of any kind, assault (sexual or not sexual), rape, sexually abusing minor children, or knowingly engaging in a repetitive conduct toward a certain person that puts them in fear of bodily injury. These acts can take place between family or household members, sexual partners or those who share biological parenthood in order to qualify as domestic abuse.

The Federal Definition (from VAWA) of Dating Violence – The term “dating violence” means violence committed by a person:

- Who is or has been in a social relationship of a romantic or intimate nature with the victim; and

- The existence of such a relationship shall be determined based on the reporting party’s statement with consideration of:

 - The length of the relationship;

 - The type of relationship;

 - The frequency of interaction between the individuals involved in the relationship.

 - Dating violence includes, but is not limited to, sexual or physical abuse or the threat of abuse;

 - Dating violence does not include acts covered under the definition of domestic violence.

The Federal Definition (from VAWA) of Stalking—

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

 - Fear for the person’s safety or the safety of others; or

 - Suffer substantial emotional distress.

For the purpose of this definition:

Course of conduct means two or more acts, including, but not limited to, acts which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.

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

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

Pennsylvania Law Definition of Stalking—

Engages in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances which demonstrate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person; or

Engages in a course of conduct or repeatedly communicates to another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.

Hate Crimes—

Any of the above offenses, and any other crime involving bodily injury reported to local police agencies or a campus security authority, that manifest evidence that the victim was intentionally selected because of the perpetrator's bias, or the perpetrator perceived the person to be in one of the protected group categories. Additionally, on August 14, 2008, the Clery Act was amended to include larceny/simple assault, intimidation, and destruction/damage/vandalism (except arson) as reportable categories of hate crimes. This provision made the Department of Education's campus hate crime categories identical to the crime categories that have been collected by the Federal Bureau of Investigation (FBI) under the Hate Crime Statistics Act (HCSA) since 1991. These new reporting categories are only reported if motivated by bias as determined by one of the designated bias categories. The types of bias categories include: race, gender, religion, sexual orientation, ethnicity, national origin, and disability.

Hate Crime Definitions

To ensure uniformity in reporting nationwide, the following definitions have been adopted for use in hate crime reporting:

Hate Crime—A crime reported that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Bias—A preformed negative opinion or attitude toward a group of individuals based on their race, gender, religion, sexual orientation, ethnicity, national origin, and disability.

Note: Even if the offender was mistaken in his/her perception that the victim was a member of the group he or she was acting against, the offense is still a bias crime because the offender was motivated by bias against the group.

This information is being provided to you as part of Messiah University's commitment to safety and security on campus and is in compliance with the requirements of the Jeanne Clery Campus Safety Act and the Pennsylvania Uniform Crime Reporting Act (Act 180 of 2004). Any questions or complaints pertaining to this information should be directed to the Department of Safety at (717)691-6005 and the Coordinator for Title IX and Clery Compliance. The Director of Safety and the Clery Compliance Coordinator are responsible to receive and resolve any complaints. Upon resolution of the complaint, the complaining party shall be informed that if they continue to believe the Pennsylvania Uniform Crime Reporting Act is being violated, he or she may file a complaint with the Office of Attorney General and shall be given the address of the Office of Attorney General.

This report was compiled by the Coordinator for Title IX and Conduct, the Department of Safety Office, in coordination with Human Resources & Compliance, the Office of the VP of Operations, and the Division of Student Success & Engagement. Report completed September 2025.

2025 University Fire Safety Report

Providing statistics for report years 2022, 2023, and 2024



INSTITUTION AND REPORT CONTEXT

Introduction

The following information, including statistics on fires in Messiah University's on-campus student housing facilities for the calendar years indicated, is provided as part of the University's annual Clery Act Compliance. This report will be revised as necessary by October 1 annually, published online, and distributed through a mass email notification.

A written log of all fires occurring during the current calendar year will be maintained at the Department of Safety Dispatch Office in the Eisenhower Campus Center and may be viewed by any member of the public or the University community at large during normal business hours. The fire log records, by the date that the fire was reported, any fire that occurred in an on-campus student housing facility. The log must include the nature, date, time, and general location of each fire. The University will make an entry, or an addition to an entry, to the log within two business days of the receipt of the information. The information from the prior year's fire log will be incorporated into each annual Fire Safety Report.

As required by federal law, Messiah University will distribute an annual notice (by October 1) to all enrolled students and current employees. This notice includes a statement of the Fire Safety Report's availability, the exact electronic address at which the report is posted, a brief description of the report's contents, and a statement that the University will provide a paper copy of the report on request. Similar notice will be provided as required by law to all prospective students and prospective employees.

Definitions Used in this Report

The following definitions, as provided by federal law, are provided to aid you in understanding how the data in this report has been accumulated and developed:

Cause of fire—The factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

The following categories of cause will be used in this report:

Unintentional Fire

- Cooking
- Smoking materials
- Open flames
- Electrical
- Heating equipment
- Hazardous products
- Machinery/industrial
- Natural
- Other

Intentional Fire

Undetermined Fire

Fire—Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire drill—A supervised practice of a mandatory evacuation of a building for a fire.

Fire-related injury—Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term “person” may include students, employees, visitors, firefighters, or any other individuals.

Fire-related death—Any instance in which a person:

- is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; OR

- dies within one year of injuries sustained as a result of the fire.

Fire safety system—Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, or strobe lights, smoke-control and reduction mechanisms, and fire doors and walls that reduce the spread of a fire.

Value of property damage—The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity. This estimate will include contents damaged by fire, and related damages caused by smoke, water, and overhaul; however, it will not include indirect loss, such as business interruption.

FIRE SAFETY PREVENTION AND RESPONSE

Institutional Policies

Portable Electrical Appliances, Smoking, and Open Flames in Student Housing Facilities

The use of electrical appliances is limited for safety reasons. Only small appliances with enclosed coils are permitted (i.e., corn poppers, coffee pots). Restricted appliances include hotplates, refrigerators of more than 3.2 cubic feet, and 5-light floor and desk plastic five shade lamps. Cooking of meals must be confined to apartment residence kitchens. Stove burners, toaster ovens, tabletop grills, toasters, and other appliances that heat up should never be left unattended. Counters should be kept clear and small appliances unplugged after use. Kitchens in residence halls are not intended to be used for regular meal preparations without prior approval of Residence Life Educator and in conjunction with an approved meal plan exemption.

Among other items, the use of supplemental air conditioners, window fans, sun lamps, halogen lamps and supplemental heaters are prohibited in all residences. Any questions about the electrical capabilities of satellite housing should be directed to Facility Services. Students who damage the circuitry by overloading capacity may be responsible for the cost of restoring the system.

Safety steps to prevent and reduce the risk of electrical fires in student housing include:

- Purchase and use only UL-rated electrical appliances and power cords.

- Do not “piggy-back” or “daisy-chain” extension cords.

- Never “piggy-back” or “daisy-chain” power strips by plugging one into another.

- Power strips must be directly plugged into the wall outlet.

- Use power strips with an over-current protector that will shut off power automatically if there is too much current being drawn.

- Do not nail (or tack) an electrical cord to any surface, or run cords across traffic paths, under rugs or furniture.

- Use light bulbs with the correct wattage for lamps. If no indication is on the product, do not use a bulb with more than 60 watts.

- Keep all electrical appliances and cords safely away from bedding, curtains, and other flammable material.

Unplug small household appliances when not in use and all electronics when away for extended periods.

No triple adapters or cube adapters are permitted. They do not have the appropriate overcurrent protection or reset capabilities.

Do not bring “home-made” cords or electrical rigging for your devices.

Wiring and outlets in student housing may not be able to handle the increased electrical demand of University student expectations. If use of a device frequently causes power to trip off, or if a power cord or outlet feels hot, the device should be disconnected immediately, and the condition reported promptly to the Department of Facility Services (ext. 6011). Never attempt to alter a three-prong plug to fit in a two-prong outlet. Doing so can result in severe personal injury and damage to your appliance.

Messiah University is a smoke free/tobacco free campus, and as such, smoking is not permitted anywhere within our campus facilities or grounds. Resident students who violate these regulations will be referred to the offices of Residence Life and Student Success & Engagement to be counseled for their actions, as well as potentially sanctioned according to the severity of the violation.

As provided by section 308 of the International Fire Code (2018 ed.), and as adopted by the local authority having jurisdiction (i.e., Upper Allen Township), candles, incense, and similar open-flame-producing items are prohibited in sleeping units in dormitory occupancies. Messiah University has expanded this regulation to prohibit the above items anywhere within a student residence (except within the Residence Life Educators’ apartments).

When used as part of a religious service, and not involving the handling of individual candles by the participants or congregation, a permit does not need to be secured in advance from the Township Fire Marshal; however, any other use requires an “operational permit” to be obtained by requesting it at least two weeks in advance of the event.

No recreational fires are permitted, and bonfires are allowed only in rare instances as part of official, pre-approved University events; even this provision is dependent upon weather conditions and other restrictions as established by local and state governments’ fire hazard declarations. The University does maintain a permanently installed, gas-powered fire pit location at the Larsen Student Union for general use by members of the University community. This location is overseen and supervised by the Office of Student Engagement.

Residential students, commuting students, employees, or their guests are not permitted to bring charcoal or gas grills to campus due to the inherent fire and carbon monoxide poisoning hazards they present. However, Messiah University has provided several permanently installed charcoal grills safely located in the vicinity of the dormitories for anyone’s use. Large groups/organizations can reserve the use of the University’s large portable charcoal grill through the offices of Conference & Event Services and Dining Services.

All residents are required to familiarize themselves with, and comply with all aspects of the University’s safety and decorating guidelines, found in the [Messiah University Student Handbook](#).

More information on these policies may be available by contacting the Fire & Safety Systems Coordinator at jnaccarato@messiah.edu (ext. 6022).

Fire Safety Systems in Student Housing

As shown in the “Fire Safety Systems in Campus Residential Facilities” chart below, campus housing facilities are equipped with a variety of fire safety systems including automatic fire alarm and sprinkler systems. Detailed information on all fire safety systems is listed for each campus residential building.

Unless noted, all automatic fire alarm systems are monitored 24 hours a day, 7 days a week, by the Department of Safety Dispatch Office. Upon receiving an alarm signal, a safety officer is dispatched to investigate and determine if a call to the local fire department is necessary.

All fire safety systems are tested and inspected in accordance with local and national compliance codes to ensure that everything is in good working order. This includes annual functional inspections for automatic fire alarm systems, quarterly inspections for sprinkler systems, and annual service and inspection for all campus fire extinguishers. Fire extinguishers are also inspected monthly by trained Department of Safety personnel.

Fire Safety Systems in Campus Residential Facilities - Calendar Year 2024

Facility	Clery Classification	Fire Alarm Monitoring Done on Site by DoS	Fully Sprinklered	Smoke Detection	Fire Extinguishers	Evacuation Placards	Number of Evacuation Drills - Calendar Year 2024
Bertram House 236 N. Grantham Rd. Dillsburg, PA	On-Campus	Local smoke alarms - not monitored by DoS	No sprinklers	X	X	None	0
Bittner Residence 320 College Ave. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Foreman House 521 Grantham Rd. Mechanicsburg, PA	On-Campus	Local smoke alarms - not monitored by DoS	No sprinklers	X	X	None	0
Fry Residence 375 College Ave. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Grantham Residence 380 College Ave. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Hess Residence 370 College Ave. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Hill House 2716 East St. Mechanicsburg, PA	On-Campus	Local smoke alarms - not monitored by DoS	No sprinklers	X	X	None	0
Kelly Residence	On-Campus	X		X	X	X	4

2775 Tower Rd. Mechanicsburg, PA			No sprinklers				
Melhorn House 528 Grantham Rd. Mechanicsburg, PA	On-Campus	Local smoke alarms - not monitored by DoS	No sprinklers	X	X	None	0
Mellinger Residence 325 College Ave. Mechanicsburg, PA	On-Campus	X	No sprinklers	X	X	X	4
Miller Residence 390 College Ave. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Mountain View Residence 370 Center Dr. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Naugle Residence 395 College Ave. Mechanicsburg, PA	On-Campus	X	Partially sprinklered	X	X	X	4
Schrag (Rafiki) House 355 College Ave. Mechanicsburg, PA	On-Campus	Local smoke alarms - not monitored by DoS	No sprinklers	X	X	None	0
Smith Residence 400 College Ave. Mechanicsburg, PA	On-Campus	X	No sprinklers	X	X	X	4
Sollenberger Residence 360 Center Dr. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Witmer Residence 355 Creekside Dr. Mechanicsburg, PA	On-Campus	X	X	X	X	X	4
Woodland House 310 College Ave. Mechanicsburg, PA	On-Campus	Local smoke alarms - not monitored by DoS	No sprinklers	X	X	None	0

Fire Safety Education and Training Programs

Residence Life policies related to fire safety can be found in the [Messiah University Student Handbook](#). All members of the Messiah University community have access to the Student Handbook through the Messiah University Residence Life website, and can review fire safety information about information such as building evacuation procedures and prohibited items. Mandatory informational sessions about residence hall regulations are also held at the beginning of each fall semester for all residents.

The Fire & Safety Systems Coordinator is available to provide fire safety training to staff and students within areas or departments where the potential for a fire would have a devastating effect, or the

individuals (or those they supervise) are considered to be at somewhat higher risk than the rest of the campus community. One such example includes annual training provided for the office of Residence Life. This training is usually comprised of a presentation for Residence Life Educators and Resident Assistants, covering a variety of topics including campus fire systems and building evacuation procedures.

To assist in maintaining safe spaces in the event of an emergency and/or evacuation, residents are required to keep hallways, stairwells, and all common areas clear of trash, storage, bicycles, etc. All trash/recyclables are to be placed in the trash dumpsters/bins located outside of each of the residence halls.

Emergency Procedures in the Event of a Fire (Students and Employees)

When a fire alarm sounds, all individuals are required to immediately exit the building.

If you discover a fire, first proceed to and activate the nearest fire alarm pull station (usually located near an EXIT or stairway door), and then immediately leave the building via the nearest EXIT.

Second, immediately notify Dispatch Services at the emergency phone extension 6565 (or 717-691- 6005 via cell phone) from a safe location outside of the building in alarm.

Report all fires or smoke conditions no matter how small they may seem, since they often develop quickly and can rapidly grow out of control. If warranted, Dispatch Services will make notifications to Residence Life staff of the situation. Individuals found responsible for intentionally activating false fire alarms, tampering with or stealing any fire safety equipment or any type of safety signage, or not refusing to comply with evacuation procedures will be subject to a fine (maximum \$500) and/or other disciplinary actions.

Additional safety procedures include:

When a fire alarm sounds, remain calm and close the window(s) in the room you occupy.

Grab only the clothing necessary for existing weather conditions. Do not attempt to collect personal belongings.

Turn off all electrical appliances, including stoves, ovens, and room lights or light fixtures.

Before exiting, touch the door lock and/or the top gap between the door and doorframe to see if it is hot. If either is hot to the touch, do not open the door.

Instead, if you can do so safely, use a window to escape or yell for help. Keep the window closed if smoke enters the room when you open it.

Close, but do not lock room or apartment door(s) behind you.

Stay low under smoke and toxic fumes, crawl on your hands and knees, if necessary and possible.

Do not use elevators! Use stairways only.

If you require the use of an elevator for mobility purposes, please notify the Department of Safety of your location and need for assistance. Contact information for Safety can be found on the back of University-issued ID cards.

Leave by the nearest EXIT. Do not run. Leave the building directly from a stairway; do not use your ID card to pass through doors during an evacuation.

Remain clear of buildings by at least 50 to 100 feet; move beyond sidewalks, if necessary, but never stand on roadways or in parking lot aisles.

Never re-enter the building for any reason, even if alarm signals are silenced. Wait until permission is granted by personnel in charge of drill or fire scene, (i.e., Safety Officer, drill coordinator, Residence Life Educator, or ultimately, the township Fire Chief).

In an actual EMERGENCY (especially if you are trapped in a room by smoke or fire), use the phone in that room or apartment to summon assistance by dialing:

Messiah University Dispatch Services – extension 6565, or extension 6005 (717-691-6005 via cell phone), or

Cumberland County Dispatch - 9-911 (dialing 9 first gets you an outside line from a campus phone).

Please direct any questions regarding the above information to the Department of Safety (extension 6005), or to the Fire & Safety Systems Coordinator in the Department of Safety.

Fire Drills and Emergency Evacuations

Grantham Campus Residence Halls and Apartment Buildings

Fire drills are held in each residence hall and apartment building during the first few weeks of the Fall semester and midway through the Spring semester. The date and time of these drills are announced to coordinating and supervising employees, but unannounced to the residents and student body. Drills are conducted by the Fire & Safety Systems Coordinator (an officer within the Department of Safety) in conjunction with Residence Life Educators, other Department of Safety officers, and Campus and Building Services personnel. A detailed report on each drill is kept on file in the Fire and Safety Systems office, and an incident report is filed within the Department of Safety's electronic reporting system.

Fire drills are conducted to familiarize residents with proper exit procedure and to establish the conduct of the drill as a matter of routine. Emphasis, therefore, is placed upon orderly and effective evacuation rather than upon speed. Refusing to participate in a fire drill is tantamount to pulling a false alarm or unnecessarily discharging a fire extinguisher and will be treated as a disciplinary offense.

When a fire alarm sounds (whether under the auspices of a drill or otherwise), students should cease their current activity, turn off electric appliances, and leave the building. The last person to leave a room should be certain that the door is closed, but not locked. Students should be responsible for one another; that is, individuals who are sleeping, showering, or who require any additional assistance to effectively participate in a fire drill should be aided by their fellow residents.

Once outside, students should remain quiet and orderly so that instructions from University personnel may be easily heard and understood. Once it has been determined that all students have fully participated (i.e., that no one has tried to hide inside the building or left the location prematurely) the drill should be considered complete, and students will be permitted re-entry by the attending University employee.

Students who fail to evacuate in a timely manner or do not cooperate with instruction from a University employee in a reasonable manner are referred to the Residence Life Office for disciplinary hearings. Students are counseled regarding the importance of evacuating and are sanctioned under the provisions

of the Messiah University Student Handbook. A maximum fine of up to \$500.00 may be applied in the case of repeat offenders.

A copy of the Emergency and Fire Drill Evacuation Procedures is posted by the exit from every sleeping room or apartment in the student residences.

It is important to know evacuation procedures and emergency exit locations in the event of a fire. Fire alarms should always be taken seriously, never ignored or treated casually even if sounded as a drill. Smoke detectors should never be disabled and sprinklers should never be tampered. If a fire alarm sounds, residents should calmly and quickly follow practiced procedures and immediately exit the building. Doors should be closed behind to prevent fire spread.

Number of Fire Drills

2022

Fire exit drills are held on our Grantham Campus at least once a semester in each of our traditional dormitories and townhouse- style apartment residences; we currently do not hold fire drills in our single-family-style housing. During 2022 there were a total of nineteen fire drills held in our student residences – one per semester for each of the major residences, as well as one each during the Fall and Spring semesters at 2381 Oakwood Hills and one during the Spring semester at 2351 Oakwood Hills.

2023

Fire exit drills are held on our Grantham Campus at least once a semester in each of our traditional dormitories and townhouse- style apartment residences; we currently do not hold fire drills in our single-family-style housing. During 2023 there were a total of forty-eight fire drills held in our student residences – two drills per semester for each of the major residences.

In addition, five fire exit drills were conducted in administrative, non-residential buildings on our Grantham Campus.

2024

Fire exit drills are held on our Grantham Campus at least once a semester in each of our traditional dormitories and townhouse- style apartment residences; we currently do not hold fire drills in our single-family-style housing. During 2024 there were a total of forty-eight fire drills held in our student residences – two drills per semester for each of the major residences.

In addition, four fire exit drills were conducted in administrative, non-residential buildings on our Grantham Campus.

Reporting a Fire

Grantham Campus

All fires on campus, no matter how small, even if they have already been extinguished, must be reported to Dispatch Services:

MESSIAH UNIVERSITY DISPATCH SERVICES –
dial extension 6565, or extension 6005 (717-691-6005 via cell phone), or

CUMBERLAND COUNTY DISPATCH –
from a campus phone dial 9, then 911.

Dispatch Services will immediately initiate their emergency response procedures and dispatch officers to the scene to assess the situation. If a caller reports either fire or smoke within a building, the dispatcher is to automatically phone Cumberland County Dispatch (911) to request a fire department response.

Future Fire Safety Plans

Messiah University is continuously seeking improved technology to better warn the community of fires and potential fire situations. The following updates were made in the 2024 calendar year to fire alarm systems on the Grantham campus:

Climenhaga McBeth Alumni House—The fire panel has been upgraded from a Simplex 4004 to a Simplex 4010ES. All fire safety devices (pull stations, smoke detectors, heat detectors) have been upgraded to addressable fire safety devices.

Bowmansdale—The fire panel has been upgraded from a Simplex 4005 to a Simplex 4010ES. All fire safety devices (pull stations, smoke detectors, heat detectors, duct detectors) have been upgraded to addressable fire safety devices.

Smith Residence—The fire panel has been upgraded from a Simplex 4001 to a Simplex 4100ES. This was done in anticipation of changing out the fire safety devices (smoke detectors, heat detectors, pull stations) to addressable devices during the summer of 2025.

Messiah University is also constantly evaluating the state and condition of the automatic fire alarm systems in each campus building, and we continue to update/renovate our systems as necessary with the primary focus being to update buildings with older systems.

Fire Statistics (Calendar year 2022: Grantham Campus)

Facility	Total Fires in Each Building	Fire Number	Date	Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Bertram House 236 N. Grantham Rd. Dillsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bittner Residence 320 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Foreman House 521 Grantham Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fry Residence 375 College Ave. Mechanicsburg, PA	1	1	12/03/2022	6:06 PM	Cooking, drip pans	0	0	\$0
Grantham Residence 380 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hess Residence 370 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kelly Residence 2775 Tower Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Melhorn House 528 Grantham Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mellinger Residence 325 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miller Residence 390 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mountain View Residence 370 Center Dr. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Naugle Residence	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

395 College Ave. Mechanicsburg, PA								
2351 Oakwood Hills 2351 Oakwood Hills Drive Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2381 Oakwood Hills 2381 Oakwood Hills Drive Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Schrag (Rafiki) House 355 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Smith Residence 400 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sollenberger Residence 360 Center Dr. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Witmer Residence 355 Creekside Dr. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Woodland House 310 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Fire Statistics (Calendar year 2023: Grantham Campus)

Facility	Total Fires in Each Building	Fire Number	Date	Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Bertram House 236 N. Grantham Rd. Dillsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bittner Residence 320 College Ave. Mechanicsburg, PA	2	1 2	10/8/ 2023	7:59PM 7:59AM		0 0	0 0	\$50.00 \$0.00

			12/8/ 2023		1-Box inside microwave caught fire 2-Parchment paper caught fire			
Foreman House 521 Grantham Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fry Residence 375 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grantham Residence 380 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Hess Residence 370 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kelly Residence 2775 Tower Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Melhorn House 528 Grantham Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mellinger Residence 325 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miller Residence 390 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mountain View Residence 370 Center Dr. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Naugle Residence 395 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Schrag (Rafiki) House 355 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Smith Residence 400 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Sollenberger Residence 360 Center Dr. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Witmer Residence 355 Creekside Dr. Mechanicsburg, PA	2	1 2	8/29/ 2023 1/23/ 2024	6:11PM 7:54PM	1-Food caught on fire 2-Residue on burner caught fire	0 0	0 0	\$500.00 \$0.00
Woodland House 310 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Fire Statistics (Calendar year 2024: Grantham Campus)

Facility	Total Fires in Each Building	Fire Number	Date	Time	Cause of Fire	Number of Injuries That Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Bertram House 236 N. Grantham Rd. Dillsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Bittner Residence 320 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Foreman House 521 Grantham Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fry Residence 375 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Grantham Residence 380 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Hess Residence 370 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kelly Residence 2775 Tower Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Melhorn House 528 Grantham Rd. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mellinger Residence 325 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Miller Residence 390 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mountain View Residence 370 Center Dr. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Naugle Residence 395 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Schrag (Rafiki) House 355 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Smith Residence 400 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sollenberger Residence 360 Center Dr. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Witmer Residence 355 Creekside Dr. Mechanicsburg, PA	1	1	1/23/ 2024	7:54PM	1-Residue on burner caught fire	0	0	\$0.00
Woodland House 310 College Ave. Mechanicsburg, PA	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Messiah University Fire Safety Website Link

Further information regarding fire safety can be found on the [Fire Safety website](#), which is owned and maintained by the Department of Safety. Questions and concerns about the Fire Safety Report may be directed to the Fire and Safety Systems Coordinator at the following contact information:

John Naccarato (jnaccarato@messiah.edu, ext. 6022), or
Department of Safety Dispatch (dispatch@messiah.edu, ext. 6005)

This information was prepared by: John Naccarato, Fire and Safety Systems Coordinator and Hannah McBride, Coordinator for Title IX and Conduct

Date: September 2025