The University of Georgia's Annual Fire Safety and Security Report: Safe & Secure

The University of Georgia annual Safe and Secure guide for the campus community has been produced by the University’s Police Department, Legal Affairs office, Student Affairs division, Human Resources office and Public Affairs office. It includes policies and statistics as required by federal law, including the University’s Policy on Alcohol and Other Drugs. The University of Georgia has published complete on-campus crime statistics since 1969.

Additionally, this report relates crimes as reported by the Athens-Clarke County Police at off-campus locations occupied or used primarily by students, and provides information about the number of reports of alcohol, drug and weapons violations referred to the UGA Office of Student Conduct during 2012, 2013 and 2014. This information can also be found online at safeandsecure.uga.edu/

If you have suggestions about points which should be included in future reports, or to request a paper copy, please call the Public Affairs office at 706-542-8090. If you have concerns about campus security issues, call the UGA Police Department at 706-542-5813. If you would like more information about crime statistics for the off-campus areas of Clarke County, call the Athens-Clarke County Police Department at 706-613-3330.

This report is intended to provide a general description of the University’s security arrangements. It is not intended to serve, and should not be viewed, as a contractual agreement between the University and the recipient. Security procedures are subject to change without notice.

The University of Georgia is a unit of the University System of Georgia. The University of Georgia is an Equal Employment Opportunity/Affirmative Action /Veteran/Disability Institution. In compliance with federal law, including the provisions of Title IX of the Education Amendments of 1972, Title VI and VII of the Civil Rights Act of 1964, Sections 503, 504, and 508 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, as amended, the University of Georgia does not discriminate on the basis of race, color, sex (including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran status in its administration of educational policies, programs, or activities, its admissions policies; scholarship and loan programs, athletic or other University-administered programs; or employment. In addition to the afore-referenced categories, the Non-Discrimination and Anti-Harassment Policy prohibits discrimination on the basis of sexual orientation as found at: http://eoo.uga.edu/policies/non-discrimination-anti-harassment-policy. Inquiries or complaints should be directed to the Director of the Equal Opportunity Office (EOO), 119 Holmes-Hunter Academic Building, University of Georgia, Athens, GA. 30602-1622, (706-542-7912 (V/TDD). The EOO Director serves as the University’s ADA/504 and Title IX Coordinator. If you have a disability and need assistance to obtain this information in an alternate format, please contact the Public Affairs office at 706-542-8090.

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The University of Georgia's Annual Fire Safety and Security Report: Safe & Secure

Fall 2015
Campus Security Authorities and Reporting of Criminal Offenses

With certain specified exceptions discussed below, employees of the University of Georgia (UGA) are expected to report criminal incidents, emergencies and suspicious activities to UGA Police promptly and with as much detail as possible.

For Clery Act reporting purposes, UGA has named certain officials as Campus Security Authorities (CSAs). Any crimes reported to CSAs, along with those offenses reported to UGA Police, will be included in UGA’s annual crime statistics. CSAs at UGA include individuals with significant responsibility for student and campus activities, including the following:

- Vice President for Student Affairs;
- Assistant Vice Presidents for Student Affairs;
- Dean of Students;
- Associate Dean of Students;
- Associate Dean of Students & the Director of the Tate Student Center;
- Associate Dean of Students & the Director of Student Support Services;
- Director, Office of Student Conduct;
- Executive Director, University Housing;
- Director of Residential Programs and Services, University Housing;
- Associate Director for Residence Life, University Housing;
- Residence Hall Area Coordinators, Residence Hall Directors, Graduate Residents and Resident Managers/Assistants;
- Director, Greek Life;
- Director, Recreational Sports;
- Director, Disability Resource Center;
- Senior Coordinator and Coordinator, Center for Student Organizations;
- Faculty and Staff Advisors to Registered Student Organizations;
- Director, Associate Director, and Assistant Director, Equal Opportunity Office/Title IX Coordinator;
- Executive Director, University Health Center;
- Professional staff within the University Health Center and Counseling and Psychiatric Services (subject to exemptions specified below);
- Coordinator of Student Affairs Facilities;
- Director, Student Veterans Resource Center;
- Director, LGBT Resource Center;
- Director, Student Affairs Academic Partnerships & Initiatives;
- Director, Student Affairs Communications & Marketing Initiatives;
- Director, International Student Life;
- Director, Multicultural Services & Programs;
- Director, Development, Student Affairs;
- Director, Center for Leadership & Service;
- Vice President for Information Technology;
- Vice President for Instruction;
- Director of Athletics;
- Executive Associate Athletic Director;
- University of Georgia Athletic Head Coaches, Assistant Coaches, Team Staff Members, and Trainers; and
- University of Georgia Ombudspersons.
To ensure that all designated CSAs are knowledgeable of Clery Act reporting requirements, CSAs of UGA are provided notice of their obligations and are trained annually through an email advisory sent during the fall semester.

Exempt from CSA reporting requirements are professional counselors providing mental health counseling to members of the institution’s community within the scope of privileged communications as defined by Georgia law. Despite this exemption, professional counselors are encouraged to discuss with clients, if applicable, the procedures for confidential crime reporting within UGA.

The above represents the current list of CSAs at the time of publication. UGA’s Clery Coordinator within the Office of Legal Affairs maintains a listing of CSAs. UGA reviews and updates its list of CSAs on an ongoing basis.

**VOLUNTARY CONFIDENTIAL REPORTING/LIMITED VOLUNTARY CONFIDENTIAL REPORTING**

The University of Georgia Police Department encourages anyone who is the victim of or witness to any crime to report the incident to police immediately. Due to the fact that original police reports must be released under the Georgia Open Records Act (O.C.G.A. 50-18-70, et seq.), the University of Georgia Police Department cannot hold reports of crimes in confidence. All reported crimes are documented and included on the daily crime log maintained by the University of Georgia Police Department, in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This ensures that other students, faculty and staff have the opportunity to make themselves aware of reported crimes on campus.

All campus officials that have interactions with students must report any crime brought to their attention to the University of Georgia Police Department. Reminder emails are sent to units on campus who may receive reports of crime. The victim of the crime will make the choice to have their case investigated and/or prosecuted, with no pressure from Police or University officials. In the event that a reported crime indicates the possibility of an on-going risk to the University and surrounding community, the University of Georgia Police Department will follow up and take necessary steps to clarify and communicate to reduce opportunities for potential similar crimes.

For any criminal incidents related to sexual assault, individuals are encouraged to report according to the procedures and recommendations specified in the next section of this report entitled "Preventing and Responding to Sexual Assault."

**CAMPUS LAW ENFORCEMENT**

The University of Georgia Police Department has complete police authority to apprehend and arrest anyone involved in illegal acts on-campus and areas immediately adjacent to campus. If a University student commits offenses involving University rules and regulations, the UGA police may also refer the individual to the Office of Student Conduct. The prosecution of all criminal offenses, both felony and misdemeanor, are conducted through the Municipal, State and Superior Courts of Athens-Clarke County.

The University of Georgia Police Department is responsible for responding to and investigating all criminal activity occurring on the UGA campus and has the authority to address
criminal activity within 500 yards of campus if the need arises. (O.C.G.A. 20-3-72)

Through coordination with local law enforcement agencies, any available documentation of criminal activity engaged in by students at off-campus locations is forwarded to the Office of Student Conduct for review and follow up action.

SECURITY AND ACCESS

The University of Georgia has a physical access and security committee which is chaired by the University of Georgia Police Department. A number of physical and security access applications are put in place, based on the needs of the individual buildings. The level of access to individual buildings is granted and controlled by building management personnel, based on the individual needs of those who use the facilities.

SECURITY AWARENESS PROGRAMS

The University of Georgia Police Department takes a number of steps to inform students of effective security procedures and practices, as well as ways to look out for themselves and their fellow students. The University of Georgia Police Department’s web site (www.police.uga.edu) is a valuable source of information on topics such as crime statistics, timely warning information, crime prevention and security awareness information and general safety.

During summer orientation sessions, incoming freshmen and transfer students are introduced to general safety procedures and the services offered by UGA Police.

Specific programs offered by request on a continuous basis by UGA Police include Personal Safety for Women, Safety in the Workplace, Safety on Campus, General Safety, and the New/Transfer Student Orientation Presentation.

Additionally, a number of crime prevention and general safety topics are displayed on the UGA Police website including: Alcohol Awareness, Operation Identification (a service to register valuables), Cycle and Scooter Safety, Housing Tips, Vehicle Theft Tips, Weapons, Drug Facilitated Rape, Railroad Safety and Pedestrian Safety.

CRIMINAL ACTIVITY OFF CAMPUS

When a University of Georgia student is involved in an off campus criminal offense, the University of Georgia Police Department, when notified of such an incident, makes every effort to provide a record of the incident to the UGA Office of Student Conduct for review and follow up action. While the University of Georgia does not operate any off campus housing, a large number of students live in residential areas surrounding the campus. UGA Police routinely responds to incidents that occur in these areas, in cooperation with the Athens-Clarke County Police Department.

Each year, crime statistics for non-campus properties associated with the University and its student organizations, as well as public property adjacent to and within the campus are requested from the Athens-Clarke County Police Department. When statistics are provided, they are included in UGA’s crime statistics for the annual security report.
The Police Department is located at 286 Oconee Street in the Hodgson Oil Building. Officers are on duty 24 hours a day, 365 days a year. The department employs trained officers who are certified by the Peace Officers Standards and Training Council of Georgia, along with a corps of security guards, student assistants, and supporting staff members.

The department is comprised of four divisions: Administration, Communication, Criminal Investigation, and Patrol. The patrol division, the largest of the four, responds to calls concerning criminal activity or requests for assistance. Officers patrol campus 24 hours a day, in marked vehicles, on bicycles, and on foot. Crime reports may be made at any time, either in person or by telephone at 706-542-2200; all complaints or reports of criminal or suspicious activity are investigated and arrests are made when evidence warrants.

UGA police officers have jurisdiction on campus and can, in emergency situations, enforce state laws within 500 yards of campus. They have authority to make arrests. Crimes off campus should be reported to the Athens-Clarke County Police (911). The campus police department works regularly with local, state, and federal law enforcement agencies.

Note: Offenses may also be reported to the Office of the Vice President for Student Affairs (706-542-3564), which has been designated a campus security authority.

TIMELY WARNING POLICY

In the event that a situation arises, either on or off campus, that, in the judgment of the Chief of the University of Georgia Police Department or his designee, constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued. The warning will be issued through a campus wide e-mail to all faculty, staff and students, as well as through local media outlets.

Anyone with information about an emergency situation or other situation warranting a timely warning should contact the University of Georgia Police Department immediately at 706-542-2200.
Most crimes reported to the University Police involve property rather than personal danger. You can minimize your chances of becoming a victim by remembering that college campuses are not immune to crime. Follow these common-sense rules:

**LOCK UP!**
Lock your residence hall or apartment door, even when you’re home. Lock your car. Lock your purse in a drawer in your office. Use the lockers at the bookstore.

Lock your door when you leave, even if you’re only leaving “just for a minute.” It only takes a thief 10 seconds to take something from your room or office.

Lock your door when you sleep, even in a residence hall.

Don’t hide the key to your room or apartment outside. Thieves are more experienced than you at inventing — and discovering — such hiding places.

Lock your bike to an immovable object with a maximum security bike lock.

**DON’T LEAVE YOUR PROPERTY UNATTENDED . . .**
in the library, dining hall, classroom, restroom, or any campus facility. Theft of backpacks and textbooks is common. If you’re leaving for a minute, take your things with you.

Don’t leave notes on your door announcing that you aren’t home.

Don’t leave things in the laundry room.

**IDENTIFY YOUR BELONGINGS.**
Put your name and address on textbooks — inside the cover and on an inside page or two. Engrave your personal code on items that might interest a thief — televisions, phones, radios, cameras, computers, appliances, sports equipment, bicycles and anything else that’s portable and valuable.

Through Operation Identification, the UGA police department makes easy-to-use engravers available to the campus community at no cost. Call 706-542-0104 to arrange for an engraver.

The police department will also provide a property registration sheet to record your valuables. Keep it in a safe place, away from the valuables themselves. If property is stolen, your written inventory helps provide a detailed description of what’s missing, and if the property is recovered the police can identify the owner by the engraved code.

**BE A LITTLE SUSPICIOUS.**
You may know your neighbors in your residence hall or apartment building are fellow students — but what else do you know about them? Until you know them well enough to be friends, don’t take chances.

Don’t lend your keys, student ID, driver’s license, or meal ticket to anyone.

Don’t open a building door for a stranger who doesn’t have a key. Don’t prop open a door — and if you see one that is propped open, close it.

Report suspicious behavior immediately to the campus police.
**What to do if you or someone you know has been sexually assaulted.**

**GET TO A SAFE PLACE**
If you or someone you know has been sexually assaulted, the first priority is to get to a safe location.

**CONTACT THE POLICE**
It is recommended that the police be contacted as soon as possible following a sexual assault. Contacting the police does not commit or obligate the survivor to having the assault investigated or prosecuted. The survivor can make that choice later. Nor will contacting the police subject the survivor to scrutiny or judgmental opinions from officers. Rather, contacting the police will:

- ensure that a survivor of sexual assault receives the necessary medical treatment, tests and prophylactic care (including for sexually transmitted infections and pregnancy, if desired), at no expense to the survivor;
- if the assault occurred within the past 120 hours, provide the opportunity for collection and preservation of evidence in the event the survivor decides to pursue prosecution (ideally a survivor should not wash, douche, use the toilet, or change clothing prior to a medical exam); and
- assure the survivor has access to free, confidential advocates specifically trained in the area of sexual assault crisis intervention and support.

For on-campus assaults, contact the University Police Department at 911 or (706) 542-2200.

For off-campus assaults in Athens, contact the Athens-Clarke County Police Department by calling 911 or (706) 613-3330.

For off-campus assaults outside of Athens-Clarke County, contact local law enforcement for the relevant jurisdiction.

**OBTAIN MEDICAL CARE**
Whether or not the police are called, the survivor is encouraged to obtain medical treatment. Medical providers in the Athens, Georgia area include:

**University of Georgia’s Health Center**
55 Carlton Street (intersection of East Campus and College Station Roads)
Athens, Georgia 30602
(706) 542-1162
http://www.uhs.uga.edu/index.html

**University of Georgia’s Women’s Clinic**
55 Carlton Street (intersection of East Campus and College Station Roads)
Athens, Georgia 30602
(706) 542-8691
http://www.uhs.uga.edu/services/womens_clinic.html

**St. Mary’s Hospital**
1230 Baxter Street
Athens, Georgia 30606
(706) 389-3000
http://www.stmarysathens.org/

**Athens Regional Medical Center**
1199 Prince Avenue
Athens, Georgia 30606
(706) 475-7000
http://www.athenshealth.org/healthservices

**Athens-Clarke County Health Department**
345 North Harris Street
Athens, Georgia 30601
(706) 389-6921
http://publichealthathens.com/wp/
If the assault occurred within the past 120 hours, the medical establishments listed above can refer the survivor to the Athens-Clarke County Sexual Assault Nurse Examiner (SANE) program, which is a volunteer group of specially trained, registered nurses who conduct sexual assault forensic examinations and evidence collection. SANE exams are free and are usually conducted at the Family Protection Center, 3035 Lexington Road, Athens, Georgia, 30605, which is a comfortable, private and non-stressful setting for the survivor and any support persons accompanying the survivor. A free SANE exam can also be arranged by contacting the UGA Police Department at 911 or (706) 542-2200, or by contacting UGA’s Sexual and Relationship Violence Prevention (RSVP) at (706) 542-SAFE, or by contacting The Cottage Sexual Assault Center at (877) 363-1912 (24-hour hotline).

CONNECT WITH COUNSELING AND SUPPORT RESOURCES

Sexual assault can be a very traumatic experience that may cause the survivor to experience a wide range of thoughts and emotions, even long after the assault occurs. There are multiple resources available both on and off-campus to support a survivor at any point in the aftermath of an assault, including during times of crisis. For a complete listing of all University and Community Support Resources click here.

24-Hour (University Community) Confidential and FREE Support Services:
University Health Center
  • Relationship & Sexual Violence Prevention (RSVP) - 706-542-SAFE
  • Counseling & Psychiatric Services (CAPS) - emergencies - 706-542-2200

Additional UGA resources:
University Health Center
  • Women’s Clinic- medical treatment - 706-542-8695
  • Counseling & Psychiatric Services (CAPS) - short term counseling - 706-542-2273

Aspire Clinic – (706) 542-4486
Center for Counseling and Personal Evaluation – (706) 542-8508
Psychology Clinic - (706) 542-1173

Additionally, members of the following UGA offices are designated as confidential support employees for incidents and allegations of sexual assault. Absent circumstances indicating an imminent threat of harm to an individual University Community member or the University Community as a whole, these confidential support employees are not required to disclose information that identifies a sexual assault survivor or third party complainant:
  • Office of Relationship and Sexual Violence Prevention (RSVP)
    RSVP advocates can provide emotional support, crisis intervention, connection with medical services for emergency care, testing for sexually transmitted infections (STIs), and emergency contraception, academic and housing accommodations. RSVP advocates can accompany a survivor for treatment and discuss options 24 hours a day and 7 days a week. The RSVP hotline is (706) 542-SAFE (7233). RSVP services are free and confidential. RSVP advocates serve all student survivors regardless of age, gender or sexual orientation. This office is located in the University Health Center’s Health Promotion Department.
  • Student Support Services
    Provides individualized assistance to students experiencing hardship circumstances
  • University Ombudspersons
    Designated individuals who serve as independent, neutral, and informal resources for UGA students, faculty, and staff
Additional support services through Athens Area resources:

- **The Cottage: Sexual Assault Center**
  24-Hour Crisis Hotline: (706) 353-1912
  Offers a confidential 24-hour crisis and information hotline, crisis counseling, medical and legal advocacy, counseling referrals for survivors of sexual assault, support for secondary survivors (friends and family members of sexual assault survivors)

- **Project Safe**
  24-Hour Hotline: (706) 543-3331
  Offers 24-hour confidential information and domestic violence services

**NOTIFY THE EQUAL OPPORTUNITY OFFICE/TITLE IX COORDINATOR**

E. Janyce Dawkins, JD/MBA
Director & Title IX Coordinator
Equal Opportunity Office (EOO)
Holmes-Hunter Bldg – Suite 119
Athens, GA 30602
(706) 542-7912 (ph) / (706) 542-2822 (fax)
edawkins@uga.edu

All University Community members are strongly encouraged to report incidents or allegations of sexual assault within the University Community to the Equal Opportunity Office/Title IX Coordinator. Community members who are in positions of authority are required to report. The Equal Opportunity Office/Title IX Coordinator is, in turn, responsible for stopping the assaultive conduct if it is on-going; ensuring the survivor is aware of and has access to assistance and support resources; remedying, to the extent possible, the effects of the assault; and preventing recurrence. The EOO will also conduct impartial and timely investigations into incidents and allegations of sexual violence within the University Community under the Non-Discrimination and Anti-Harassment (NDAH) Policy.

**PREVENTION AND TRAINING ARE OFFERED THROUGH THE FOLLOWING UGA CAMPUS RESOURCES:**

**Equal Opportunity Office** staff members are available to provide training upon request to any University department or student, faculty or employee group. Established training modules include:

- Introduction to the Non-Discrimination and Anti-Harassment (NDAH) Policy
- Understanding sexual consent at UGA
- UGA’s sexual assault response protocol for University employees
- What to do if you, or someone you know, has been sexually assaulted
- Other NDAH-related topics upon request

To schedule a training, please contact the EOO at ugaeoo@uga.edu or (706) 542-7912.

**The University Health Center/Health Promotion Department** provides education to students about the impact of their choices on their health, and on the community, and promotes community norms that support health enhancing behaviors. The following are education and prevention programs offered through the UHC Health Promotion department:

- Sexual violence prevention programs are offered in a variety of formats and designed to meet the needs of students at various points during their enrollment at the University of Georgia. Some programs are designed for first year audiences and offered during Summer Orientation. The University Health Center’s Health Promotion Depart-
ment administers Haven, the required online prevention program which students take prior to their arrival on campus. Throughout the year, there are many opportunities for students to participate in the WatchDawgs bystander intervention training program. This interactive program helps students discuss with peers how to recognize and prevent potentially risky situations in a variety of contexts, including sexual violence prevention and alcohol usage. Students also practice realistic ways to intervene and learn about campus resources.

- Other programs are offered throughout the year, such as large scale presentations with nationally recognized guest presenters or targeted campus programming, such as the Health Center’s “Healthy at Home” certificate collaboration with University Housing. Programs are tailored to college students and raise awareness on such topics as: sexual assault, relationship violence, effective sexual consent, healthy relationships, how to be an active bystander, risk reduction strategies, and resources available. Annual awareness events include: Walk a Mile in Her Shoes, The RSVP office also offers sexual assault education and programs to students and employees upon request. This includes, but is not limited to, classroom, residence hall, and student organization presentations. The RSVP Peer Education program is a group of trained student volunteers who assist the RSVP office in implementing educational programs on campus as well as awareness building and outreach initiatives such as the annual “Walk a Mile in Her Shoes” event.

The UGA Police Department educates the student community about sexual assaults and date rape through mandatory freshman orientations each fall. UGA Police also offers sexual assault education and information programs to University students and employees upon request. These classes include Personal Safety for Women, Safety in the Workplace, Safety on Campus and General Safety.

SEX OFFENDER REGISTRATION
The Georgia Sex Offender Registry allows for the search of sex offenders by name, address and several other identifiers/methods. The registry also designates sexual offenders as Sexually Dangerous Predators and Absconders based on their histories and allows for searches in these categories as well. The link to the Georgia Sex Offender Registry can be found on the University of Georgia Police Department website and at: http://gbi.georgia.gov/georgia-sex-offender-registry
The University of Georgia Police Department prepares annual crime statistics to comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. Crime statistics for the previous seven years can be located on our web site at www.police.uga.edu. Crime statistics are prepared in cooperation with the local law enforcement agencies surrounding our main campus and alternate sites, UGA Housing, the Office of Student Conduct, UGA Health Services and other campus security authorizes that may report criminal incidents to the UGA Police Department. All campus officials that have interactions with students are encouraged to report any crime brought to their attention to the University of Georgia Police Department. Reminder emails are sent to units on campus who may receive reports of crime. The victim of the crime will make the choice to have their case investigated and/or prosecuted, with no pressure from Police or University officials. In the event that a reported crime indicates the possibility of an ongoing risk to the University and the surrounding community, the University of Georgia Police Department will follow up and take necessary steps to clarify and communicate to reduce opportunities for potential similar crimes.

Campus crime, arrest and referral statistics include those reported to the UGA Police from the sources listed above and local law enforcement agencies. These statistics may also include crimes that have occurred in private residences or businesses and is not required by law.

**AVAILABILITY OF ANNUAL SECURITY REPORT**

Each year, the University of Georgia Police Department enters required data on the Department of Education web site. Annual data collection and Clery compliance is overseen by the Office of Legal Affairs. The Office of Public Affairs maintains the Safe and Secure web site and facilitates the public dissemination of Safe and Secure related information.
The tables below contain the crime statistic data for calendar year 2014, 2013 and 2012. These tables were compiled using data from the University of Georgia Police Department and from the Athens-Clarke County Police Department. In addition to crime types and numbers, offenses are also categorized by location as defined by the Clery Act.

### 2014 UGA MAIN CAMPUS STATISTICS

<table>
<thead>
<tr>
<th>Incident Type</th>
<th>Unknown Location</th>
<th>Unknown Off-Campus Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical Dependency Incident</td>
<td>35</td>
<td>21</td>
</tr>
<tr>
<td>Total Incidents</td>
<td>60</td>
<td>40</td>
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</table>

The following table shows incidents that occurred and were reported to the University of Georgia Police Department under circumstances where the exact geographical location could not be determined. The University of Georgia Police Department feels that providing data related to these incidents is very important, as they impact the communities and lives of students, faculty and staff of the University of Georgia. These incidents are not counted in the Main Campus statistic table above.

```
<table>
<thead>
<tr>
<th>Incident Type</th>
<th>Unknown Location</th>
<th>Unknown Off-Campus Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical Dependency Incident</td>
<td>35</td>
<td>21</td>
</tr>
</tbody>
</table>
```

“Unknown Location” refers to incidents reported where no location information was provided by the reporting party.

“Unknown Off-Campus Location” refers to reports where enough information was provided to determine that the incident did not occur on the UGA main campus, but not enough to further determine the exact location.
Satellite Campus Info 2014 — The Gwinnet and Griffin campuses report no Clery reportable domestic violence, dating violence and/or stalking crimes for calendar year 2014. The Tifton campus reports directly to ABAC and will no longer be included on the Satellite Campus Info 2014.

Study Abroad Campus Info 2014 — The Office of International Education provided data that resulted in one incident of Forcible sexual assault associated with the Cortona campus for calendar year 2014.
<table>
<thead>
<tr>
<th>Incident Category</th>
<th>Total On-Campus</th>
<th>Residence Halls</th>
<th>Health Sciences Campus</th>
<th>Other On-Campus</th>
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</thead>
<tbody>
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<td>Sexual Battery</td>
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<td>Intimate Threatening</td>
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<td><strong>Robbery</strong></td>
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<td>Other Robbery</td>
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<td><strong>Assaults/Persons Crimes</strong></td>
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<td>Simple Assault</td>
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<td>4</td>
<td>1</td>
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<tr>
<td>Aggravated Assault</td>
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<td>Battery</td>
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<td><strong>Larceny</strong></td>
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<td><strong>Damage to Property</strong></td>
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<td>Corporate Related Fraud</td>
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<td><strong>Alcohol &amp; Drug Offenses</strong></td>
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<td>DUI</td>
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<td>Drug Distribution</td>
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<td><strong>Total</strong></td>
<td>1231</td>
<td>93</td>
<td>1138</td>
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**Crime Statistics for Calendar Year 2013**

**Reported, Unfounded, Actual, Arrested, Exonerated**

**University of Georgia Police Department**

**Incidents by Location and Clearance Type**

**Death Investigations**

**Sex Offenses**

**Robbery**

**Assaults/Persons Crimes**

**Burglary**

**Larceny**

**Motor Vehicle Theft**

**Damage to Property**

**Fraud**

**Alcohol & Drug Offenses**

**Total**

**Incident & Clearance Totals**

**Public Property Incidents**

**Non-Campus Incidents**

**On-Campus Location Sub-Sets**

**Incident Status**

**Stolen & Recovered Property Values**
The following table shows the number of persons referred to the Office of Student Conduct for law violations associated with alcohol, drug and weapon violations not resulting in an arrest for Campus, Residence Halls, Non-Campus Buildings and Public Property locations, as defined by the Clery Act. For statistics on arrests associated with these violations of law and locations, please refer to the tables on page 12.

### NON-ARREST REFERRALS TO THE OFFICE OF STUDENT CONDUCT

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<td><strong>Liquor Law Violations</strong></td>
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<tr>
<td>On Campus</td>
<td>207</td>
<td>171</td>
<td>195</td>
<td>30</td>
<td>26</td>
<td>8</td>
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<td>Residence Halls*</td>
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<td>0</td>
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</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>207</td>
<td>171</td>
<td>199</td>
<td>30</td>
<td>28</td>
<td>8</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
</tbody>
</table>

Per Clery reporting standards:
- Numbers were generated by examining incidents referred to the Office of Student Conduct between 1/1/2014 and 12/31/2014
- Incidents that involved arrests are not reported
- Residence Halls and Health Sciences Campus are listed as a subset of Campus, rather than as independent locations
The abuse of alcohol and the use of illegal drugs by members of the University of Georgia community are incompatible with the goals of the institution. In order to further the University’s commitment to provide a healthy and productive educational environment, and in compliance with the Drug-Free Schools and Communities Act Amendments of 1989, the University has established the following policy on alcohol and other drugs. View the UGA Policy on Alcohol and Other Drugs.

Alcoholic Beverages and Illegal Drug Use

It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age is illegal. UGA Police strictly enforce such laws. Violators are subject to criminal prosecution, disciplinary action, fine and imprisonment.

The possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws on the University campus. UGA Police strictly enforces such laws. Violators are subject to criminal prosecution, disciplinary action, fine and imprisonment.

Substance Abuse Education

The University Health Center’s Health Promotion Department offers UGA students prevention, early intervention and support services through The Fontaine Center to address alcohol and other drug abuse. The courts in Athens-Clarke County also offer an educational and treatment program known as Drug Court for felony drug and repeat DUI offenders. The program is a joint effort between the Superior Court of Athens-Clarke County, the Solicitor General, Local Law Enforcement, Bar Association including the Public Defender’s Office, Probation Office, Court Program Coordinator, and licensed substance abuse treatment professionals to offer alternatives to incarceration for drug and alcohol offenders. The program consists of individual counseling, group therapy, education, monitoring and regular drug testing.

Student Conduct

The University of Georgia’s student conduct regulations prohibit the unlawful possession, use, or distribution of alcohol and other drugs by students and student organizations. The regulations also prohibit other alcohol- and drug-related misconduct. All students under the age of 21 are prohibited from the possession and consumption of alcohol. All students are prohibited from use and possession of illegal drugs or controlled substances. Sanctions for violations of these student conduct regulations may include alcohol and/or other drug (AOD) education, probation, community service, suspension, and/or expulsion.

The Family Educational Rights and Privacy Act (FERPA) has given colleges/universities the option to notify parents/guardians about specific types of information from a student’s conduct record.

The Office of Student Conduct will notify parents/guardians the first time and any subsequent time a student is found to have violated Code of Conduct policies on the use or possession of alcohol or other drugs when he/she is under the age of 21.

UGA Responsible Action Protocol

Students are encouraged to make responsible decisions in life-threatening situations that result from alcohol and/or other drug abuse and to seek medical attention for someone who is in danger because of intoxication. Students should alert University officials, UGA or local police, or professional medical personnel when they or their friends are in danger. A student who calls for or seeks emergency assistance on behalf of a student experiencing an alcohol or other drug related emergency may not be subject to mandatory alcohol and other drug sanctions under the Student Code of Conduct.

Continued next page...
Definitions Relating to Alcohol and Other Drug Violations

**Possession of alcohol or drugs** refers, but is not limited, to holding, no matter the duration, alcohol or illegal drugs/controlled substances in hand or, having them in one’s clothing, purse/book bag (or similar case), automobile, residence, or other personal belonging. **Consumption of alcohol** refers to the act of drinking or ingesting any amount of an alcoholic beverage. **Use of drugs** refers to the act of ingesting, inhaling, drinking, eating, and/or any other method of introducing an illegal drug or controlled substance into one’s body. **Distribution of drugs** refers to the sharing of illegal drugs/controlled substances with or giving them to others. **Sale of drugs** refers to the exchange of illegal drugs/controlled substances for money or other forms of compensation (sale). **Facilitating the possession/use of alcohol or drugs** refers to the act of allowing others to possess, consume, or use alcohol or illegal drugs/controlled substances in one’s residence or automobile. A **Level I violation** includes, but is not limited to, any violation involving the operation of a motor vehicle after consumption of alcohol and/or use of drugs, acts of violence, destruction of property, or disorderly conduct while using alcohol or drugs; or intoxication level that requires medical treatment or results in medical personnel being called, even if treatment is refused; and any drug related violation. All students found in violation of Alcohol and Other Drug related misconduct through the University’s conduct process will receive sanctions as outlined below.

First Violation Sanctions for Individual Students

These minimum sanctions will be imposed for all first violations listed below:

First violation for possession (not consumption) of alcohol, or facilitating the possession (not consumption) of alcohol by others: Alcohol and Other Drug (AOD) education program and probation for six (6) months from the date of resolution.

First violation for consumption, use, or distribution of alcohol, facilitating the use of alcohol by others, or disruptive or disorderly conduct caused by the influence of alcohol: Alcohol and Other Drug (AOD) education program and probation for twelve (12) months from the date of resolution.

First violation for illegal use, possession or distribution of illegal drugs/controlled substances: Alcohol and Other Drug (AOD) education program and probation for twelve (12) months from the date of resolution.

First violation for sale of illegal drugs or controlled substances: Suspension from the institution.

Subsequent Violation Sanctions for Individual Students

Sanctions will likely include at least ONE of the following:

Subsequent violations while on probation: Alcohol and Other Drug (AOD) education program, additional probation, community service hours, suspension from the institution.

*Additional sanctions may be determined by the level of the violation (I or II), circumstances of the case and the student’s prior record, including conditions of probation from any prior record.

Subsequent Violation Sanctions Involving Motor Vehicle Operation

Any subsequent violation, while on probation for a prior alcohol/drug violation, involving operation of a motor vehicle after consumption of alcohol and/or use of drugs: Suspension from the institution.

Any second violation, regardless of probation status, involving operation of a motor vehicle after consumption of alcohol and/or use of drugs when a prior violation also involved operation of a motor vehicle after consuming alcohol and/or using drugs: Suspension from the institution.

Violations after Suspension

Sanctions will likely include at least ONE of the following:

Any alcohol or drug related violation after suspension: Suspension from the institution, probation, appropriate AOD program, expulsion from the institution.

*Additional sanctions may be determined by the level of the violation (I or II), circumstances of the case, and the student’s prior record, including the conditions of probation from any prior record.

Continued next page...
Two or More Violations (separate incidents) while Not on Probation
In cases where students are referred to the Office of Student Conduct for an additional alcohol/drug related violation that occurs before the resolution of any prior alcohol/drug related violation or pending case – sanctions will be determined by the conduct officer or hearing panel but should be no less than those outlined under the heading subsequent violation sanction based on type of violation.

Additional Sanctions
The findings of fact, any particular circumstances, and prior record of the student will be factors considered when determining other appropriate sanctions that may be imposed.

Possible Ramifications of Suspension
Students who are suspended from the University for any length of time should be aware that this action may have an impact on the following:

- Tuition, Residence Hall costs and fees (suspension does not forgive financial obligations)
- Student Financial Aid including HOPE Scholarship
- Athletic participation and eligibility
- Health insurance (contact your personal health care provider)
- University Housing
- Meal Plan
- Use of University resources and access to University facilities
- Immigration status for international students
- Status and benefits of veterans and dependents of veterans
- Internships, assistantships, and study abroad
- Class Withdrawal

This is not an exhaustive list.

Employee Misconduct
Employee misconduct related to alcohol or other drug abuse will not be tolerated. The unlawful manufacture, distribution, sale, use, or possession of a controlled substance, marijuana, or a dangerous drug by employees of the University of Georgia is prohibited by federal and state law, as well as, Board of Regents policy. Violation of this policy will result in appropriate disciplinary sanctions, including but not limited to dismissal, demotion or suspension of employment and/or referral to the appropriate state agency for legal prosecution.

Any employee who is convicted for the first time, under the laws of any state or the United States, of any criminal offense involving the manufacture, distribution, sale, or possession of a controlled substance, marijuana, or a dangerous drug shall notify the Office of Legal Affairs (706-542-0006) of such conviction no later than 24 hours after the conviction. Any such employee shall be subject to, at a minimum, suspension from his or her employment for a period of not less than two months, or other disciplinary sanctions up to and including dismissal of employment. The employee may appeal the suspension or dismissal under procedures set forth in the University of Georgia Grievance and Disciplinary Review Policy. In the case of a suspension, such employee shall be required as a condition of completion of suspension to complete a drug treatment and education program approved by the President. Upon a second conviction, such employee must be terminated and made ineligible for any state employment for a period of five (5) years.

If, prior to an arrest for an offense involving a controlled substance, marijuana, or a dangerous drug, an employee notifies his or her immediate supervisor that he or she illegally uses a controlled substance, marijuana, or a dangerous drug and is receiving or agrees to receive treatment under a drug abuse treatment and education program approved by the President, the employee shall be entitled to maintain employment for up to one (1) year as long as the employee follows the treatment plan. During this period, the employee shall not be separated from his or her employment solely on the basis of the employee’s drug dependence, but the employee’s work activities may be restructured if practicable to protect persons or property. In addition, this policy does not prohibit the institution from taking appropriate disciplinary action for violations of the conduct policy. An employee retained in accordance with the provisions of this policy will be subject to return-to-work and random selection for controlled substance testing for no less than one year. In addition, the employee may be tested “for cause” if testing falls within the treatment center’s contract time period and testing is arranged by the treatment center. No statement made by an employee to a supervisor or other person in order to comply with this policy shall be admissible in any civil, administrative, or criminal proceeding as evidence against the employee. Rights granted by this policy shall be available to an employee only once during a five (5) year period and shall not apply to any employee who has refused to be tested or who has tested positive for a controlled substance, marijuana, or a dangerous drug.

In addition to criminal sanctions described below, employees convicted of drug-related offenses are subject to civil penalties. Such penalties may include suspension or revocation of professional and occupational licenses, restriction from public employment for up to five years, denial of retirement benefits, and denial of state-sponsored loans and
mortgages. Workers’ compensation benefits will also be denied in certain instances where alcohol or other drugs are a cause of injury.

Any employee who serves or provides alcoholic beverages in his or her official capacity is subject to the Guidelines Concerning University Events Where Alcoholic Beverages are Served or Provided, which include prohibiting the furnishing of alcohol to persons under age. These guidelines should be reviewed by all employees hosting and/or working at any event where alcohol will be served.

**Criminal Sanctions**

Under Georgia and federal law, it is a crime to possess, manufacture, sell, or distribute illegal drugs. As required by federal regulations, you may view charts detailing federal penalties for marijuana trafficking, federal penalties for drug trafficking, and the state drug law summary at the UGA Safe and Secure web site — [www.uga.edu/safeandsecure](http://www.uga.edu/safeandsecure).

Federal sanctions for illegal possession of drugs include imprisonment up to 1 year and/or a minimum fine of $1,000 for a first conviction; imprisonment for 15 days-2 years and a minimum fine of $2,500 for a second drug conviction; and imprisonment for 90 days-3 years and a minimum fine of $5,000 for a third or subsequent drug conviction. For possession of a mixture or substance which contains a cocaine base, federal sanctions include 5-20 years in prison and a minimum fine of $1,000, for a first conviction if the mixture or substance exceeds 5 grams, for a second conviction if the mixture or substance exceeds 3 grams, and for a third or subsequent conviction if the mixture or substance exceeds 1 gram. Additional possible penalties for the illegal possession of drugs are forfeiture of real or personal property used to possess or to facilitate possession of a controlled substance if the offense is punishable by more than 1 year imprisonment; forfeiture of vehicles, boats, aircraft, or any other conveyance used, or intended for use, to transport or conceal drugs; civil fine up to $10,000 per violation; denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses for up to 1 year for a first and up to 5 years for a second or subsequent offense; successful completion of a drug treatment program; community service; and ineligibility to receive or purchase a firearm.

Georgia law prohibits the purchase or possession of alcohol by a person under the age of 21, or the furnishing of alcohol to such a person. Driving under the influence of alcohol or other drugs also is illegal. It is against Georgia law, under certain circumstances, to walk or be upon a roadway while under the influence of alcohol or other drugs. The punishment for these offenses may include imprisonment, fines, mandatory treatment and education programs, community service, and mandatory loss of one’s driver’s license.

**Prevention, Intervention and Recovery Support Services**

Substance abuse professionals in the University Health Center Health Promotion Department as well as Counseling and Psychiatric Services (CAPS) provide individual and group prevention, intervention and recovery support services for students with substance abuse issues. For students, The Fontaine Center, part of Health Promotion, provides a comprehensive menu of services including prevention education, early intervention, recovery support, and referrals to resources on campus and in the community.

One prevention education program in place for UGA students is AlcoholEdu, which is a mandatory online alcohol education course for all incoming first-year and transfer students under the age of 23.

Students who are mandated to take an alcohol education class for legal reasons or for a violation of University policy will attend a ten hour alcohol and other drug education course (DAWGS) or individual sessions with an alcohol and other drug prevention coordinator (BASICS), depending on level of risk for developing further alcohol or drug related problems.

The Fontaine Center offers a variety of programs and presentations designed to meet specific population needs. The Fontaine Center Student Advisory Board (FCSAB) is a campus student group that promotes alcohol and other drug education and awareness. Support groups on campus include AA/NA/EDA/ and Al-Anon. In addition, a monthly celebration of recovery meeting (Got Recovery) takes place on the third Thursday of the month in Memorial Hall.

Faculty and staff may obtain a list of available alcohol and other drug counseling services and treatment centers from the Human Resources Faculty and Staff Relations Department.

For additional information regarding:

- Health risks or support resources for students, contact The Fontaine Center, 706-542-8690.
- The University’s policies on alcohol and other drugs as they pertain to students, contact the Director for Student Conduct, 706-542-1131.
- Counseling and Psychiatric Services (CAPS), call 706-542-2273 fo an appointment or go to [www.uhs.uga.edu/caps](http://www.uhs.uga.edu/caps)
- Counseling and treatment resources for employees and the University’s policies on alcohol and other drugs as they pertain to employees, contact the Faculty and Staff Relations Department, 706-542-9756.
§ 16-13-72. Sale, distribution, or possession of dangerous drugs

Except as provided for in this article, it shall be unlawful for any person, firm, corporation, or association to sell, give away, barter, exchange, distribute, or possess in this state any dangerous drug, except under the following conditions:

(1) A drug manufacturer, wholesaler, distributor, or supplier holding a license or registration issued in accordance with the Federal Food, Drug, and Cosmetic Act and authorizing the holder to possess dangerous drugs may possess dangerous drugs within this state but may not distribute, sell, exchange, give away, or by any other means supply dangerous drugs without a permit issued by the State Board of Pharmacy. Any drug manufacturer, wholesaler, distributor, or supplier holding a permit issued by the State Board of Pharmacy may sell, give away, exchange, or distribute dangerous drugs within this state, but only to a pharmacy, pharmacist, a practitioner of the healing arts, and educational institutions licensed by the state, or to a drug wholesaler, distributor, or supplier, and only if such distribution is made in the normal course of employment;

(2) A pharmacy may possess dangerous drugs, but the same shall not be sold, given away, bartered, exchanged, or distributed except by a licensed pharmacist in accordance with this article;

(3) A pharmacist may possess dangerous drugs but may sell, give away, barter, exchange, or distribute the same only when he compounds or dispenses the same upon the prescription of a practitioner of the healing arts. No such prescription shall be refilled except upon the authorization of the practitioner who prescribed it;

(4) A practitioner of the healing arts may possess dangerous drugs and may sell, give away, barter, exchange, or distribute the same in accordance with Code Section 16-13-74;

(4.1) A physician in conformity with Code Section 43-34-23 may delegate to a nurse or a physician assistant the authority to possess vaccines and such other drugs as specified by the physician for adverse reactions to those vaccines, and a nurse or physician assistant may possess such drugs pursuant to that delegation; provided, however, that nothing in this paragraph shall be construed to restrict any authority of nurses or physician assistants existing under other provisions of law;

(4.2) A registered professional nurse licensed under Article 1 of Chapter 26 of Title 43 who is employed or engaged by a licensed home health agency may possess sterile saline, sterile water, and diluted heparin for use as intravenous maintenance for use in a home health setting, and such nurse may administer such items to patients of the home health agency upon the order of a licensed physician. The State Board of Pharmacy shall be authorized to adopt regulations governing the storage, quantity, use, and administration of such items; provided, however, nothing in this paragraph or in such regulations shall be construed to restrict any authority of nurses existing under other provisions of law;

(4.3) Possession, planting, cultivation, growing, or harvesting of Salvia divinorum or Salvia divinorum A strictly for aesthetic, landscaping, or decorative purposes;

(5) A manufacturer's sales representative may distribute a dangerous drug as a complimentary sample only upon the written request of a practitioner. The request must be made for each distribution and shall contain the names and addresses of the supplier and the requestor and the name and quantity of the specific dangerous drug requested. The written request shall be preserved by the manufacturer for a period of two years; and

(6) Such person, firm, corporation, or association shall keep a complete and accurate record of all dangerous drugs received, purchased, manufactured, sold, dispensed, or otherwise disposed of and shall maintain such records for at least two years or in conformance with any other state or federal law or rule issued by the State Board of Pharmacy.

ALCOHOL & OTHER DRUG (AOD) PREVENTION, INTERVENTION AND RECOVERY SUPPORT SERVICES

Substance abuse professionals in the University Health Center Health Promotion Department as well as Counseling and Psychiatric Services (CAPS) provide individual and group prevention, intervention and recovery support services for students with substance abuse issues. For students, The John Fontaine Jr. Center for Alcohol Awareness and Education, part of Health Promotion, provides a comprehensive menu of services including prevention education, early intervention, recovery support, and referrals to resources on campus and in the community.

One prevention education program in place for UGA students is AlcoholEdu, which is a mandatory online alcohol education course required for all incoming first-year and transfer students under the age of 23.

Students who are mandated to take an alcohol education class for legal reasons or for a violation of University policy will attend a ten hour alcohol and other drug education course (DAWGS) or individual sessions with an alcohol and other drug prevention coordinator (BASICS), depending on level of risk for developing further alcohol or drug related problems.

The Fontaine Center offers a variety of programs and presentations designed to meet specific population needs. The Fontaine Center Student Advisory Board (FCSAB) is a campus student group that promotes alcohol and other drug education and awareness. Support groups on campus include AA/NA/EDA/ and Al-Anon. In addition, a monthly celebration of recovery meeting (Got Recovery) takes place on the third Thursday of the month in Memorial Hall.

Students concerned about their drinking or drug use, or who may be concerned about someone else's use may contact:

The John Fontaine Jr. Center for Alcohol Awareness and Education:
Call 706-542-8690 for an appointment or go to www.uhs.uga.edu/aod.

Counseling and Psychiatric Services (CAPS):
Call 706-542-2273 for an appointment or go to www.uhs.uga.edu/caps.

For additional information regarding student health and wellness or support resources, contact the Health Promotion Department at 706-542-8690 or go to www.uhs.uga.edu/healthpromotion.

SIGNS AND SYMPTOMS OF ALCOHOL POISONING:

Person is unresponsive
Vomiting While Passed Out
Slowed Breathing (8 or less breaths per minute)
Lowered Heart Rate
Bluish skin, clammy and or cold skin

If any one of these symptoms exist, call 911 for help, and while waiting with the person until medical help arrives:
• Gently turn them onto his/her side to prevent chocking on vomit.
• Don’t leave them alone
• Do not throw water on the individual and do not try to arouse them by moving them to a cold shower (may cause them to go into shock)
Missing Persons Notification Policy For Students Residing in On-Campus Housing

Purpose:
The purpose of this policy is to provide guidelines regarding the handling of any residential student who is believed to be missing.

Scope:
This policy applies to all students of University Housing.

Background:
This policy is a direct result of the passing of the Higher Education Act of 2008.

This policy contains the official notification procedures of the University of Georgia for missing students who reside in on-campus housing, in accordance with the requirements of the Higher Education Opportunity Act (HEOA).

This policy is intended to promote the safety and welfare of members of the University community through compliance with the HEOA.

Notification Procedures:
If a member of the University community has reason to believe that a student who resides in on-campus housing is missing, he or she must immediately notify the University of Georgia Police Department (UGPD) at (706) 542-2200. The UGPD will make all appropriate notifications, determined by the circumstances of each individual case. UGPD will generate a missing person report and initiate an investigation.

In addition to registering an emergency contact, students living in on-campus housing may also designate a confidential contact person to be notified in the event that the student is determined to be missing that only authorized campus officials and law enforcement officers in the furtherance of a missing persons investigation may access. Students who wish to designate a confidential contact person may do so by contacting the Community Housing Office that serves the area in which they reside (see Attachment A). UGPD will notify this individual no later that 24 hours after the student has been determined missing.

In the event a student is determined to be missing for more than 24 hours, regardless of whether a confidential contact person has been registered by the student, the UGPD will notify the student’s emergency contact and enter the missing person on GCIC and NCIC in order for law enforcement officials throughout Georgia and the Southeast to be aware of the circumstances. For missing students who are under the age of 18 and not emancipated, a parent or legal guardian must be notified of the situation, in accordance with HEOA.

The procedures outlined above may be implemented in less than 24 hours after a student has been determined missing if circumstances warrant a faster implementation.

Contacts:
The University of Georgia Police Department  (706) 542-2200

Attachment A
Confidential Contact – Housing Procedures

Procedure:
I. Students will be given the opportunity during the time of move-in to designate an individual or individuals to be contacted by the University no more than 24 hours after the time the student is determined to be missing in accordance with the procedures set forth below. A designation will remain in effect until changed or revoked by the student. This information will be maintained in the Community Office of the building where the student is a resident.

In the event a student who is under the age of 18 and is not emancipated is determined to be missing pursuant to the procedures set forth below, the University is required to notify a custodial parent or guardian, in addition to the student’s designated contact, no more than 24 hours after the student is determined to be missing in accordance with the procedures set forth below.

II. Official notification procedures for missing students:
a. Any individual on campus who has information that a resident may be a missing student must notify the University Police Department as soon as possible and no later than 24 hours after determining the resident is missing. The University Police Department will gather all essential information about the resident from the reporting person and from the resident’s acquaintances. Appropriate campus staff will be notified to aid in the search for the resident. Note: University Housing staff will follow their consult up policy accordingly in this situation.
The University of Georgia is under the jurisdiction of the State Fire Marshal’s Office of the State of Georgia. Fire safety related matters are regulated by State Law Title 25, Title 8 and Title 120-3-3. 120-3-3 adopts a variety of codes including the Life Safety Code, The International Fire Code and the International Building code among others.

Office of Fire Safety, Environmental Safety Division:

The Office of Fire Safety is a department of the Environmental Safety Division of the University of Georgia. It is charged with providing assistance to the University Community in all fire safety related issues. Fire Safety provides the following services:

1. Inspection of University facilities for compliance with the Life Safety Code and other fire safety related issues.
2. Review of building plans and inspection of renovations involving University buildings.
3. Fire Safety and fire extinguisher training for University faculty, staff and students.
4. Pre-planning for fire emergencies.
5. Investigation of fires on University properties.

The Office of Fire Safety can be reached at 706-369-5706 or visit http://www.esd.uga.edu for additional information.

University Housing Policies:

All University Housing policies can be reviewed on their web site at http://housing.uga.edu. The last major revision of University Housing policy was in 2007. Housing is currently conducting another revision of their policies but it will take several months to complete. The following policies relate directly to fire safety:

1. The following items are prohibited in University Housing:
   - Incense, burning candles, lit cigarettes, pipes or any other open flame;
   - Tampering with fire extinguishers, smoke detectors, fire doors and other fire equipment;
   - Motor powered vehicles such as motorcycles, mopeds, scooters and similar vehicles;
   - Electrical appliances with an exposed heating element;
   - Halogen light bulbs
   - Fireworks and pyrotechnic devices;
   - Loft beds not provided by University Housing;
   - Smoking of any material within Housing Facilities or within 35 feet of their entrance/exit;

2. Failure to evacuate a residence hall during a fire alarm or a fire drill will result in a discipline referral and possible arrest by the University Police. Failing to evacuate for a fire alarm in a timely manner may result in a student conduct referral.

3. The reckless obstruction of a fire exit in a residence hall or at a residence hall sponsored activity is prohibited. Stairwell and other fire doors may not be propped open unless supported by a magnetic fire door closer. No combustibles or debris may be kept in corridors or stairwells.

4. Bicycles cannot be operated or stored in hallways, stairwells, or any other areas inside the hall except for designated bicycle storage areas. Bicycles should not be attached to railings, benches, trees or in other exterior locations that obstruct access to stairways, sidewalks, or entrances.
5. Nothing should be hung from sprinkler heads and sprinkler systems should not be tampered with.

6. Smoke detectors should never be disconnected.

7. Electrical appliances must conform to the following:
   • All electrical appliances must be UL listed;
   • All electrical appliances must be plugged directly into a wall outlet or be used with an approved extension cord;
   • Resident owned refrigerators must be 118 volts (+ or – 5%), 60 Hz and do not draw more than 1.5 amps or 180 watts of power;
   • Irons may be used with ironing boards only;
   • Other appliances (i.e. radios, lamps, stereos, etc.) must not overload the room’s electrical system.

8. Cooking in residence hall rooms is limited to the following appliances, which may only be used for their intended purpose: electric grills not exceeding 760 watts, sealed unit coffee makers and popcorn poppers, hot pots, crock pots, toasters or toaster ovens, and compact microwave ovens (1.0 cubic feet maximum capacity and 700 watt maximum power). Students must not leave items unattended while cooking.

9. Decorations and modifications must conform to the following:
   • Electrical accessories must be UL approved. Electrical devices may not be spliced into existing wires; use only extension cords.
   • All carpet must be rate fire retardant Class A or B;
   • All drapes must be made of fire retardant fabric;
   • Decorations along walls of hallways and on the outside of doors should be kept to no more than 10% of the surface area to reduce the risk of fire.

10. Holiday decorations must conform to the following:
    • No live trees are permitted in the residence halls;
    • Artificial trees made of aluminum or any other metal may not be wired with lights;
    • Residence hall entrance doors, doors and windows in other areas, and doors and windows in student apartments may be decorated in a manner that doesn’t deface or damage property or create a fire hazard.
    • All lights or other electrical decorations must be approved by a Graduate Resident (GA), Assistant Area Coordinator (AAC), Residence Hall Director (RHD), or Area Coordinator (AC).
    • Leaves, grass, straw, or other natural flammable items may not be placed in residence hall common areas of student rooms, suites and/or apartments.

Evacuation and Reporting:
1. All students must evacuate the residence hall immediately when a fire alarm sounds.
2. Any student that sees a fire should sound the building fire alarm immediately.
3. All fires and/or heat related damage/smoldering material, etc. should be reported immediately by calling 911 or the University Police 706-542-2200. All incidents must also be immediately reported to the students Graduate Resident (GR), Assistant Area Coordinator (AAC), Residence Hall Director (RHD), or Area Coordinator (AC).

Training:
1. All Resident Assistants and Graduate Residents receive training in fire safety and fire extinguisher use on an annual basis.
2. All Graduate Residents are trained in the appropriate operation of residence hall fire alarm systems and fire alarm panels.
3. All members of Greek Life organizations are required to attend a one hour fire safety presentation annually.
4. All University of Georgia faculty, staff and students can sign up to take fire safety and fire extinguisher training with is scheduled on a monthly basis. Training is conducted by The Office of Fire Safety and those eligible to take the training can contact The Office of Fire Safety or University Training and Development.
5. Currently, The Office of Fire Safety and University Housing are working on a computer/web based fire safety training module oriented to incoming freshmen living in residence halls.
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* Under Construction/Renovation in 2012
### Name and Address (all in Athens, GA 30602)

| Fire Protection and General Information 2011 - 2014 (continued from previous page) |
| Name and Address | Building Number | Total Fires per Building | Fire Number | Cause of Fire | Injuries Requiring Medical Treatment | Deaths Related to Fire | Property Damage |
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| Alpha Psi, 195 Burnett Street | 2255 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Chi Phi | 2200 | 0 0 -- -- | 0 1 -- -- | N/A arson -- -- | N/A 0 -- -- | N/A 0 -- -- | N/A <100 -- -- |
| Kappa Sigma, 160 River Road | 2233 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Omega Tau Sigma, 205 Burnett Street | 2256 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Phi Delta Theta, 130 Greek Park Circle | 2293 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Phi Kappa Alpha, 145 Greek Park Circle | 2294 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Sigma Chi, 590 S. Lumpkin Street | 2205 | 0 0 0 1 | 0 0 0 1 | N/A N/A N/A arson | N/A N/A N/A 0 | N/A N/A N/A 0 | N/A N/A N/A N/A |
| Sigma Nu, 115 Greek Park Circle | 2291 | 0 1 0 0 | 0 1 0 0 | N/A unknown N/A N/A | N/A 0 N/A N/A | N/A 0 N/A N/A | N/A <10 N/A N/A |
| Tau Epsilon Phi, 125 Greek Park Circle | 2292 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Sororities: | | | | | | | |
| Alpha Chi Omega, 1064 S. Lumpkin St. | 2218 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Sigma Delta Tau, 525 Bloomfield Street | 2291 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Health Sciences Campus Residence Hall: | | | | | | | |
| Brown Hall, 100 Fox Road | 1907 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Health Sciences Campus Apartments: | | | | | | | |
| Kenny Road Apts. B, 211 Kenny Road | 1947 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Kenny Road Apts. A, 212 Kenny Road | 1948 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Kenny Road Apts. C, 213 Kenny Road | 1949 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Kenny Road Apts. D, 215 Kenny Road | 1950 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Kenny Road Apts. E, 217 Kenny Road | 1951 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Kenny Road Apts. F, 221 Kenny Road | 1952 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| McGowan Road Apts. G, 201 McGowan Rd | 1941 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| McGowan Road Apts. H, 202 McGowan Rd | 1942 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| McGowan Road Apts. J, 203 McGowan Rd | 1943 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| McGowan Road Apts. K, 204 McGowan Rd | 1944 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| McGowan Road Apts. L, 205 McGowan Rd | 1945 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| McGowan Road Apts. M, 206 McGowan Rd | 1946 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| Health Sciences Campus Rental Houses: | | | | | | | |
| 150 Gilmore Circle | 1935 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| 151 Gilmore Circle | 1936 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| 152 Gilmore Circle | 1937 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| 153 Gilmore Circle | 1938 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| 154 Gilmore Circle | 1939 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |
| 155 Gilmore Circle | 1940 | 0 0 0 0 | 0 0 0 0 | N/A N/A N/A N/A | N/A N/A N/A N/A | N/A N/A N/A N/A | |

Note: Chi Phi Fraternity was torn down after 2012 session.
Note: Kenny Road apartments opened in July of 2011
Note: Gilmore Circle rental houses opened in November of 2011
Note: McGowan Road apartments opened in July 2012
### Dormitories:

<table>
<thead>
<tr>
<th>Building</th>
<th>Smoke Detection</th>
<th>Fire Alarm System</th>
<th>Sprinkler System</th>
<th>Standpipe System</th>
<th>Hood Suppression System</th>
<th>Fire Extinguishers Placed in Hallways and Common Areas</th>
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<tbody>
<tr>
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### Family Housing:

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<th>Smoke Detection</th>
<th>Fire Alarm System</th>
<th>Sprinkler System</th>
<th>Standpipe System</th>
<th>Hood Suppression System</th>
<th>Fire Extinguishers Placed in Hallways and Common Areas</th>
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### Greek Housing - Fraternities:

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<th>Fire Alarm System</th>
<th>Sprinkler System</th>
<th>Standpipe System</th>
<th>Hood Suppression System</th>
<th>Fire Extinguishers Placed in Hallways and Common Areas</th>
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### Greek Housing - Sororities:

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### Rental Houses (HSC):

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**Note 1:** Smoke Detection means there are smoke detectors in every bedroom, hallway and common area.

**Note 2:** Fire Alarm Systems are monitored 24 hours a day/365 days a year. Addressable fire alarm systems monitor each device in the system as a point address. That means each smoke detector, pull station, etc. have a separate address (location) that can be displayed on the main fire alarm panel.

**Note 3:** Hood suppression systems are fire extinguishment systems installed in the stove ventilation hood that will extinguish a fire and sound the general fire alarm when discharged.
Prevention is the best approach to fire. Report fire hazards to the fire safety office at 706-369-5706 and know what to do in case of fire:

- Know where fire alarms and portable extinguishers are located.
- Know what immediate hazards might cause a fire or become dangerous in a fire (e.g., blocked halls, chemical storage, propped-open smoke and stairway doors).
- Know who to call and keep the number near the phone: **911**
- Know where exits are located.

**IN THE EVENT OF FIRE:**

- Pull the fire alarm if one is available and start an orderly evacuation (even for small fires: a closed room can reach 1500 degrees within three minutes).
- From a safe location, call the fire department: **911**
- From a safe location, call the University police: 706-542-2200.

If you are trained in the use of portable extinguishers, and it is safe to do so, attempt to put out the fire. If the fire is too large for the use of a portable extinguisher, don’t try to extinguish it yourself. Evacuate the room and close the door.

Report to emergency personnel after you have evacuated.

**Bomb threats usually come by telephone. If you receive such a call, remain calm and elicit as much information as possible from the caller. Ask:**

- When will the bomb explode?
- What kind of bomb is it? What will cause it to explode?
- Why did you select this place for it?
- What does it look like?
- Did you place the bomb? Who did? Why?
- Where is it right now?
- What is your address? Your name?

Call the **UGA Police Department** immediately at 706-542-2200 to give them the information, describing the caller’s voice, any background noises, and the exact wording of the message. Preserve any caller identification information recorded by the telephone.

Notify an official of the building you are in.

Don’t touch suspicious packages. Inform the authorities and let the experts decide what to do.
The mission of the Office of Emergency Preparedness (OEP) is to provide a comprehensive homeland security and emergency management program for the University of Georgia in order to save lives, protect property, promote continuity of operations, and reduce the overall effects of large-scale disasters.

Natural and man-made disasters can occur without warning and individual preparedness is the cornerstone of emergency preparedness and response. Knowing how to prepare for and respond appropriately during emergencies can save your life and the lives of your family, neighbors and co-workers. At the main campus in Athens, the most common threat is severe weather. However, other threats also exist. Colleges and universities are fast-paced, dynamic environments creating the possibility of a variety of potential emergency situations. Knowing the types of emergencies you may face is the first step in being prepared.

The Office of Emergency Preparedness operates the institution's Emergency Notification System, UGA Alert. The campus community is urged to sign up to UGA Alert at the following link:  http://www.prepare.uga.edu/hom/emergency-notification.

The complete Emergency Notification Plan for the University of Georgia can be found at the following link:  http://www.prepare.uga.edu/plans/emergency-notification plan/

The Office of Emergency Preparedness provides a full range of programs and services to help the University of Georgia community prepare for large-scale emergencies. (see www.prepare.uga.edu for more information on programs, training and services)

- Building Safety and Security Representative Program (BSSR)
- Management of the University's Mass Notification Systems
- Departmental Emergency Procedures, Building Emergency Action Plans
- UGA Campus Emergency Response Team (UGA CERT) and UGA Medical Reserve Corps (MRC) Training Opportunities
- Department delivered training on emergency preparedness, conflict de-escalation, planning for emergencies in the classroom, business continuity and travel safety

Plan ahead for emergencies by: assembling an emergency kit, learning about basic first aid, attending training sessions and participating in safety classes, recognizing threats for your area and staying informed.

Contact our office at:

**The Office of Emergency Preparedness**  
Hodgson Oil Building, Suite 200 South  
286 Oconee Street  
Athens, Georgia 30602-1977  
Phone 706-542-5845  
FAX 706-542-4664  
Email: prepare@uga.edu  
web site: prepare.uga.edu
SAFETY IN ACADEMIC BUILDINGS
During academic semesters, academic buildings at the University are open for access by students, faculty, staff, and visitors between 7 a.m. and 2 a.m., Monday through Friday. Outside doors are locked at other times, although faculty and staff who work in a building may be given keys.

The Building Safety and Security Representative (BSSR) program is designed to facilitate emergency planning for the occupants of each building at the University of Georgia. The program focuses on emergency planning at the building level since most emergencies such as fire, flood, tornado, or criminal activity affect the entire building.

Each BSSR leader will help create safety plans, monitor security issues, participate in emergency drills, and work to create a safe environment for the occupants of a specific building. More information on the BSSR program can be found at http://www.prepare.uga.edu/campus-emergency-plans/bssrs/ or by calling the Office of Security and Emergency Preparedness at 706-542-5845.

Police officers patrol campus on foot, checking for suspicious persons, suspicious or criminal activity, and safety and security hazards. Malfunctioning outside doors and locks are reported to the Physical Plant Division for immediate attention.

SAFETY IN STUDENT RESIDENCE HALLS
Maintaining a safe living environment is one of the fundamental missions of the Department of University Housing (DUH). All residence hall entrances are equipped with hand geometry readers that control admittance, while room keys control access to the residents’ rooms and apartments. Many exterior doors are equipped with electronic alarms and/or security cameras that are monitored 24 hours per day by DUH personnel. Finally, the DUH employs a team of trained security staff that conducts continuous night walking patrols of all residence hall communities.

In addition to the above measures, it is essential that the DUH have the support and cooperation of all residents to maximize individual and community safety and security. Residents must never prop open doors or let unauthorized persons enter the buildings. Residents should always lock their room doors, and report suspicious persons or activities noted in or around their buildings. For more information, visit the DUH web site: www.uga.edu/housing or call 706-542-1421.

SAFETY IN FRATERNITIES AND SORORITIES
Thirteen fraternity and sorority houses are located directly on campus and are thus under the jurisdiction of University police, who patrol regularly. The remaining sorority and fraternity houses are located off campus and are under the jurisdiction of the Athens-Clarke County police. Fraternities and sororities are not managed by University housing, but by the house corporation for the individual chapters, each of which establishes its own security policies. The Greek Life Office, at 706-542-4612, can provide information about the house corporation for any given house.

SAFETY OFF CAMPUS
When a crime has been committed at an off-campus location of a recognized student organization it should be reported to local law enforcement agencies. The University Police Department does not have jurisdiction off campus, but works with the local law enforcement agency, which will conduct the investigation to obtain information about any incident as soon as possible after it has occurred. Victims of criminal acts may obtain a copy of the police incident report from the agency of jurisdiction. The Office of Student Conduct handles student violations of conduct regulations that occur off campus.

UGAAlert is an emergency notification system to inform the UGA Community when there is an urgent threat requiring immediate action. Examples of emergencies are chemical spills requiring immediate evacuation, tornado warnings, or active shooters.

Emergency notifications will be sent by e-mail, text messaging, and/or through a voice phone call. To sign up or change notification options, go to www.ugaalert.edu using UGA MyID.

Questions about the UGAAlert system can be directed to the Office of Security and Emergency Preparedness at 706-542-5845 or e-mailed to ugaalert@uga.edu.
The University’s campuswide computer network is part of the Internet, and when you use it, you have the ability to interact with people, both good and bad, all over the world.

The University’s rules governing acceptable computer use can be seen at http://eits.uga.edu/access_and_security/infosec/pols_regs/policies/aup/ You are bound by these rules whether or not you have read them. Here is a summary of the rules:

(1) The University’s computers are for the University’s use. Unless specifically authorized, it is illegal to use the University’s computers for outside money-making enterprises. In particular, you cannot place commercial advertising on a University Web page (though you are free to recommend commercial sites on your own initiative, as long as you are not being paid to do so).

(2) Passwords must be kept confidential. Never give your password to an unauthorized person. (Disclosing a password endangers the whole system, not just your own account, and can be a crime under Georgia law.) Do not store your password in your computer if there is a chance an unauthorized person may gain access to it. Do not choose a password such as your name or initials or UGA MyID. Please see: http://eits.uga.edu/access_and_security/infosec/pols_regs/policies/password_standard/

(3) “Account cracking” and deliberate tampering or disruption of the University’s computer system are not tolerated and are in violation of federal and state laws. Unless specifically authorized, do not read, alter, or delete another person’s computer files or electronic mail, and do not deliberately interfere with another person’s access to the computer, even if the computer permits you to do so.

(4) Do not place information into e-mail or computer files that would be damaging if made public; the University cannot guarantee the privacy nor security of computer transactions. Do not violate copyright laws or software licenses.

(5) You are responsible for the messages you transmit through the University’s facilities, including Web pages. Obey the policies of discussion forums in which you participate. Remember, you are accountable for what you say — laws against fraud, harassment, and obscenity apply to electronic communication. The reproduction of copyrighted material on Web pages is illegal without the copyright holder’s permission.

(6) Not everything on the Internet is what it appears to be. Hoaxes and scams are common. Do not send chain letters via computer, especially letters containing false warnings about computer viruses, promises of prizes, or appeals for charity. Forward to abuse@uga.edu any message that raises concerns. http://eits.uga.edu/access_and_security/infosec/phish_tank/

Meeting people, making friends, and doing business on the Internet are risky activities. Use directories, the telephone, and other media to confirm that people are what they claim to be. For your own safety, when arranging your first face-to-face meeting with someone you met online, be sure to meet in a public place with friends present.

Losing your computer account isn’t the only penalty for violating the University’s rules; University discipline and, in serious cases, state and federal law enforcement, can be involved. You can also be liable for deliberate damage.

If you encounter a case of computer misuse, and especially if you are the victim, report the incident to abuse@uga.edu — the University’s incident handling team will promptly investigate the problem and refer it to appropriate authorities.
The University of Georgia is committed to the prevention of workplace violence and the maintenance of a respectful working environment. A safe and secure environment is a fundamental prerequisite for fulfilling the University mission of teaching, research and public service. The University reaffirms the basic right of employees to a safe and humane working environment. Every employee will be treated at all times with dignity, respect and fairness.

PROHIBITED CONDUCT

The University will not tolerate any type of workplace violence committed by or against employees. Workplace violence is defined as any physical assault, threatening behavior or verbal abuse occurring in the work setting. It includes but is not limited to beatings, stabbings, shootings, sexual assaults, psychological traumas such as threats, obscene phone calls, an intimidating presence, and harassment of any nature such as stalking, swearing or shouting.

REPORTING PROCEDURES

Employees are responsible for notifying the appropriate supervisor or the Human Resources Division of any threats which they have witnessed, received, or have been told that another person has witnessed or received. Employees should also report any behavior they have witnessed which they regard as threatening or violent when that behavior is/or might be carried out on University property or in connection with University employment. Reports or incidents warranting confidentiality will be handled appropriately and information will be disclosed to others only on a need-to-know basis.

VIOLATIONS

To make deliberate false accusations of workplace violence violates this policy. In such instances, the complainant will be subject to disciplinary action. However, failure to prove a claim of workplace violence does not constitute proof of a false and/or malicious accusation.

Employees who, in good faith, report what they believe to be workplace violence or who cooperate in any investigation will not be subjected to retaliation. Any employee who believes he/she has been the victim of retaliation for reporting workplace violence or cooperating in an investigation should immediately contact the Human Resources Division.

ENFORCEMENT

Threats, threatening conduct, or any other acts of aggression or violence in the workplace will not be tolerated. Violations of the workplace violence policy will be met with appropriate disciplinary action, up to and including dismissal from the University. Non-employees engaged in violent acts on University property will be reported to the proper civil authorities and fully prosecuted.