



ANNUAL SECURITY REPORT

January 1, 2025 - December 31, 2025

Jeanne Clery Campus Safety Act Campus Crime Statistics and Fire Safety Report

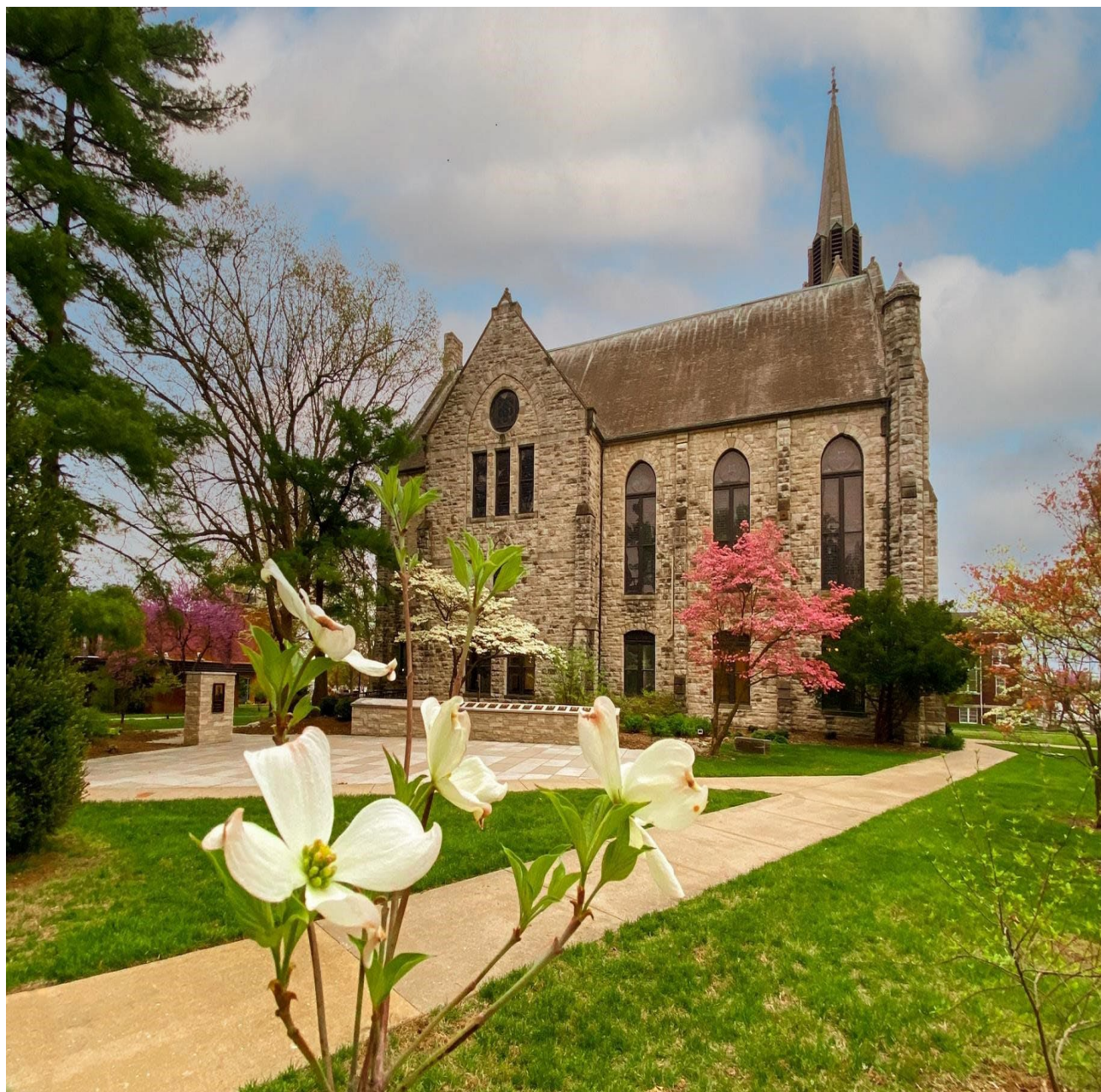


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Annual Security Report 2026

**Drury University Safety and Security Director
CANDY CORNMAN**

Jeanne Clery Campus Safety Act

The university will comply with the "Jeanne Clery Campus Safety Act" (commonly known as the "Clery Act") and this report is prepared for that purpose. Any questions regarding the implementation of, or compliance with, the Jeanne Clery Campus Safety Act and its implementing federal regulations, including 34 CFR Part 668, should be directed to the Executive Vice President of Student Affairs, located in Findlay Student Center. The Executive Vice President of Student Affairs has been designated by the university to coordinate the institution's efforts to comply with the regulations affecting the implementation of the Clery Act. Fort Leonard Wood, Harrisonville, Monett, and St. Robert campuses will follow the same procedures unless specified.

Drury University is a safe, education-oriented and community-minded campus that maintains an academic and social environment conducive to the intellectual and personal development of students and promotes the safety and welfare of all members of the campus community. Drury University is concerned for the safety and well-being of its students, employees, and citizens. Drury University will cooperate with authorities in the enforcement of all applicable laws.

Procedure for Preparing and Distributing the Report

The Safety and Security Department has been designated by the university to gather information and statistics related to the Act. The Director of Safety and Security will oversee the preparation and distribution of the annual report. The Security Department works with other administrative departments and law enforcement agencies, such as the Offices of the Dean of Students, the Senior Associate Vice President of Drury GO, and the Springfield Police Department to compile the information and crime statistics. We encourage members of the campus community to use this report as a guide for safe practices on and off campus. The report will include crime statistics from the previous three calendar years. The report is distributed to the university community by email and on the security website. It can be accessed at <https://www.drury.edu/security/clery-act/>.

In addition, all prospective students and employees are informed about the availability of the report through a statement on the respective web pages. The Safety and Security Department will present educational programs to aid the university community in understanding the Clery Act.

The report will be published and made available by October 1 of each year. The University submits its campus crime and fire safety statistics to the U.S. Department of Education through

the Campus Safety and Security Survey by the deadline specified in the Department's annual collection notice.

The Safety and Security Department

The staff of the Safety and Security Department consists of the Director, Assistant Director, two Patrol Supervisors, and seven full-time non-commissioned patrol officers. Officers are available 365 days a year. The Safety and Security Department aids in the enforcement of federal and state laws, local statutes, and university regulations. Our jurisdiction resides inside the 88-acre Springfield campus. While safety and security officers do not make arrests, the Safety and Security Department maintains a close working relationship with local law authorities. Officers have the right to detain and identify any individual on university property. Safety and Security officers cooperate with, and may request assistance from, local law enforcement authorities when needed. The Safety and Security Department provides for the safety and protection of students, faculty, staff, visitors, and the environment. In addition, the department is charged with protecting property, enforcing university regulations, and maintaining order. The entire staff strives to serve the university community. The department's mission is to ensure a peaceful quality of life, establish a partnership with the community and support a safe learning environment, thereby contributing to Drury University's academic excellence.

The Safety and Security Department is located within the Findlay Student Center, room 101, 1200 North Drury Lane, Springfield, MO 65802. Students, parents, visitors, and employees are welcome to call at (417) 873-7400 or come by and visit.

Springfield Police Department

The Springfield Police Department (SPD) provides law enforcement support to Drury University, Springfield campus, and maintains a close working relationship with the University's Safety and Security Department. SPD may investigate criminal incidents occurring on or involving members of the University community and may provide assistance to the University when requested or otherwise appropriate. The University relies on its close relationship with local law enforcement agencies to receive information about incidents involving students on campus. If the University is notified of a situation in which a campus community member is the victim of a crime, the department may issue a Campus Safety Alert, detailing the incident and providing tips so that other community members may avoid similar incidents. Drury University does not have any officially recognized student organizations with off-campus locations.

Statement from the Director

At Drury University, the safety and security of our campus community is a shared responsibility and remains one of our institution's highest priorities. We are committed to maintaining a safe, secure, and welcoming environment where students, faculty, staff, and visitors can learn, work, and participate in campus life. As we present the 2026 Annual Security Report, we reaffirm our unwavering commitment to creating a safe, secure, and welcoming environment for our students, faculty, and staff.

Our Safety and Security Department works collaboratively with campus departments, local law enforcement agencies, and community partners to prevent and respond to crime, address safety concerns, and provide resources and support to members of our campus community. Through proactive measures, constant vigilance, and collaboration with local law enforcement, we strive to address potential threats and ensure a rapid and effective response to any incidents that may arise.

We encourage everyone to remain aware of their surroundings, promptly report suspicious or concerning activity, and familiarize themselves with available emergency procedures and safety resources. We believe that safety extends beyond just emergency response; it involves fostering a culture of awareness and cooperation. Our ongoing efforts include educational programs, safety drills, and open communication channels to empower every member of the Drury community with the knowledge and tools needed to contribute to a safer campus environment.

The Annual Security Report provides important information regarding campus safety and security, including crime statistics, policies and procedures for reporting crimes and emergencies, prevention and awareness programs, and information regarding sexual assault, dating violence, domestic violence, stalking, and other Clery Act requirements. We are committed to providing this information in a clear and accessible manner so that every member of our community can make informed decisions about their safety.

I encourage you to review this report and become familiar with the resources available to you. Creating a safe campus requires the participation of all of us, and we appreciate your partnership in maintaining a community characterized by respect, responsibility, and care for one another.

Sincerely,

Candy Cornman
Director of Safety and Security
Drury University

Reporting of Criminal Action or Emergencies

Springfield Campus

Drury University encourages the accurate and prompt reporting of all crimes to the Drury Safety and Security Department and, when the victim elects to do so, to the Springfield Police Department.

If a student, employee, or visitor believes that criminal activity has occurred on University property, the incident should be reported to Drury Safety and Security by calling (417) 873-7911 or (417) 873-7400.

Criminal activity may also be reported to the following University offices or personnel:

- Housing Office: (417) 873-7654
- Office of Residence Life (417) 873-6975
- Office of Greek Life (417) 873-7590
- Drury University employees, including student resident assistants and community assistants.

The following on-call contacts are also available:

- Lydy Suites Resident Assistant: (417) 242-8657
- Wallace Hall Resident Assistant: (417) 242-9466
- Sunderland Hall Resident Assistant: (417) 242-8849
- Community Assistant: (417) 873-7500.

When criminal activity is reported to University personnel, the Safety and Security Department will notify local law enforcement authorities as appropriate. Reported criminal incidents are also documented in the University's daily crime log. Drury's current Safety and Security page lists (417) 873-7911 as the campus emergency number and (417) 873-7400 as the non-emergency number.

Emergencies

Emergencies – including medical emergencies, fires, crimes in progress, and other situations requiring immediate assistance – should be reported to the Springfield-Greene County Emergency Communications Department by calling 911. Emergencies should also be reported to Drury Safety and Security at (417) 873-7911.

Drury University Safety and Security maintains direct telephone contact with the Springfield Police Department, Springfield Fire Department, and emergency medical services through the 911 system. Drury's emergency procedures likewise direct individuals to contact 911 for local police assistance and Safety and Security at (417) 873-7911 for campus emergencies.

Reporting for Annual Security Report Purposes

Crimes or other conduct that may be subject to inclusion in the University's Annual Security Report may be reported to any officer of the Safety and Security Department at (417) 873-7400 or (417) 873-7911.

Drury University encourages pastoral and professional counselors, when appropriate, to inform individuals they counsel about procedures for voluntarily and confidentially reporting crimes for inclusion in the University's annual crime statistics.

Although an individual may request that their name, address, and other personally identifiable information be kept confidential, the University cannot guarantee confidentiality regarding the fact that an incident occurred.

Confidential/Anonymous reports for purposes of inclusion in the University's annual crime statistics may generally be made to:

- Dean of Students Office: (417) 873-7215
- Housing Office: (417) 873-7654
- Office of Residence Life: (417) 873-6975
- Office of Greek Life: (417) 873-7590
- Drury University employees, including student resident assistants and community assistants.

University employees are required to share information about reportable crimes or conduct with the appropriate designated University officials. Employees who serve in supervisory roles have a duty to report crimes or conduct that may be subject to inclusion in the University's Annual Security Report.

Confidential reports may also be submitted through the University's Confidential Web Tip Information System, at <https://www.drury.edu/security/confidential-web-tip-information-system/>. The University states that this system may be used to report incidents that occurred in the past and that individuals may choose to remain anonymous. <https://www.drury.edu/webtip>

Security Contact Information

The Safety and Security Department telephone number is prominently displayed on campus maps and security pamphlets and is posted in numerous conspicuous locations throughout the campus. Drury maintains 24-hour campus security services and works in partnership with local law enforcement and emergency response personnel.

Campus contact information:

- Fort Leonard Wood Campus: 4904 Constitution Dr., Fort Leonard Wood, MO 65473 - (417) 873-6663
- Monett Campus: 400 4th St., Monett, MO 65705 – (417) 873-6620
- St. Robert Campus: 194 Eastlawn Ave., Suite C, St. Robert, MO 65584 – (417) 873-6660

- Harrisonville Campus: 512 Westchester Ave., Harrisonville, MO 64701 – (816) 793-0075

Reporting Criminal Actions or Emergencies at Remote Campuses

If a crime occurs at any of the above-listed off-site campuses, the local area Police Department should be notified by calling 911. The center director and building coordinator will notify local law enforcement of any reported criminal activity occurring on campus or in the contiguous area. Contact information for these campuses is as follows:

- Fort Leonard Wood, (417) 873-6663
- Harrisonville, (816) 793-0075
- Monett, (417) 873-6620
- St. Robert, (417) 873-6660

Crime Reporting

Drury University makes every effort to provide members of the campus community with timely information regarding campus crime and crime-related concerns. These efforts include the following:

1. Annual Security Report

Drury University compiles, publishes, and widely distributes a comprehensive annual report containing crime-related information. The annual Security Report is available to the media and all members of the campus community and is distributed each year on October 1. Crime statistics are updated monthly on the Drury University Safety and Security website.

2. Student Newspaper

The student newspaper, *Drury Mirror*, publishes summaries of criminal incidents. When a serious or unusual crime occurs, a special article may also be published.

3. Special Alerts

When circumstances warrant, Drury University may prepare and distribute special crime alerts. Alerts may be distributed to selected individuals or groups or to the entire campus community. The University may also conduct special informational meetings for selected groups or the campus community as a whole.

4. Mass Emails and Cell Phone Text Messaging

When circumstances warrant, the University may issue mass email notifications and/or cell phone text messages to members of the campus community.

Online Resources

- **CONFIDENTIAL REPORTING:** Members of the Drury community may report suspected incidents or provide information regarding an incident through the confidential reporting system at <https://www.drury.edu/security/confidential-web-tip-information-system/> <https://www.drury.edu/webtip>
- **DRURY UNIVERSITY POLICIES & PROCEDURES:** Current Drury University Community Standards Policies and Procedures can be found at <https://www.drury.edu/communitystandards>

- **MISSOURI STATUTES:** Current Missouri statutes are available through the Missouri General Assembly website at: www.moga.mo.gov

Responsibility & Cooperation in Reporting Incidents

Any person who believes that they or another individual has been the victim of an incident, or who becomes involved in or observes a questionable situation involving a Drury student, University employee, or other members of the Drury community, is expected to report the incident immediately.

This requirement applies to incidents occurring:

- On Drury University property;
- At any University-sponsored or University-affiliated activity; or
- At any activity or location that a reasonable observer would associate with a Drury student, University employee, or other member of the Drury community.

Reports should be made to an appropriate University official, such as Residence Life, Greek Life, Student Conduct, or Safety and Security personnel. Reports may also be submitted through the University's online reporting form at <https://www.drury.edu/security/confidential-web-tip-information-system/>.

Drury University will investigate reported incidents and take appropriate action based on the circumstances and applicable University policies and procedures.

Cooperation with University Investigations

Students, University employees, and other member of the Drury community are expected to cooperate fully with investigations by or at the request of Drury University.

Full cooperation includes complying with the reasonable requests made by the University at the time of the incident and throughout the investigation. Such requests may include, but are not limited to:

- being available for formal questioning regarding the incident;
- providing relevant information to the University; and
- permitting University officials access to information that may directly affect the safety and security of Drury students, employees, and other members of the University community.

Information provided to Drury University during an investigation will not be released to third parties except when disclosure is required or permitted by law. University investigations are conducted for University purposes and are separate from criminal investigations conducted by law enforcement.

Campus Security Authorities (CSAs)

Circumstances may require students, faculty, or staff to initially report a criminal offense to a designated campus authority. Campus Security Authorities (CSAs) may include, but are not limited to:

- Directors;
- Deans;
- Department heads;
- Residence Life staff;
- Members of Student Conduct;
- Advisors to student organizations; and
- Athletic coaches.

Upon receiving information regarding a crime, a designated campus authority must promptly notify the Drury University Safety and Security Office so that appropriate investigative action can be taken and the University can accurately assess whether an ongoing or continuing threat exists.

Access to Campus Facilities

Springfield Campus

The exterior doors of most campus buildings are locked 24 hours a day and are accessible through card access. Members of the campus community, guests, and visitors are still welcome during normal business hours, Monday through Friday, and will be provided access as appropriate.

Access to campus buildings and facilities outside normal business hours may be obtained by securing an after-hours pass from the Director of Safety and Security.

The exterior doors of the student residence halls are locked 24 hours a day and are accessible through card access.

Fort Leonard Wood, Harrisonville, Monett, and St. Robert

Members of the campus community, guests, and visitors may access campus facilities during normal business hours, Monday through Friday.

Access to campus buildings and facilities outside normal business hours requires permission from the appropriate Campus Director:

Fort Leonard Wood, (417) 873-6663

Harrisonville, (816) 793-0075

Monett, (417) 873-6620

St. Robert, (417) 873-6660

Maintenance and Security of Campus Facilities

Springfield Campus

Drury University is committed to maintaining a safe and secure campus environment. Exterior lighting is an important component of the University's overall safety program. Parking lots, pedestrian walkways, and building exteriors are adequately illuminated to support campus safety.

Safety and Security officers conduct daily inspections of exterior lighting, with a comprehensive review of campus lighting conducted at least annually. Members of the campus community are encouraged to report lighting deficiencies to the Safety and Security Department at (417) 873-7400, or extension 7400.

Safety and Security officers also conduct nightly inspections of exterior doors and locks. In coordination with Facilities personnel, a comprehensive inspection of doors, locks, and associated security features is conducted annually to ensure they are functioning properly.

Additional campus safety measures include:

- Exterior doors of campus buildings are secured and checked each night by Safety and Security officers.
- Trees, shrubs, and other vegetation are routinely maintained to preserve visibility and campus safety.
- Parking lots and common areas are regularly patrolled by Safety and Security officers.

Drury University Safety and Security maintains established working relationships with the Springfield Police Department and other federal, state, and local law enforcement agencies.

Information regarding criminal activity involving off-campus student activities and organizations is obtained through the Springfield Police Department's Central Records Division. This information is provided to the Director of Safety and Security and, when appropriate, shared with University administration.

Safety and Security Services

The Drury University Safety and Security Department provides a range of services designed to support the safety and security of the University community. These services include parking and traffic control, loss prevention, investigations, emergency response, and general safety and security. The department is staffed by trained, noncommissioned security officers.

Safety and Security officers are responsible for:

- Parking and traffic control;
- Responding to emergencies;
- Protecting the safety and security of students, faculty, staff, visitors, and University facilities;
- Providing escort services;
- Providing motorist assistance; and
- Reporting safety and security concerns to the Director of Safety and Security.

Loss Prevention

The Director of Safety and Security oversees the University's loss prevention program. The program is designed to prevent accidents, crime, and property loss; identify areas vulnerable to crime, fire, and other hazards; and develop and implement measures to reduce identified risks.

Safety and Security personnel also provide education to members of the University community on practices that promote a safe and secure environment.

Investigations

The Director of Safety and Security has primary responsibility for University investigations. Criminal investigations are conducted in coordination with the Springfield Police Department and other appropriate law enforcement agencies.

Safety and Security officers are responsible for responding to and documenting incidents, enforcing University policies, rules, and regulations, and reporting suspected criminal activity and other alleged violations to the appropriate University officials or law enforcement authorities. Safety and Security officers may temporarily detain individuals when authorized by applicable law and University policy and may request identification in accordance with University policy. Safety and Security officers do not have arrest authority and may request assistance from local law enforcement when appropriate.

Fort Leonard Wood, Harrisonville, Monett, and St. Robert

Drury University is committed to maintaining a safe and secure environment at its regional campuses. Exterior lighting is an important component of the University's overall safety program. Parking lots, pedestrian walkways, and building exteriors are adequately illuminated. Campus personnel conduct daily inspections of exterior lighting, with a comprehensive review conducted at least annually. Members of the campus community are encouraged to report lighting deficiencies to the appropriate Campus Director.

Campus personnel inspect and secure exterior doors each night. Trees, shrubs, and other vegetation are routinely maintained to support visibility and campus safety. Each regional campus maintains working relationships with local, county, state, and federal law enforcement agencies. Information regarding criminal activity involving off-campus student activities and organizations is obtained through the records divisions of local law enforcement agencies.

Loss prevention and investigations are primarily the responsibility of the Campus Director. The loss prevention program is designed to prevent accidents, crime, and property loss; identify areas vulnerable to crime, fire, and other hazards; and develop and implement measures to reduce identified risks.

The regional campuses do not have dedicated campus security personnel or formal crime prevention programs. Criminal investigations are conducted by the appropriate local law enforcement agency. Faculty, staff, and students are encouraged to take an active role in promoting their own safety and the safety and security of others.

The Fort Leonard Wood, Harrisonville, Monett, and St. Robert campuses:

- Do not have on-campus residential facilities;
- Do not have dedicated campus security personnel; criminal investigations are therefore conducted by local law enforcement agencies; and

- Do not have officially recognized student organizations with Non-Campus locations.

Security Awareness and Crime Prevention Program

Drury University recognizes that preventing crime is preferable to responding to crime after an incident occurs. The University's crime prevention program is based on two fundamental principles:

1. Eliminating or minimizing opportunities for criminal activity whenever possible; and
2. Encouraging students and employees to take responsibility for their own safety and the safety of others.

The University provides a variety of crime prevention programs and initiatives, including the following:

1. **Escort Program** – Safety and Security provides escort services, particularly during the hours of darkness, for individuals walking on campus.
2. **New Student Orientation** – New students receive information on crime prevention, personal safety, University policies, and available safety resources during orientation. Educational materials may also be provided.
3. **Safety Presentations** – Safety presentations are provided during freshman orientation and address University policies and procedures, including topics related to sexual assault and alcohol use.
4. **Crime Prevention Presentations** – Safety and Security provides crime prevention presentations throughout the year to campus groups, departments, and organizations.
5. **Electronic Alarm Systems** – Electronic alarm systems are installed in various University buildings to provide intrusion detection and enhance facility security.
6. **Security Surveys** – Comprehensive security surveys of the campus are conducted annually to identify potential safety and security concerns.
7. **Facility Surveys** – University personnel conduct annual reviews of exterior lighting, doors, locks, and campus grounds to identify and address potential safety and security concerns.
8. **Crime Prevention Communications** – Crime prevention information, articles, and reports are communicated through the student newspaper and other University communication channels.
9. **Sexual Assault Awareness, Education, and Prevention** – In cooperation with appropriate community partners, including the Springfield Rape Crisis Center, the University provides sexual assault awareness, education, and prevention programs for members of the campus community. Educational video presentations may also be offered.
10. **Electronic CCTV Monitoring** – Closed-circuit television (CCTV) camera systems are used to monitor designated areas of the campus and support the University's overall safety and security efforts.

Disclosure of Disciplinary Proceeding Results

Upon written request, Drury University will disclose the results of a disciplinary proceeding to the alleged victim of a crime of violence or a non-forcible sex offense when the proceeding involves a student alleged to have committed the offense, to the extent required by applicable law.

If the alleged victim is deceased as a result of the crime or offense, the victim's next of kin will be treated as the alleged victim for purposes of this provision.

Educational Program Opportunities

Drury University conducts orientation and educational programs for students, faculty, and staff to promote a safe, healthy, and supportive academic and work environment. Students and employees are encouraged to take an active role in their personal safety and the safety of others.

The Safety and Security Department provides safety and security briefings during Fusion First Day for participating parents and students and during Freshman Orientation. Safety and Security officers are available on request to address the following crime prevention programs:

- Personal safety;
- Theft prevention;
- Sexual harassment and sexual assault prevention;
- Response to armed intruders, including Run, Hide, Fight;
- Alcohol and drug policies; and
- Sexual assault prevention and ongoing education for undergraduate students.

Additional information is available through the Drury University Safety and Security website.

<http://www.drury.edu/security>

Missing Student Policy

Students, employees, and other individuals should report a missing student to the Safety and Security Department, the Dean of Students Office, Housing/Residence Life, or another University official designated to receive missing-student reports. A report should be made immediately; the University will not require that 24 hours pass before taking action or notifying law enforcement when appropriate.

In accordance with Section 485 of the Higher Education Act (HEA), Drury University maintains a missing student notification policy for students residing in on-campus housing.

At the beginning of each academic year, students residing in on-campus housing are informed of the following:

A student's confidential emergency contact information is maintained so that it is accessible to authorized University officials for missing-student notification purposes and is not publicly disclosed.

- **Confidential Emergency Contact:** Students may designate an individual to be contacted by the University if they are determined to be missing. Students may register this confidential contact information through the Housing Office.
- **Notification of Parent or Guardian:** If a missing student is under 18 years of age and is not an emancipated individual, the University will notify the student's custodial parent or legal guardian.
- **Notification of Law Enforcement:** The University will notify the appropriate law enforcement agency when a student is determined to be missing. The University may make this determination before 24 hours have elapsed and will not delay reporting solely to meet a 24-hour threshold.
- **Emergency Contact Procedures:** When Drury University Security and Security or law enforcement receives a missing student report, appropriate efforts will be made to locate the student. If the student is determined to be missing, the University will initiate its notification procedures, including contacting the individual designated by the student and, when applicable, the student's custodial parent or legal guardian and the appropriate law enforcement agency.

Missing Student Notification Procedures

When Drury University receives a report that a student residing in on-campus housing may be missing, the University will initiate appropriate procedures to locate the student and determine whether notification of emergency contacts, parents or guardians, and law enforcement is required.

Initial Response

Upon receiving a missing student report from the Dean of Students Office, Safety and Security, Housing, or another source:

- The report will be immediately referred to the Safety and Security Department for investigation.
- The Dean of Students Office and Housing Office will be notified.
- Safety and Security will assess the circumstances and coordinate with appropriate University personnel and law enforcement as necessary.
- The University may determine that a student is missing before 24 hours have elapsed and will not delay taking action while waiting for a 24-hour period to pass.

Investigative and Locating Resources

When investigating a missing student report, Drury University may use appropriate resources to assist in locating the student. Depending on the circumstances, these resources may include:

- Requesting assistance from Resident Assistants, Community Advisors, or Housing personnel in locating the student and contacting individuals who may have information about the student's whereabouts;
- Checking the student's assigned room and other appropriate campus locations;
- Providing an identification photograph to individuals assisting with the search;
- Contacting the student's friends, family members, faculty, staff, or other individuals who may have information regarding the student's whereabouts;

- Reviewing available student affairs or academic information that may assist in determining the student's last known location or recent activity;
- Reviewing card-access records to identify the student's most recent use of campus access systems;
- Reviewing vehicle registration information, when appropriate, to assist in locating the student or providing information to law enforcement;
- Requesting appropriate assistance from Technology Services to identify relevant activity involving the student's University account, when authorized and appropriate; and
- Searching other appropriate campus locations and resources based on the circumstances of the report.

These resources may be used individually or in combination and in an order appropriate to the circumstances of the investigation.

Notification

If Safety and Security determines that a student is missing, the University will initiate the required notification procedures without unnecessary delay.

The University will:

- Notify the individual designated by the student as the confidential emergency contact;
- If the student is under 18 years of age and is not an emancipated individual, notify the student's custodial parent or legal guardian; and
- Notify the appropriate law enforcement agency.

If circumstances indicate possible foul play, an immediate threat to the student's safety, or other circumstances requiring law enforcement assistance, Safety and Security will contact the appropriate law enforcement agency immediately.

All missing student investigations and notifications will be documented in accordance with University procedures and applicable law.

Sexual Violence and Title IX

Response to Sexual Violence

Drury University is committed to maintaining an educational and work environment that is safe, supportive, and free from sex-based discrimination, sexual harassment, sexual assault, domestic violence, dating violence, and stalking.

The University prohibits sexual harassment and other prohibited conduct consistent with Title IX of the Education Amendments of 1972, the Jeanne Clery Campus Safety Act (Clery Act), the Violence Against Women Act (VAWA), and University policy.

The University also prohibits retaliation, intimidation, threats, coercion, and discrimination against any individual because that person reported an incident, filed a complaint, participated or

refused to participate in an investigation or proceeding, or otherwise exercised rights or responsibilities under applicable law or University policy.

Reports involving sexual assault, domestic violence, dating violence, stalking, or other sexual harassment may be addressed under University policies and procedures appropriate to the circumstances. Conduct that meets the University's Title IX jurisdictional requirements is addressed under the University's **Title IX-Sexual Misconduct Policy**. Allegations that do not fall within Title IX jurisdiction may be addressed by the University's Student Conduct process. Allegations involving employees may be addressed through the applicable employment or Human Resources disciplinary process.

The University's Title IX-Sexual Misconduct Policy identifies prohibited conduct, reporting options, supportive measures, investigation and adjudication procedures, appeal procedures, sanctions, and available resources.

Current information concerning the University's Title IX policy and resources is available through the Drury University Title IX website:

<https://www.drury.edu/hr/title-ix-policies-and-resources/>

Title IX Sexual Harassment

Title IX prohibits discrimination on the basis of sex in education programs and activities receiving federal financial assistance. Under the Title IX regulations currently enforced by the U.S. Department of Education, the University's Title IX-Sexual Misconduct Policy addresses Sexual Harassment occurring within the University's Education Programs or Activities and within the geographic jurisdiction specified by the policy.

Under Drury University's Title IX-Sexual Misconduct Policy, **Sexual Harassment** is conduct on the basis of sex that constitutes one or more of the following:

- Quid Pro Quo Sexual Harassment;
- Hostile Environment Sexual Harassment;
- Sexual Assault;
- Domestic Violence;
- Dating Violence; or
- Stalking.

Quid Pro Quo Sexual Harassment occurs when a University employee conditions the provision of a University aid, benefit, or service on an individual's participation in unwelcome sexual conduct.

Hostile Environment Sexual Harassment is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person access to the University's Education Programs or Activities.

For purposes of the University's policy, Sexual Assault includes the sex offenses of rape, sodomy, sexual assault with an object, Criminal Sexual Contact (formerly referred to as “Fondling”), incest, and statutory rape.

The University's policy also identifies Domestic Violence, Dating Violence, and Stalking as forms of Sexual Harassment when they meet the policy's applicable requirements.

The University encourages members of the campus community to report conduct that may constitute Sexual Harassment even when they are uncertain whether the conduct meets the University's policy definition.

Title IX Jurisdiction

The University's Title IX-Sexual Misconduct Policy applies to Sexual Harassment occurring within the University's Education Programs or Activities and within the geographic scope established by the policy.

The University's Education Programs or Activities include, among other activities, in-person and online instruction, employment, extracurricular activities, athletics, residence life, dining services, performances, community engagement, and outreach programs. The policy also includes certain off-campus locations, events, or circumstances over which the University exercises substantial control over the Respondent and the context in which the Sexual Harassment occurs.

The policy does not apply to Sexual Harassment occurring outside the geographic boundaries of the United States. Conduct that falls outside the jurisdiction of the Title IX-Sexual Misconduct Policy may nevertheless violate other University policies and may be addressed through another applicable University process.

Definitions Used for Clery Act Reporting

For purposes of the Clery Act crime statistics, Drury University uses the federal Clery Act definitions applicable to the Annual Security Report. These definitions are used solely for federal Clery crime reporting and statistical purposes and are distinct from the definitions used under Missouri law and the University's Title IX-Sexual Misconduct Policy.

The Clery Act requires institutions to disclose statistics for **sexual assault, dating violence, domestic violence, and stalking** in addition to other reportable crimes.

Sexual Assault – Clery Act Sex-Offense Definitions

For Clery Act reporting purposes, Sexual Assault includes the following sex offenses:

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

- **Fondling** – The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances in which the victim is incapable of giving consent because of age or temporary or permanent mental or physical incapacity.
- **Incest** – Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape** – Nonforcible sexual intercourse with a person who is under the statutory age of consent.

The Clery Act definitions are used for federal crime reporting and statistical purposes. They do not replace the definitions contained in the University's Title IX-Sexual Misconduct Policy or applicable Missouri law.

Terminology differs among federal Clery reporting, Missouri crime reporting, and University policy. For Clery Act reporting purposes, the federal term “Fondling” continues to be used. Drury University’s Title IX-Sexual Misconduct Policy, as revised September 25, 2026, uses the term “Criminal Sexual Contact (formerly referred to as ‘Fondling’)” for the corresponding Sexual Assault offense under University policy. Missouri’s Missouri Incident Based Reporting System (MIBRS) changed the name of offense 11D from “Fondling” to “Criminal Sexual Contact.” The use of “Fondling” in this report is therefore limited to federal Clery Act reporting and should not be interpreted as the terminology used in Missouri’s current crime reporting system or in the University’s current Title IX-Sexual Misconduct Policy.

Dating Violence

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.

The existence of such a relationship is determined based on the reporting party's statement and consideration of factors including the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.

Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the federal definition of domestic violence.

Domestic Violence

Domestic violence means a felony or misdemeanor crime 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 cohabitating 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 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 occurred.

Stalking

Stalking means 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 purposes of the federal definition, "course of conduct" means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through a third party follows, monitors, observes, surveils, threatens, or communicates to or about a person.

Consent

Under Drury University's Title IX-Sexual Misconduct Policy, **Consent** refers to words or actions that a reasonable person in the perspective of the Respondent would understand as agreement to engage in the sexual conduct at issue.

Consent requires an affirmative act or statement by each participant. Consent is mutual, voluntary, and informed agreement to participate in specific sexual acts and must not be obtained through unreasonable manipulation, coercion, physical force, or use of a weapon.

Consent:

- Must be freely given;
- Must be specific to the sexual activity involved;
- Must be communicated through mutually understandable words, conduct, or actions;
- May be withdrawn at any time;
- Is required for each specific sexual act;
- To one sexual act does not constitute consent to another sexual act;
- To engage in sexual activity with one person does not constitute consent to engage in sexual activity with another person;
- Is not established by silence or the absence of resistance; and
- Is not automatically established by a current or previous relationship.

When consent is withdrawn, sexual activity must immediately stop.

A person who is incapacitated is not capable of giving consent.

Incapacitation

Under University policy, **Incapacitated** refers to a person's inability, temporarily or permanently, to give consent because of mental or physical incapability, unconsciousness, vulnerability due to alcohol or drug consumption, or another condition.

A person is also considered incapacitated when asleep, unconscious, or otherwise unaware that sexual contact is occurring.

Incapacitation is more than mere drunkenness or intoxication. Alcohol or drug consumption alone does not necessarily establish incapacitation. The determination requires consideration of how alcohol or drugs affect the individual's decision-making ability, awareness of consequences, ability to make informed judgments, and capacity to appreciate the nature of the circumstances.

The University's policy provides that incapacitation may be found when the Respondent knew or should have known that the Complainant was incapacitated, viewed from the position of a sober, reasonable person. A person's own intoxication does not excuse failure to recognize another person's incapacitation.

Primary Prevention and Awareness Program

Drury University conducts a Primary Prevention and Awareness Program (PPAP) for incoming students and new employees.

The PPAP informs participants that the University prohibits domestic violence, dating violence, sexual assault, and stalking and provides information designed to promote awareness, prevention, risk reduction, and bystander intervention.

The program addresses:

- Definitions of sexual assault, domestic violence, dating violence, and stalking;
- Consent and incapacitation;
- Risk reduction;
- Bystander intervention;
- Warning signs of abusive behavior;
- University reporting procedures;
- Available campus and community resources;
- Supportive and protective measures;
- University disciplinary and resolution procedures;
- Potential sanctions and remedies; and
- Rights and responsibilities of Complainants and Respondents.

The PPAP is designed to be comprehensive, intentional, integrated, culturally relevant, inclusive of diverse populations and identities, sustainable, responsive to community needs, and informed by research and evaluation.

The program addresses the University's policies and procedures as well as the definitions used for Clery Act reporting.

Risk Reduction

Drury University provides information intended to help members of the campus community recognize situations or behaviors that may increase the risk of sexual assault, dating violence, domestic violence, or stalking.

Risk reduction strategies may include:

- Being aware of one's surroundings and personal safety;
- Communicating clearly about boundaries and consent;
- Avoiding isolation when a situation feels unsafe;
- Developing plans for transportation and communication;
- Looking out for friends and other members of the campus community;
- Recognizing warning signs of controlling, abusive, or threatening behavior;
- Seeking assistance when a situation becomes unsafe;
- Maintaining awareness of the effects of alcohol and other drugs on one's ability to make decisions or recognize risk;
- Preserving evidence of threatening or abusive conduct; and
- Contacting University officials, law enforcement, or other appropriate resources when assistance is needed.

Risk-reduction strategies are not intended to place responsibility for preventing sexual assault, dating violence, domestic violence, or stalking on the person experiencing the conduct. Responsibility for prohibited conduct rests with the person who engages in that conduct.

Bystander Intervention

Drury University's prevention programming encourages members of the University community to take safe and appropriate action when they observe situations that may place another person at risk.

Bystander intervention may include:

- Recognizing potentially concerning situations;
- Asking whether someone needs assistance;
- Creating a distraction or interruption when appropriate;
- Directly intervening when it is safe to do so;
- Asking friends or others for assistance;
- Contacting University Safety and Security or law enforcement;
- Helping a person reach a safe location; and
- Following up with and supporting individuals who may have experienced concerning conduct.

Individuals should prioritize their own safety and should not intervene directly when doing so could place themselves or another person at risk.

Warning Signs of Abusive Behavior

Warning signs of potentially abusive or controlling behavior may include:

- Excessive jealousy or possessiveness;
- Controlling who another person sees or communicates with;
- Monitoring telephone, social media, or other electronic activity;
- Repeated unwanted contact or communication;
- Threats or intimidation;
- Attempts to isolate another person from friends or family;
- Blaming others for abusive or concerning behavior;
- Extreme anger or controlling behavior;
- Destruction of property;
- Cruelty toward people or animals;
- Threats of violence;
- Use or threatened use of force; or
- Repeated behavior that causes another person to fear for their safety or experience substantial emotional distress.

These behaviors do not necessarily establish that a violation of University policy or law has occurred. They are included as examples of behaviors that may warrant concern or intervention.

Ongoing Prevention and Awareness Campaign

Drury University conducts an **Ongoing Prevention and Awareness Campaign (OPAC)** for students and employees.

The OPAC builds upon information provided through the PPAP and reinforces awareness and skills related to preventing and responding to domestic violence, dating violence, sexual assault, and stalking.

Programming may include:

- Orientation presentations;
- Online educational programs;
- Written educational materials;
- Email communications;
- Awareness campaigns;
- Guest speakers;
- Workshops;
- Bystander intervention education;
- Relationship violence and sexual assault prevention programming; and
- Other educational and awareness activities appropriate for specific campus populations.

Current and planned programming includes **Safety Talks**, which address University policies and procedures related to sexual assault and alcohol use, and **Sexual Assault Prevention for Undergraduates and Ongoing Education**, which addresses sexual assault, relationship violence, definitions, statistics, bystander intervention, confidence-building strategies, University policies, resources, and prevention information.

The University evaluates and modifies prevention and awareness programming as appropriate to address campus needs and applicable requirements.

Reporting Sexual Assault, Domestic Violence, Dating Violence, or Stalking

If you experience sexual assault, domestic violence, dating violence, or stalking, your immediate safety is the first priority.

If you are in immediate danger or require emergency assistance, call **911**.

You may also contact:

- **Drury University Safety and Security - (417) 873-7911**
- **Title IX Coordinator – Jennifer Baltes – (417) 873-7266,**
jbaldes01@drury.edu

The University will provide information regarding reporting options, available resources, supportive measures, and applicable University procedures.

A person may report an incident to the University, law enforcement, both, or neither. A person may decline to notify law enforcement.

Reporting to law enforcement and reporting to the University are separate processes. A person does not have to file a criminal report in order to request supportive measures or report conduct to the University.

The University will assist a person who requests assistance in notifying appropriate law enforcement authorities.

Reporting Options and Resources

Non-Confidential Internal Resources

Drury University Safety and Security
(417) 873-7911

Title IX Coordinator – Jennifer Baltes
(417) 873-7266
jbaldes01@drury.edu

Non-Confidential External Resources

Springfield Police Department
(417) 864-1810

Emergency
911

Confidential Internal Resources

Burrell Behavioral Health – Student Services

Findlay Student Center, Room 114

(417) 873-7624

University Chaplain

Pearsons Hall, Room 308

(417) 873-7231

Employee Assistance Program

Employees: (800) 624-5544

Confidential External Resources

The Victim Center Hotline

(417) 864-7233

National Sexual Assault Hotline

(800) 656-4673

Harmony House

(417) 837-7700

Greene County Family Justice Center

(417) 874-2600

National Domestic Violence Hotline

(800) 799-7233

Individuals may also seek assistance from medical providers, victim advocates, counselors, attorneys, and other community resources.

Reporting to the Title IX Coordinator

Any person may report Sexual Harassment to the Title IX Coordinator.

Reports may be made in person, by mail, by telephone, by electronic mail, or by another means that results in the Title IX Coordinator receiving the report.

Title IX Coordinator

Jennifer Baltes

Director of Human Resources

Burnham Hall 107

(417) 873-7266
jbaltres01@drury.edu

Deputy Title IX Coordinator

Dr. Tijuana Julian

Executive Vice President for Student Affairs and Dean of Students
Findlay Student Center 201
(417) 873-7215
tjulian@drury.edu

Deputy Title IX Coordinator

Allin Sorenson

Associate Provost / Dean-School of Communication and Fine and Performing Arts
Burnham Hall 203
(417) 873-7291
asorenson@drury.edu

A person may also report Sexual Harassment to a University employee with managerial authority over other employees, including deans, department heads, unit supervisors, and other managers. These individuals are designated as Reporting Officials under the University's Title IX-Sexual Misconduct Policy and must promptly forward reports of Sexual Harassment to the Title IX Coordinator.

University employees who are not designated Reporting Officials are encouraged, but are not required, to forward reports to the Title IX Coordinator, consistent with University policy.

Anonymous reports may be submitted through the University's confidential web tip system:
<https://www.drury.edu/security/confidential-web-tip-information-system>

A Reporting Official cannot satisfy the Reporting Official's reporting obligation by directing a report to the anonymous reporting mechanism.

Individuals may also file a complaint with the U.S. Department of Education's Office for Civil Rights.

Confidentiality

Drury University recognizes that individuals may wish to discuss an incident confidentially.

Confidential resources are available through University and community providers. Confidential resources generally will not disclose identifying information without the individual's permission

except when disclosure is permitted or required by law, such as in circumstances involving an imminent safety concern or other legally required reporting.

Individuals seeking confidential assistance should discuss the limits of confidentiality with the resource provider before providing information.

Confidential resources may include counseling services, the University Chaplain, victim advocacy services, and other professional providers.

Clery Act reporting does not require the University to disclose personally identifiable information about a victim. Crime statistics are reported without personally identifying information.

Preservation of Evidence

Preserving evidence may be important in a criminal investigation, University disciplinary proceeding, or application for a protective order.

Individuals who experience sexual assault, domestic violence, dating violence, or stalking are encouraged to preserve evidence to the extent reasonably possible.

Following an assault, individuals should consider:

- Getting to a safe location;
- Avoiding bathing, showering, washing, or otherwise cleaning themselves or the location where the incident occurred, when possible, until evidence can be collected;
- Avoiding changing or discarding clothing worn during or immediately following the incident, when possible;
- Placing clothing in a paper bag rather than a plastic bag if clothing must be preserved;
- Preserving bedding or other physical evidence;
- Preserving text messages, emails, photographs, social media posts, direct messages, screenshots, recordings, and other electronic communications;
- Documenting stalking or threatening behavior, including dates, times, locations, communications, and other relevant information; and
- Seeking medical attention.

A person should not delay obtaining medical care because of concerns about preserving evidence. Medical care should be obtained as soon as reasonably possible when needed.

Evidence preservation is also important in stalking cases, where evidence may primarily consist of electronic communications, photographs, recordings, messages, social media activity, or other documentation.

Forensic Medical Examination

A person who experiences sexual assault may obtain a forensic medical examination.

The University identifies the following local hospitals as locations where forensic medical services may be available:

Cox North Hospital

1423 N. Jefferson Avenue
Springfield, MO

Cox South Hospital

3801 S. National Avenue
Springfield, MO

Mercy Hospital Springfield

1235 E. Cherokee Street
Springfield, MO

Individuals should contact the hospital before traveling when possible to determine current availability of forensic examination services.

A forensic medical examination may assist in documenting injuries and preserving evidence. An individual may seek medical care and an examination regardless of whether the individual has decided to report the incident to law enforcement.

Reporting to Law Enforcement

A person may report sexual assault, domestic violence, dating violence, or stalking to law enforcement.

For an emergency, call **911**.

Springfield Police Department

(417) 864-1810

The University will assist a Complainant in notifying appropriate law enforcement authorities if requested.

An individual may decline to notify law enforcement. A decision not to report to law enforcement does not prevent an individual from receiving University support or requesting supportive measures.

University procedures and criminal proceedings are separate processes. The University may proceed with an institutional process regardless of whether a criminal investigation or prosecution occurs, subject to applicable law and University policy.

University Response to Reports

Upon receiving a report of Sexual Harassment, the Title IX Coordinator conducts a preliminary assessment to determine whether the reported conduct falls or could fall within the scope of the University's Title IX-Sexual Misconduct Policy and whether the reported conduct constitutes or could constitute Sexual Harassment.

If the conduct could not constitute Sexual Harassment or falls outside the policy's scope, the matter may be dismissed under the University's policy and may be referred to another appropriate University office or process.

If the report falls within the scope of the policy, the Title IX Coordinator will promptly contact the Complainant, when the Complainant's identity is known, to discuss:

- The availability of supportive measures;
- The Complainant's wishes regarding supportive measures;
- The availability of supportive measures with or without filing a Formal Complaint;
- The process for filing a Formal Complaint;
- Reporting options involving local law enforcement; and
- Campus and community resources.

Supportive Measures

Drury University provides supportive measures designed to restore or preserve a person's access to the University's Education Programs or Activities without unreasonably burdening another party.

Supportive measures are available to a Complainant regardless of whether the Complainant files a Formal Complaint.

The University also makes supportive measures available to Respondents in accordance with University policy.

Supportive measures are non-disciplinary and non-punitive individualized services that may include:

- Counseling;
- Extensions of academic or other deadlines;
- Course-related adjustments;
- Modifications to work or class schedules;
- Changes in work or housing locations;
- Leaves of absence;
- Campus escort services;
- Increased security or monitoring of certain areas;
- Changes in transportation arrangements;
- Mutual restrictions on contact;

- Other reasonable measures designed to preserve access to University programs and activities.

The University will maintain the confidentiality of supportive measures to the extent that doing so does not impair the University's ability to provide or implement the measures.

Changes to Academic, Living, Transportation, and Working Situations

When a student or employee reports domestic violence, dating violence, sexual assault, stalking, or other conduct covered by University policy, the University will provide written information concerning available options for changing academic, living, transportation, and working situations.

Requests for supportive measures or changes to academic, living, transportation, or working arrangements may be directed to the Title IX Coordinator.

When evaluating requests for supportive measures, the University may consider the specific circumstances of the report and the needs of the individual requesting assistance.

Supportive measures may be implemented to address safety concerns, minimize the impact of alleged conduct, and support continued participation in University educational or employment programs and activities.

Interim Removal and Administrative Leave

Under the University's Title IX-Sexual Misconduct Policy, the Title IX Coordinator may temporarily remove a student Respondent from one or more University Education Programs or Activities when an individualized safety and risk analysis determines that an immediate threat to the physical health or safety of a student or other individual arising from the allegations justifies removal.

When an interim removal is imposed, the University will provide the Respondent an opportunity to challenge the removal in accordance with University policy.

For a non-student employee Respondent, the University may place the Respondent on administrative leave at its discretion during the investigation or adjudication process, consistent with University policy.

The University may also restrict access to campus by contractors, guests, or other individuals when authorized by University policy.

Protection Orders and Other Protective Measures

Individuals who experience domestic violence, dating violence, sexual assault, or stalking may seek protection through the courts.

Depending on the circumstances, a court may issue an **Ex Parte Order of Protection** or a **Full Order of Protection** under Missouri law. A protection order may impose restrictions concerning contact, communication, proximity, residence, or other conduct.

Drury University does not issue court-ordered Orders of Protection. The University will, however, take reasonable and lawful steps to implement and enforce the provisions of a valid court order when the University receives information about the order.

Students and employees who have obtained a restraining order, Order of Protection, no-contact order, or other court-issued protective order involving another individual are strongly encouraged to notify Drury University Safety and Security or the Title IX Coordinator.

Providing the University with a copy of the order enables appropriate University personnel to understand the restrictions imposed by the court and take reasonable steps to support the protected individual's safety and enforce applicable University policies.

In Springfield, information concerning Orders of Protection may be obtained through:

Greene County Circuit Clerk's Office

Greene County Judicial Courts Facility

1010 N. Boonville Avenue

Springfield, MO 65802

Individuals may also seek assistance from victim advocates when applying for an Order of Protection.

The Victim Center

(417) 864-7233

Title IX Complaint Resolution Procedures

Allegations of sexual assault, domestic violence, dating violence, stalking, or other Sexual Harassment that fall within the scope of the University's Title IX-Sexual Misconduct Policy are addressed in accordance with that policy.

Formal Complaint

A Complainant may file a Formal Complaint with the Title IX Coordinator requesting that the University investigate and adjudicate a report of Sexual Harassment.

At the time a Complainant submits a Formal Complaint, the Complainant must be participating in or attempting to participate in one or more of the University's Education Programs or Activities.

A Formal Complaint may be submitted in person, by regular mail, or by email to the Title IX Coordinator.

Under the University's policy, the Title IX Coordinator may also sign a Formal Complaint on behalf of the University in appropriate circumstances, including limited circumstances involving serious or repeated conduct or where the alleged perpetrator may pose a continuing threat to the University community.

The Title IX Coordinator will not serve as the Complainant or otherwise act as a party in a case solely because the Coordinator signs a Formal Complaint on behalf of the University.

Notice of Formal Complaint

When a Formal Complaint is filed, the Title IX Coordinator will provide written notice to the Complainant and Respondent in accordance with University policy.

The notice includes information concerning:

- The allegations;
- The identities of the parties, when known;
- The date and location of the alleged incident, when known;
- The presumption that the Respondent is not responsible for the alleged Sexual Harassment unless and until responsibility is determined through the applicable process;
- The right to an advisor of choice;
- The right to inspect and review evidence;
- The University's prohibition on retaliation;
- The University's prohibition on bad-faith complaints and false information; and
- Available campus and community resources.

If additional allegations materially beyond the scope of the original notice are investigated, the University will provide supplemental written notice as required by University policy.

Investigation

Following notice of a Formal Complaint, an investigator selected by the Title IX Coordinator will conduct an investigation designed to gather relevant evidence, including inculpatory and exculpatory evidence.

The University, rather than the parties, has the responsibility for gathering evidence sufficient to reach a determination.

The investigation provides the parties equal opportunity to:

- Be interviewed;
- Present witnesses;
- Present relevant evidence;
- Identify information that may be relevant to the allegations; and

- Review evidence as provided by University policy.

The investigator may limit cumulative or irrelevant witness testimony consistent with University policy, including restrictions concerning certain evidence involving a Complainant's sexual history.

The University will not restrict a party's ability to gather and present relevant evidence on the party's own behalf.

At the conclusion of the evidence-gathering phase, the investigator will provide the parties and their advisors access to evidence directly related to the allegations, including inculpatory and exculpatory evidence, in accordance with University policy.

The parties are provided an opportunity to submit written responses to the evidence.

The investigator will then prepare a written investigation report that fairly summarizes the relevant evidence, material facts on which the parties agree, and material facts on which they disagree.

The investigation report is provided to the parties and their advisors before adjudication.

The University strives to complete investigations within **30 to 45 days** following transmittal of the written notice of Formal Complaint. The actual timeframe may vary depending on the circumstances of a particular case.

Adjudication

The University's Title IX-Sexual Misconduct Policy establishes a **hearing process as the default method of adjudication**.

After the investigation report has been provided to the parties, the Title IX Coordinator provides notice concerning the available adjudication processes.

The parties may voluntarily consent in writing to administrative adjudication as a form of informal resolution, subject to the requirements of University policy.

If both parties do not timely consent to administrative adjudication, the Formal Complaint proceeds through the hearing process.

Live Hearing

The University's hearing process includes a live hearing conducted by a Hearing Officer.

The hearing may be conducted with the parties in the same physical location or, at the request of either party, with the parties separated into different rooms using technology that permits simultaneous and contemporaneous participation by video and audio.

The hearing may also be conducted virtually when permitted by the Hearing Officer and University policy.

The hearing will occur no earlier than ten days after the required hearing notice has been transmitted to the parties, consistent with University policy.

At the hearing:

- Each party has an opportunity to address the Hearing Officer;
- Each party's advisor has the opportunity to ask relevant questions and follow-up questions of the other party and witnesses directly, orally, and in real time;
- Questions may address credibility when relevant;
- The Hearing Officer determines the relevance of questions;
- Parties may raise objections consistent with the University's Hearing Procedures;
- Parties may present evidence under the circumstances permitted by University policy; and
- Each party has an opportunity to make a closing argument.

The hearing is audio recorded, and the recording is made available to the parties for inspection and review on reasonable notice, including for purposes of preparing an appeal.

The University's policy provides that if a party or witness refuses to attend the hearing or refuses to submit to questioning by the parties' advisors, the person's statements generally will not be considered by the Hearing Officer in reaching a determination, subject to the exceptions identified in the policy.

Advisors

The Complainant and Respondent have the right to be accompanied by an advisor of their choice during meetings, interviews, hearings, and other applicable portions of the investigation, adjudication, and appeal process.

An advisor may be an attorney but is not required to be.

Except for questioning during a live hearing, an advisor generally serves in a passive role and may not communicate on behalf of a party except as permitted by University policy.

If a party does not have an advisor present at the hearing and requests an advisor in writing, the University will provide an advisor, without fee or charge, for purposes of conducting questioning on behalf of the party at the hearing.

Evidentiary Standard and Determination

The University's Title IX-Sexual Misconduct Policy uses a **clear and convincing evidence standard** for resolving disputed facts in the adjudication process.

Under this standard, the Hearing Officer determines whether the evidence establishes that a fact is highly probable to be true.

The Hearing Officer evaluates relevant inculpatory and exculpatory evidence and makes credibility determinations without relying on a person's status as a Complainant, Respondent, or witness.

If the Hearing Officer determines that the Respondent is responsible for violating University policy, the appropriate University official determines the discipline to be imposed, and the Title IX Coordinator determines whether and to what extent ongoing supportive measures or other remedies will be provided.

The Hearing Officer prepares a written decision that includes the allegations, procedural history, findings of fact, determination regarding responsibility, discipline determined by the appropriate University official, supportive measures or remedies, and the University's appeal process.

Administrative Adjudication and Informal Resolution

The parties may voluntarily consent in writing to administrative adjudication as a form of informal resolution. Administrative adjudication is not the University's default process and requires the written consent of both parties and approval by the Title IX Coordinator.

A party may withdraw from administrative adjudication and request a live hearing at any time before the administrative officer issues a determination, consistent with University policy.

At any time after the parties receive written notice of the Formal Complaint and before completion of any appeal, the parties may voluntarily consent, with the Title IX Coordinator's approval, to mediation, facilitated resolution, or another form of dispute resolution authorized by University policy.

Informal resolution is voluntary and will not be imposed on a party. The University will provide the parties with information concerning the applicable informal resolution process, its parameters and requirements, and the effect of participating in or completing the process before the process begins.

The University's policy does not permit informal resolution through administrative adjudication when the Respondent is a non-student employee accused of committing Sexual Harassment against a student.

Dismissal of a Formal Complaint

The University will dismiss a Formal Complaint when the Title IX Coordinator determines that:

- The conduct alleged would not constitute Sexual Harassment even if proved; or
- The conduct falls outside the scope of the University's Title IX-Sexual Misconduct Policy.

The University may dismiss a Formal Complaint when:

- The Complainant provides written notice that the Complainant wishes to withdraw the Formal Complaint or specific allegations;
- The Respondent is no longer enrolled or employed by the University; or
- Specific circumstances prevent the University from gathering sufficient evidence to reach a determination.

When a Formal Complaint is dismissed, the University will provide written notice to the parties and advise them of applicable appeal rights.

A matter dismissed from the Title IX process may be referred to another appropriate University process when applicable.

Appeals

The Complainant and Respondent have equal rights to appeal a determination or dismissal under the University's Title IX-Sexual Misconduct Policy.

Appeals may be based on the grounds identified in University policy, including:

- A procedural irregularity that affected the outcome;
- New evidence that was not reasonably available at the time of the determination or dismissal and that could have affected the outcome;
- A conflict of interest or bias involving the Title IX Coordinator, investigator, Hearing Officer, or administrative officer that affected the outcome; or
- An unreasonable severity of sanction, as provided by University policy.

A party must file an appeal within seven (7) days of the date the party receives notice of the dismissal or determination being appealed. If the other party appeals, the appeal or response must be filed within three (3) days of the other party's appeal, or within seven (7) days of the original finding, whichever is later.

Appeals are submitted to:

Dr. Tijuana Julian

Executive Vice President for Student Affairs and Dean of Students

(417) 873-7215

tjulian@drury.edu

The appeal officer will review the appeal for timeliness and whether it identifies an authorized ground for appeal.

The University will provide written notice to the other party when an appeal is filed and provide an opportunity to respond.

The appeal officer will issue a written decision explaining the outcome and rationale.

The University strives to complete appeals within **21 days** of the original appeal notice. The timeframe may vary based on the circumstances of the appeal.

Rights of Complainants and Respondents

Throughout the applicable complaint resolution process, Complainants and Respondents are entitled to a prompt, fair, and impartial process conducted in accordance with University policy and applicable law.

The parties have the right to:

1. A prompt and equitable process within reasonably prompt timeframes established by University policy, including provisions for extensions for good cause;
2. Timely notice of meetings, interviews, hearings, and other proceedings at which the party is entitled to participate;
3. Equal opportunity to present relevant evidence and identify witnesses;
4. Timely access to relevant evidence and information as provided by University policy;
5. A process conducted by individuals who do not have a conflict of interest or bias for or against the Complainant or Respondent;
6. A process conducted by appropriately trained officials;
7. An advisor of choice, subject to the University's policy regarding advisor participation;
8. An advisor provided by the University, without fee or charge, when required under the University's hearing procedures and requested by a party who does not have an advisor;
9. A determination using the evidentiary standard established by University policy;
10. Protection from retaliation for making a report, filing a complaint, participating in an investigation or proceeding, or exercising rights under Title IX or University policy;
11. Written notification of the outcome and applicable appeal procedures; and
12. Access to applicable supportive measures and remedies.

Retaliation

The University prohibits retaliation against an individual because the individual:

- Reported Sexual Harassment;
- Filed or participated in a Formal Complaint;
- Testified or assisted in an investigation or proceeding;
- Participated in a hearing or appeal;
- Requested supportive measures; or
- Otherwise exercised a right or privilege protected by Title IX or University policy.

Under the University's policy, Retaliation includes intimidation, threats, coercion, or discrimination for the purpose of interfering with rights or privileges secured by Title IX or its implementing regulations or because an individual reported or participated in a Title IX process.

Reports of suspected retaliation should be made to the Title IX Coordinator or another appropriate University official.

Possible Sanctions and Remedies

Following a determination that a member of the University community violated the University's Title IX-Sexual Misconduct Policy, the University may impose disciplinary sanctions appropriate to the circumstances of the case.

Possible sanctions may include:

- Verbal reprimand;
- Written reprimand;
- Mandatory training, coaching, or counseling;
- Mandatory monitoring;
- Partial or full probation;
- Partial or full suspension;
- Permanent separation from the institution, including termination or dismissal;
- Physical restriction from University property;
- Cancellation of contracts; and
- Any combination of the above sanctions.

Affiliates and program participants may also be removed from University programs and/or prohibited from returning to campus when authorized by University policy.

The University may also provide ongoing remedies and supportive measures as reasonably necessary to restore or preserve access to the University's Education Programs or Activities. These may include:

- Counseling or referral to counseling;
- Academic accommodations or modifications;
- Transportation accommodations;
- Changes to work assignments or working arrangements;
- Changes to living arrangements;
- Separation of the Complainant and Respondent;
- Training or educational requirements;
- No-contact directives;
- Security escorts;
- Restrictions concerning designated campus locations;
- Modifications to academic requirements or class schedules; and

- Other measures authorized by University policy.

Sanctions and remedies are determined according to the University's applicable policy and the circumstances of the individual case.

No-Contact Directives and Other Safety Measures

The University may implement no-contact directives and other reasonable safety measures.

Depending on the circumstances, these measures may include:

- Prohibiting direct or indirect contact between parties;
- Restricting access to designated campus locations;
- Prohibiting a Respondent from entering a Complainant's residence hall or other designated location;
- Security escorts;
- Changes to academic schedules;
- Changes to living arrangements;
- Changes to work assignments or locations; and
- Other measures designed to promote safety and preserve access to University programs and activities.

No-contact directives issued by the University are separate from court-issued Orders of Protection.

Treatment Records and Privileged Information

The University's Title IX-Sexual Misconduct Policy provides protections for certain treatment records and privileged information.

During investigation and adjudication, University personnel are not permitted to access, consider, disclose, or use a party's protected treatment records or other legally privileged information without the applicable voluntary, written consent, subject to the exceptions and provisions contained in University policy.

Sexual History

The University's Title IX-Sexual Misconduct Policy limits the use of evidence concerning a Complainant's sexual predisposition or prior sexual behavior.

Such evidence generally is not relevant unless it falls within the specific exceptions identified in University policy, including circumstances involving evidence that someone other than the Respondent committed the alleged conduct or specific prior sexual behavior between the Complainant and Respondent offered to establish consent.

Victim Support and Resource Information

Individuals who report domestic violence, dating violence, sexual assault, or stalking will be provided information concerning available resources and options.

Information may include:

- Counseling services;
- Health services;
- Mental health services;
- Victim advocacy;
- Legal assistance;
- Visa and immigration assistance;
- Student financial aid information;
- Academic assistance;
- Housing assistance;
- Transportation assistance;
- Workplace accommodations;
- Protective measures; and
- Other campus and community services.

University Resources

Burrell Behavioral Health – Student Services

Findlay Student Center, Room 114
(417) 873-7624

University Chaplain

Pearsons Hall, Room 308
(417) 873-7231

Employee Assistance Program

(800) 624-5544

Community and Advocacy Resources

The Victim Center Hotline

(417) 864-7233

Harmony House

(417) 837-7700

Greene County Family Justice Center

(417) 874-2600

Missouri Coalition Against Domestic and Sexual Violence (MOCADSV)

Provides information and resources related to domestic and sexual violence.

National Domestic Violence Hotline

(800) 799-7233

National Sexual Assault Hotline

(800) 656-4673

Legal and Immigration Resources

Students and employees may seek legal assistance concerning their rights and available remedies. Resources may include:

- Legal Services of Missouri;
- Immigration Advocates Network; and
- U.S. Citizenship and Immigration Services (USCIS).

Individuals seeking assistance in identifying appropriate resources may contact the Title IX Coordinator at **(417) 873-7266**.

Written Notification of Rights and Options

When a student or employee reports an incident of domestic violence, dating violence, sexual assault, or stalking to the University, the University will provide written information concerning the individual's rights and available options.

The information provided will include, as applicable:

- Reporting options;
- University procedures;
- Law enforcement reporting options;
- The importance of preserving evidence;
- Available counseling and health resources;
- Mental health resources;
- Victim advocacy;
- Legal assistance;
- Visa and immigration assistance;
- Student financial aid information;
- Available supportive measures;
- Options for changing academic, living, transportation, or working situations;
- Available protective measures;
- Protection-order information; and
- Procedures for University disciplinary or Title IX processes.

The University will provide this information regardless of whether the individual chooses to file a Formal Complaint.

Relationship Between Clery Reporting and Title IX

Clery Act reporting requirements and the University's Title IX-Sexual Misconduct Policy serve different purposes.

The Clery Act requires the University to collect and disclose crime statistics for specified crimes occurring within the University's Clery geography when reported to a Campus Security Authority or local law enforcement.

Title IX establishes federal protections against sex discrimination and requires covered institutions to respond to qualifying Sexual Harassment within the University's Title IX jurisdiction. Accordingly:

- A report may be included in Clery crime statistics even when the conduct does not meet the University's Title IX jurisdictional requirements.
- A report may be addressed through the University's Title IX process when it meets the requirements of the University's Title IX-Sexual Misconduct Policy.
- A report may be addressed through another University process when it does not fall within the Title IX policy's jurisdiction.
- Reporting a crime for Clery purposes does not require the University to conduct an investigation.
- Clery reporting does not require disclosure of personally identifying information about the victim.

The University will comply with applicable Clery, Title IX, privacy, and other legal requirements when determining how a report is recorded, disclosed, and addressed.

Publicly Available Recordkeeping and Clery Reporting

Drury University maintains records and completes publicly available reports and disclosures required by law, including Clery Act crime statistics.

Clery crime statistics are reported without personally identifying information about victims.

The University does not include personally identifying information about a victim in its publicly disclosed Clery statistics.

The University will maintain records concerning Title IX complaints and other reports in accordance with applicable federal law, University policy, and applicable record-retention requirements.

Prevention, Awareness, and Training

Drury University provides ongoing prevention and awareness programming addressing domestic violence, dating violence, sexual assault, and stalking.

Programs are designed to educate participants concerning:

- Prohibited conduct;
- Consent;
- Incapacitation;
- Risk reduction;
- Bystander intervention;
- Warning signs of abusive behavior;
- Reporting options;
- University resources;
- Community resources;
- Supportive measures;
- Protective measures;
- University complaint resolution procedures;
- Rights of Complainants and Respondents;
- Potential sanctions and remedies; and
- Retaliation and related protections.

Individuals responsible for implementing the University's Title IX processes receive training addressing applicable Title IX requirements, sexual assault, domestic violence, dating violence, stalking, investigation procedures, hearing procedures, and methods for conducting a fair and impartial process.

The University maintains documentation concerning required prevention, awareness, and Title IX training in accordance with applicable requirements.

Title IX Contacts

Questions concerning Title IX, reporting options, supportive measures, or the University's Title IX-Sexual Misconduct Policy may be directed to:

Jennifer Baltes

Title IX Coordinator

Director of Human Resources

Burnham Hall 107

(417) 873-7266

jbates01@drury.edu

Dr. Tijuana Julian

Deputy Title IX Coordinator

Executive Vice President for Student Affairs and Dean of Students

Findlay Student Center 201

(417) 873-7215

tjulian@drury.edu

Allin Sorenson

Deputy Title IX Coordinator

Associate Provost / Dean-School of Communication and Fine and Performing Arts

Burnham Hall 203

(417) 873-7291

asorenson@drury.edu

Drury University Safety and Security

(417) 873-7911

Emergency

911

Current Title IX policy information and resources are available at:

<https://www.drury.edu/hr/title-ix-policies-and-resources/>

External Title IX Resources

Individuals may also contact the U.S. Department of Education's Office for Civil Rights concerning alleged violations of Title IX.

U.S. Department of Education, Office for Civil Rights

Information concerning filing a complaint is available through the Office for Civil Rights at:

<https://www.ed.gov/about/ed-offices/ocr>

Telephone: 1-800-421-3481

Individuals may pursue external remedies independently of University procedures.

Hazing Reporting for Clery

Hazing

Drury University is a safe, education-oriented, and community-minded campus that maintains an academic and social environment conducive to the intellectual and personal development of students and promotes the safety and welfare of all members of the campus community. Drury University prohibits hazing by its students, employees, and citizens. Drury University will cooperate with authorities in the enforcement of all applicable laws.

This policy has been established to protect the integrity of the educational experience, encourage positive behavior, and enhance the community commitment of Drury students, University employees, and Drury citizens.

Hazing Policy

Hazing is any action taken or situation created, intentionally, to produce mental or physical discomfort, embarrassment, harassment, or ridicule. Such activities may include, but are not limited to:

- Use of alcohol;
- Paddling in any form;
- Creation of excessive fatigue;
- Physical and psychological shocks;
- Quests, treasure hunts, scavenger hunts, road trips, or other similar activities;
- The wearing of public apparel that is conspicuous and not normally in good taste;
- Engaging in public stunts and buffoonery;
- Morally degrading or humiliating games and activities; and
- Any other activities that are not consistent with academic achievement, University policy and regulations, or applicable state or federal law.

Failure by a group's or organization's executive officers to intervene to prevent, discourage, and/or report hazing of which they are aware or reasonably should be aware also will be deemed a violation of this policy.

Participation, cooperation, or willingness of students to participate in a hazing activity is not an excuse for a violation of this policy.

Faculty and staff found to have condoned, supported, encouraged, or otherwise tolerated hazing as defined by the University's policy will be subject to disciplinary action under the Faculty Handbook or Employee Handbook, as appropriate.

Federal Clery Act Definition of Hazing

For purposes of federal Clery Act reporting, hazing is defined as any intentional, knowing, or reckless act committed against a person, regardless of that person's willingness to participate, that occurs during initiation, affiliation, or maintenance of membership in a student organization and causes or creates a risk of physical or psychological injury above the reasonable risk encountered in the course of participation at the institution of higher education or the organization.

For federal Clery Act purposes, a student organization includes any organization at an institution of higher education in which two or more members are students enrolled at the institution, whether or not the organization is established or recognized by the institution.

The federal definition is used for purposes of determining incidents that must be included in the University's Clery Act hazing statistics. The University's institutional hazing policy may apply more broadly to conduct that violates University standards.

Missouri Hazing Law

Missouri law prohibits hazing. Under Missouri Revised Statute § 578.365, a person commits the offense of hazing when the person knowingly, actively, and not under duress participates in, solicits another person to participate in, or causes or plans a willful act occurring on or off the campus of a public or private college or university that recklessly endangers the mental or physical health or safety of a student or prospective, current, or former member of an organization operating under the sanction of a college or university for the purpose of initiation, admission, or continued membership, to the extent that the person is knowingly placed at probable risk of loss of life or probable bodily or psychological harm.

Missouri law identifies examples of hazing that include activities that recklessly endanger physical health or safety, including physical brutality, beating, branding, exposure to the elements, forced consumption of food, alcohol, drugs, or other substances, and forced smoking or chewing of tobacco products. It also includes activities that recklessly endanger mental health, including sleep deprivation, physical confinement, and other extreme stress-inducing activities, as well as duties or tasks that require violation of criminal law.

Consent is not a defense to hazing under Missouri law. Hazing is generally classified as a Class A misdemeanor unless the act creates a substantial risk to the life of the student, prospective member, current member, or former member, in which case it is a Class D felony.

Missouri law also provides specific circumstances under which a person who is present at a hazing event and obtains immediate medical assistance may avoid criminal liability or receive immunity from prosecution, including circumstances involving promptly contacting 911 or campus security, remaining at the scene, cooperating with responding personnel, or rendering aid before assistance arrives.

The current Missouri statute is available through the Missouri Revisor of Statutes:

[Missouri Revised Statutes § 578.365 — Hazing](#)

Reporting Hazing

Drury University expects any student, employee, or other member of the University community who experiences, observes, receives information about, or otherwise becomes aware of suspected hazing to report the matter promptly.

Reports of suspected hazing may be made to:

- **Drury University Safety and Security;**
- **Residence Life;**
- **Greek Life;**
- **Student Conduct;**
- Any other appropriate University official;

- The University's online reporting system;
- Dr. Tijuana Julian, Executive Vice President for Student Affairs / Dean of Students
(417) 873-7215
tjulian@drury.edu
- Nyla Milleson, Vice President and Director of Athletics
O'Reilly Family Event Center, 106
(417) 873-7294
nmilleson@drury.edu

Members of the Drury community may also report suspected incidents or provide information through the University's confidential reporting system at:

[Drury University WebTip Reporting System](#)

Reports may be made regardless of whether the conduct occurred on or off University property, when the conduct involves Drury students, employees, student organizations, or University-affiliated activities.

When circumstances indicate that conduct may constitute a violation of law or present an immediate threat to health or safety, individuals are encouraged to contact law enforcement or emergency services. Drury University will cooperate with law enforcement authorities as appropriate.

Investigation of Hazing

Drury University will investigate reported incidents of hazing in accordance with applicable University policies and procedures.

Upon receiving a report of suspected hazing, the University will review the information provided and determine the appropriate response. The University may take reasonable steps to address immediate safety concerns, prevent additional harm, and preserve relevant information while the matter is being reviewed.

The University's investigation may include, as appropriate:

- Interviewing the person making the report and other individuals who may have relevant information;
- Providing individuals involved in the matter an opportunity to provide information and identify relevant witnesses;
- Reviewing written statements, electronic communications, photographs, videos, organizational records, and other relevant information;
- Consulting with University officials or departments that may have relevant information;
- Coordinating with law enforcement when circumstances warrant or when the reported conduct may constitute a violation of law; and
- Taking other reasonable steps necessary to determine the facts and circumstances of the reported conduct.

Students, employees, student organizations, and other members of the University community are expected to cooperate with University investigations. Cooperation may include participating in interviews, providing relevant information, identifying witnesses, and providing access to information that may assist the University in determining the facts and circumstances of the reported conduct.

Following an investigation, Drury University will determine whether the reported conduct constitutes a violation of University policy and will take appropriate action consistent with applicable University policies and procedures. When hazing is substantiated, disciplinary or corrective action may be imposed. Disciplinary action may apply to individual students, student organizations, employees, or other persons subject to University policies.

The University will make reasonable efforts to conduct hazing investigations in a prompt and impartial manner. The time required to complete an investigation may vary depending on the nature and complexity of the matter, the availability of individuals and information, the involvement of law enforcement, and other circumstances.

Information obtained during an investigation will be handled in accordance with University policy and applicable law. The University will make reasonable efforts to protect the privacy of individuals involved in hazing reports to the extent permitted by law.

A University investigation and disciplinary determination are separate from any criminal investigation or determination by law enforcement. The University may investigate and address reported hazing regardless of whether the matter is reported to or investigated by law enforcement.

Hazing Prevention and Awareness

Drury University is committed to preventing hazing before it occurs and to promoting a campus culture in which students, employees, and student organizations understand the risks and consequences associated with hazing.

The University's hazing prevention and awareness efforts may include education and outreach provided through student orientation, student organization programming, Greek Life programming, residence life programming, student leadership development, campus communications, and other University-sponsored activities.

Prevention and awareness efforts are intended to:

- Educate students, faculty, and staff about the University's prohibition against hazing;
- Explain the physical and psychological risks associated with hazing;
- Increase awareness of University and Missouri law regarding hazing;
- Reinforce that consent or willingness to participate does not excuse hazing;
- Encourage students and employees to recognize and report hazing;

- Promote responsible and ethical student organization leadership;
- Encourage bystander intervention and reporting when hazing is suspected or observed; and
- Promote positive methods of building group relationships, organizational identity, leadership, and cohesion without hazing.
- Utilize “Engage” training, Vector Solutions training, and training for organizations every August.

Drury University will review and update its hazing prevention and awareness efforts as appropriate based on identified campus needs, reported incidents, emerging concerns, and available research-informed prevention practices.

Hazing Statistics

The Stop Campus Hazing Act requires institutions of higher education to include hazing incidents in their Annual Security Reports. For Clery Act reporting purposes, Drury University records hazing incidents using the federal definition of hazing and reports qualifying incidents occurring within the University's Clery geography as required by federal law.

Hazing statistics are maintained separately from the University's broader disciplinary records and institutional hazing policy violations. A report of hazing does not necessarily mean that a violation has been substantiated or that an individual or organization has been found responsible.

For the **2025 reporting period**, Drury University reports:

<u>Year</u>	<u>Hazing Incidents</u>
2025	1
2024	N/A
2023	N/A

**Federal hazing data collection under the Stop Campus Hazing Act began January 1, 2025. Accordingly, Drury University reports qualifying hazing incidents for calendar year 2025. Statistics for 2023 and 2024 are reported as unavailable because the federal hazing reporting requirement was not yet in effect for those years.*

Campus Hazing Transparency Report

The Stop Campus Hazing Act also requires institutions to maintain a Campus Hazing Transparency Report (CHTR). The CHTR is separate from the hazing statistics reported in the Annual Security Report.

The CHTR summarizes findings concerning student organizations found responsible for hazing violations under the University's standards of conduct. When applicable, the report includes:

- The name of the student organization;
- A general description of the hazing violation;
- Any sanctions imposed; and
- The date of the incident.

The CHTR must be published on the University's website when the University has identified one or more reportable hazing violations and must be updated at least twice each year. Updates are based on findings of responsibility for hazing violations rather than simply on allegations or reports that have not resulted in a finding.

For the 2025 reporting period:

<https://www.drury.edu/security/clery-act/hazing-resources/>

Relationship Between University Policy, State Law, and Federal Reporting

Drury University's hazing policy, Missouri law, and the federal Clery Act serve different purposes and may define or address hazing differently.

A report may constitute a violation of University policy even when it does not meet the federal Clery definition of hazing or the elements of a criminal offense under Missouri law. Conversely, conduct may constitute a violation of Missouri law or meet the federal Clery definition of hazing even when no criminal charge is filed or no University disciplinary finding has yet been made.

The University's reporting of an incident for Clery Act purposes does not constitute a determination that an individual or organization violated University policy or committed a criminal offense. Likewise, a decision by law enforcement not to pursue criminal charges does not prevent the University from addressing conduct under its policies.

Registered Sex Offenders

The Campus Sex Crimes Prevention Act (CSCPA) of 2000, an amendment to the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Act (Wetterling Act). Under the CSCPA, individuals who are required to register as sex offenders under applicable state law must notify the appropriate state authorities when they enroll in or become employed by an institution of higher education.

Sex offender registration information is provided by the states to appropriate law enforcement agencies in the jurisdictions where registered offenders reside. In Missouri, sex offender registration information is maintained at the county level.

Information regarding registered sex offenders in Missouri is available through the Missouri State Highway Patrol Sex Offender Registry. The registry provides access to sex offender information by county.

Missouri State Highway Patrol Sex Offender Registry:

<http://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>

Alcohol and Drug Abuse Policy

The unlawful possession, use, manufacture, distribution, or dispensing of illicit drugs and alcohol by students or employees is prohibited on University property and in connection with University-sponsored activities. Violations of this policy by students constitute violations of the Drury University Student Code of Conduct and may result in disciplinary action, up to and including suspension or dismissal. Disciplinary sanctions may also include referral to appropriate counseling, assessment, education, or rehabilitation services.

Employees who violate this policy may be subject to disciplinary action, up to and including termination of employment. Individuals who violate applicable federal, state, or local laws may also be referred to the appropriate law enforcement authorities and may be subject to criminal prosecution.

Drury University Safety and Security officers will respond to observed or reported violations of University policy and applicable law. When authorized by law and University policy, Safety and Security officers may intervene, detain individuals, and take other appropriate action when they observe or have reasonable grounds to believe that an individual is unlawfully possessing, distributing, or consuming alcohol or illicit drugs on University property.

Safety and Security personnel enforce applicable University policies and may enforce applicable state and federal laws within the scope of their authority. Local law enforcement agencies are responsible for enforcing applicable city ordinances and Missouri state statutes and may take appropriate action when criminal violations occur.

Drug and Alcohol Prevention and Assistance

In accordance with the **Drug-Free Schools and Communities Act Amendments of 1989**, Drury University is required to maintain a drug and alcohol prevention program for students and employees. The University provides educational programs, prevention resources, and referral services addressing alcohol and other drug use.

Resources and programs available to members of the University community include:

- **Alcoholics Anonymous (AA) and Narcotics Anonymous (NA)** - Recovery support groups meet throughout the Springfield community. Information regarding meeting locations, dates, times, and meeting types is available through AA at **(417) 823-7125** or springfieldmoaa.org and NA at **(417) 866-7392**.
- **Burrell Behavioral Health** - Provides behavioral health consultation and counseling services addressing behavioral concerns, stress, emotional concerns, substance misuse, and other issues that may affect an individual's personal, academic, or overall well-being.
- **Partners in Prevention (PIP)** - Missouri's higher education consortium focused on promoting healthy and safe college communities. PIP provides educational resources and materials addressing alcohol and other drug prevention.
- **Vector/Safe Colleges** - Provides online prevention education addressing alcohol and other drug use and related risk behaviors as part of a broader campus prevention program.

- **Sexual Assault Prevention for Undergraduates and Ongoing Education** - Provides education addressing sexual assault and relationship violence, including definitions, statistics, bystander intervention skills, confidence-building strategies, University policies, and available resources. This course meets the educational mandate of the 2013 Federal Campus Sexual Violence Elimination Act.

Alcohol and Drug Prevention Education

During required Freshman Orientation, Drury University provides students with information and educational programming addressing alcohol and other drug use, University policies, and related safety concerns.

The Drury University Safety and Security Department also provides safety talks and educational programming at the beginning of the fall semester. Additional prevention and educational programming may be provided throughout the academic year.

Information regarding the University's current alcohol and drug policies is available in the **Drury University Community Standards Handbook**:

<https://www.drury.edu/academics/catalogs/communitystandards-handbook>

Emergency Procedures

Timely Warnings and Campus Safety Alerts

When a crime or serious incident occurs on or near a Drury University campus and presents an ongoing or continuing threat to the University community, the University will issue a **Timely Warning**, commonly referred to as a **Campus Safety Alert**, when warranted and required by applicable law.

Members of the University community who witness or become aware of a crime or serious incident should report it promptly:

- **Emergency:** Call **911**.
- **Springfield Campus:** Contact **Drury University Safety and Security at (417) 873-7911**.
- **Regional Campuses:** Contact the **Campus Director** or the appropriate local law enforcement agency.

Reports may also be made to other University officials. University administrators who receive reports of crimes or serious incidents should promptly notify Safety and Security or the appropriate Campus Director.

Safety and Security, in coordination with appropriate University officials and law enforcement agencies, will evaluate reported incidents and determine whether a Campus Safety Alert should be issued.

The University follows the same general Timely Warning and Campus Safety Alert process at its regional campuses, including **Fort Leonard Wood, Harrisonville, Monett, and St. Robert**.

Distribution of Campus Safety Alerts

The **Safety and Security Department** distributes Campus Safety Alerts for the Springfield campus. The **Campus Director** distributes Campus Safety Alerts for the Fort Leonard Wood, Harrisonville, Monett, and St. Robert campuses.

Once a Campus Safety Alert is approved for distribution, the University will use communication methods appropriate to the nature and urgency of the incident. Alerts may be distributed through:

- Drury University email;
- RAVE emergency notification system, including text messaging;
- Official University social media accounts; and
- The Springfield campus emergency siren, when appropriate for a critical incident or emergency.

During a critical incident, the University may provide additional updates through the DENA system and the University website. When circumstances warrant, the University may also establish a telephone call-in center staffed by trained University personnel to provide information to members of the University community.

The **Director of Safety and Security or designee** is responsible for emergency notifications for the Springfield campus. The **Campus Director** is responsible for emergency notifications for the regional campuses. The responsible official, with assistance from the campus Crisis Management Team when appropriate, will determine the content and distribution method of each notification.

The University maintains pre-developed notification templates for a variety of emergency situations. When applicable, the responsible official will select and modify the appropriate template to reflect the circumstances of the incident. If no applicable template is available, the responsible official will develop a concise notification containing the information necessary to inform the University community of the situation and identify actions individuals should take to protect themselves and others.

Emergency Response and Evacuation Procedures

Drury University maintains an **Emergency Response and Evacuation Plan** to establish policies and procedures for responding to significant emergencies or dangerous situations that may pose an immediate threat to the health or safety of students or employees on campus.

The University prepares for emergencies through ongoing coordination and training involving campus personnel, local law enforcement, fire and emergency medical services, and other University departments and offices. These efforts are intended to support effective preparation, prevention, response, and recovery during emergency situations.

The University conducts emergency exercises and tests each year to evaluate its emergency plans, notification systems, and response capabilities. These activities may include:

- Tabletop emergency exercises;
- Testing of the RAVE emergency notification system;

- Testing of the campus emergency siren in coordination with the Greene County Emergency Operations Center; and
- Participation in the statewide tornado drill.

When a serious incident presents an immediate threat to the campus community, initial response may include **Drury University Safety and Security, local law enforcement, fire and rescue personnel, and emergency medical services**. Responding agencies and University departments coordinate their efforts to manage the incident and protect the safety of students, employees, and visitors.

At least one emergency exercise each year includes communication of the University's emergency response and evacuation procedures to students and employees. The University may provide this information through emergency exercises, notifications, training, or other appropriate communication methods.

The University's Emergency Action Plan and emergency preparedness information are available through the **Drury University Safety and Security website**:

<https://www.drury.edu/security/what-to-do-in-an-emergency/>.

Emergency Notification of Immediate Threats

When a significant emergency or dangerous situation occurs on or near campus that poses an immediate threat to the health or safety of members of the University community, Drury University will initiate its emergency notification procedures.

Safety and Security will consult with appropriate law enforcement agencies and state or local emergency personnel, as necessary, to confirm the existence and nature of the emergency. Once an immediate threat is confirmed, Safety and Security will coordinate with appropriate University officials and municipal partners to determine the content and method of the emergency notification.

The University will, without delay and while considering the safety of the University community, initiate the appropriate notification system unless, in the professional judgment of responsible authorities, issuing a notification would compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency.

Depending on the nature and severity of the situation, the University may use one or more of the following emergency notification methods:

- **RAVE Emergency Notification System** – Provides authorized University officials with the ability to send emergency text messages and email notifications to members of the University community.
- **University email** – May be used to provide emergency instructions and additional information.
- **University website** – May be used to provide ongoing information and updates during a critical incident.

- **Campus emergency siren** – May be activated on the Springfield campus when an emergency requires an immediate warning to individuals on campus.

RAVE is an opt-out emergency notification system. Students, faculty, and staff are automatically enrolled upon employment or class registration. Additional information regarding RAVE and emergency notification preferences is available through **MyDrury** - <https://my.drury.edu/ics/> - under the **Emergency Notifications** tab.

The University will provide additional information and updates as appropriate during an ongoing emergency. Depending on the circumstances, additional communication methods may be used to ensure that affected members of the University community receive timely information.

Members of the University community are encouraged to promptly report any situation that may constitute a significant emergency or dangerous situation to **Drury University Safety and Security** or the **Springfield Police Department**. These agencies will respond to reported incidents, obtain appropriate emergency resources, and evaluate the circumstances to determine whether an immediate threat to the University community exists.

When an emergency or dangerous situation poses a threat to individuals or the University community outside the campus, the University may use RAVE, University email, and other appropriate communication methods to notify affected individuals.

Regional Campuses

The University follows the same general emergency notification procedures at the **Fort Leonard Wood, Harrisonville, Monett, and St. Robert campuses**.

When an emergency or dangerous situation poses an immediate threat on or near a regional campus, the Campus Director will coordinate with appropriate local emergency responders and University officials and will initiate emergency notification procedures using RAVE, DENA, University email, and other appropriate communication methods.

Emergency notifications will provide information regarding the nature of the emergency and, when appropriate, instructions regarding actions individuals should take to protect their safety.

Emergency Evacuation Procedures

The Office of Safety and Security, in coordination with Residence Life, conducts emergency evacuation drills for the Springfield campus each year. Emergency response and evacuation procedures are tested at least once each semester, including at least twice annually in residential facilities. The University's 2025 emergency response and evacuation tests are documented in the Annual Fire Safety Report beginning on page 88.

Students and other building occupants receive information regarding emergency exits, appropriate evacuation routes, and designated assembly areas. Evacuation locations may vary depending on the time of day, the location of the building, availability of designated gathering

areas, and the location and nature of an actual emergency. Accordingly, specific evacuation locations may not be announced in advance.

During an evacuation or emergency drill, Safety and Security and Residence Life personnel are present to provide instructions, monitor conditions, and communicate information regarding the situation or any changes to evacuation procedures.

The purpose of evacuation drills is to prepare building occupants to respond quickly and safely during a fire or other emergency. Drills provide occupants with an opportunity to:

- Practice established evacuation procedures;
- Become familiar with emergency exits and evacuation routes;
- Become familiar with the sound and operation of fire alarms; and
- Learn appropriate procedures for assembling following an evacuation.

Evacuation drills also provide the University with an opportunity to evaluate emergency response procedures and test fire alarm system components. Safety and Security and Residence Life personnel monitor and evaluate drills, including evacuation times, egress conditions, occupant behavior, and other factors affecting the effectiveness of the evacuation.

When deficiencies are identified, the appropriate University department or office will be notified so that corrective action can be taken. Recommendations for improving emergency response and evacuation procedures are communicated to the appropriate departments or offices for consideration and implementation.

The Fort Leonard Wood, Harrisonville, Monett, and St. Robert campuses do not have on-campus residential facilities and therefore do not conduct residential hall evacuation drills.

Shelter-in-Place Procedures

What Does “Shelter in Place” Mean?

Shelter-in-place procedures are used when remaining indoors provides greater protection than evacuating. This may be necessary when an emergency creates a hazardous condition outside a building, such as a hazardous materials release, severe weather event, or other environmental threat.

Sheltering in place means remaining inside a building or moving to an appropriate interior location and taking reasonable steps to protect yourself until emergency personnel or University officials provide an all-clear or further instruction.

If the building you are in is damaged or otherwise unsafe, do not remain inside. Evacuate using the building's established evacuation procedures and follow the instructions of emergency personnel.

How Will You Know to Shelter in Place?

A shelter-in-place notification may be issued by Drury University Safety and Security, local law enforcement, fire or emergency personnel, Residence Life, a Campus Director, or other authorized University personnel using the University's emergency communication systems.

When a shelter-in-place notification is issued, follow the instructions provided and remain sheltered until University officials or emergency personnel provide further instructions or an all-clear notification.

Shelter-in-Place Procedures

Unless emergency personnel provide different instructions, follow these general procedures:

1. **If you are indoors, remain inside.** Move to an appropriate interior location and remain there until further instructions are provided.
2. **If you are outdoors,** move quickly to the nearest safe building or follow the directions of emergency personnel.
3. **Select an appropriate shelter location.** When possible, choose an interior room that:
 - Is above ground level when appropriate to the type of emergency;
 - Has few or no windows; and
 - Provides protection from the identified hazard.
4. **Close and secure doors and windows.** Close exterior doors and windows and, when appropriate, lock them.
5. **Reduce outside air entry when appropriate.** Turn off heating, ventilation, and air-conditioning systems, fans, or other equipment that may circulate outside air if instructed to do so. University personnel will take appropriate steps to modify building ventilation systems when necessary.
6. **Remain informed.** Monitor University emergency notifications, email, the University website, RAVE, or other available communication systems for additional instructions.
7. **Account for individuals in your area when practical.** Faculty, staff, and other responsible individuals should account for persons with them when it is safe to do so and report relevant information to Safety and Security or emergency personnel.
8. **Do not leave the shelter location until instructed to do so.** Remain sheltered until University officials or emergency personnel provide an all-clear notification or other instructions.

If the situation involves an active threat, hazardous materials, severe weather, or another specific emergency, additional or different instructions may apply. Always follow the directions of emergency personnel and University officials.

Active Threat and Active Shooter Response

Drury University maintains an **Active Threat and Active Shooter Response Plan** to help protect students, faculty, staff, and visitors during an active threat or active shooter incident. Members of the University community are encouraged to familiarize themselves with these procedures and periodically review them so they are prepared to respond during an emergency.

When confronted with an active shooter or other active threat, individuals should follow the **Run, Hide, Fight** principles and use their best judgment based on the circumstances.

1. RUN

If a safe escape route is available, **leave the area immediately.**

- Have an escape route and plan in mind.
- Leave personal belongings behind.
- Move away from the threat as quickly and safely as possible.
- Encourage others to leave if it is safe to do so, but do not delay your escape.
- Keep your hands visible when approaching law enforcement.

2. HIDE

If evacuation is not possible, **find a secure place to shelter.**

- Move out of the attacker's view.
- Choose a location that provides protection from the threat when possible.
- Lock and barricade the door, if possible.
- Turn off lights and silence cell phones and other devices that may make noise.
- Remain quiet and stay out of sight.
- Do not leave your hiding location until it is safe or law enforcement provides instructions.

3. FIGHT

If you are unable to safely run or hide and your life is in **imminent danger**, take action as a last resort.

- Commit to your actions and act decisively.
- Use available objects or other means to defend yourself.
- Work with others when possible.
- Continue defensive actions until the threat is no longer an immediate danger or law enforcement arrives.

Reporting an Active Threat

CALL 911 AS SOON AS IT IS SAFE TO DO SO.

When safe, provide the dispatcher with as much information as possible, including:

- Your location;
- The location of the threat;
- The number of attackers, if known;
- A description of the attacker or attackers;
- The type of weapon or weapons observed, if known;
- The number of people injured or in immediate danger; and
- Any other information that may assist responding officers.

You may also contact **Drury University Safety and Security at (417) 873-7911** when it is safe to do so.

When Law Enforcement Arrives

Law enforcement officers responding to an active threat will focus on locating and stopping the threat. When officers arrive:

- Remain calm and follow their instructions.
- Keep your hands visible and empty.
- Avoid making sudden movements toward officers.
- Do not stop officers to ask questions while they are responding to the threat.
- Follow all instructions regarding evacuation, sheltering, or movement to a safe location.

Once the immediate threat has been addressed, remain in the area designated by law enforcement or University officials until you are instructed that it is safe to leave.

Bomb Threat Response Procedures

Drury University maintains procedures for responding to bomb threats and suspected explosive devices to help protect students, faculty, staff, and visitors. Members of the University community should familiarize themselves with these procedures and follow the instructions of Safety and Security and responding emergency personnel during an incident.

A bomb threat may be received by telephone, written communication, electronic communication, or through a third party, including law enforcement. Any person who receives or becomes aware of a bomb threat should immediately notify **Drury University Safety and Security and law enforcement**.

Telephone Bomb Threats

If you receive a bomb threat by telephone and it is safe to remain on the call:

- Remain calm and keep the caller on the line as long as possible.
- Listen carefully and record the caller's exact words to the best of your ability.
- Ask the caller for information about the location of the suspected device and the anticipated time of detonation, if that information has not been provided.
- Note details about the caller's voice, speech, tone, and any distinctive background sounds that may assist law enforcement.
- Do not attempt to confront or challenge the caller.
- Do not hang up unless necessary to protect your safety or as directed by emergency personnel.
- As soon as it is safe to do so, report the threat to **911 and Drury University Safety and Security at (417) 873-7911**.
- Remain available to provide information to responding law enforcement personnel, unless instructed otherwise.

If a bomb threat is received by an employee or department other than Safety and Security, the recipient should notify Safety and Security immediately.

Threats Received Through Law Enforcement or Other Third Parties

If a bomb threat is initially reported to a law enforcement agency or other outside authority, that agency may notify the University. Safety and Security will coordinate with the appropriate law enforcement and emergency response agencies and initiate the University's emergency response procedures as appropriate.

Written or Electronic Threats

If a bomb threat is received in written or electronic form:

- Preserve the original message and any associated envelope, packaging, or other materials.
- Avoid unnecessary handling of physical evidence.
- Do not alter, destroy, or discard the message or related materials.
- Preserve electronic communications, including emails, text messages, photographs, screenshots, and other available information.
- Notify **911 and Drury University Safety and Security at (417) 873-7911** as soon as it is safe to do so.

Suspected Explosive Devices

If a suspected explosive device or suspicious package is discovered:

- **Do not touch, move, open, or disturb the object.**
- Move away from the area and prevent others from approaching, if it is safe to do so.
- Notify **911 and Drury University Safety and Security immediately.**
- Follow the instructions of law enforcement, fire personnel, Safety and Security, and other emergency responders.
- Do not use radios, cell phones, or other electronic devices in the immediate vicinity of a suspected device unless directed to do so by emergency personnel.

Evacuation

If evacuation is ordered, follow the instructions of University officials and emergency personnel.

- Evacuate using the designated route when it is safe to do so.
- Move away from the affected building or area and remain at the location designated by emergency personnel.
- Maintain a safe distance from the building, suspicious object, parked vehicles, and other potential hazards.
- Do not re-enter the building or return to the affected area until authorized by law enforcement or University officials.
- Be aware that evacuation distances and assembly locations may vary depending on the circumstances and will be determined by emergency personnel.

Safety and Security will assist with establishing and maintaining the evacuation area and will coordinate with law enforcement, fire personnel, and other emergency responders as appropriate.

Fire Plan

Drury University maintains a Fire Plan designed to protect the safety of students, faculty, staff, visitors, and other members of the University community. All members of the University

community are responsible for familiarizing themselves with these procedures and periodically reviewing them so they are prepared to respond appropriately in the event of a fire or other fire-related emergency.

Fundamentals of Fire Prevention

Fire prevention is the responsibility of everyone on campus. Members of the University community should:

- **Maintain good housekeeping.** Keep meeting, event, work, and common areas clean and orderly. Good housekeeping reduces potential fire hazards.
- **Remain alert.** Prompt recognition and reporting of smoke, fire, unusual odors, or other potential fire hazards can reduce the risk of injury and property damage.
- **Report hazards promptly.** Report unsafe conditions, potential fire hazards, malfunctioning equipment, or other concerns to the appropriate student leader, campus advisor, or University personnel.
- **Know the location of emergency equipment.** Familiarize yourself with the locations of fire alarm pull stations, fire extinguishers, and other fire protection equipment in areas you regularly occupy.
- **Know your evacuation routes.** Familiarize yourself with building floor plans, designated exits, evacuation routes, and appropriate assembly areas.
- **Know your responsibilities.** Student leaders, campus advisors, and other individuals with assigned emergency responsibilities should understand their roles before an emergency occurs.
- **Never compromise personal safety.** Only attempt to extinguish a fire if it is small, contained, and can be done safely using appropriate equipment. If there is any doubt about your ability to safely extinguish the fire, evacuate immediately and allow trained emergency personnel to respond.

What to Do in the Event of a Fire

If a fire, smoke, or other indication of fire is discovered:

1. **Activate the nearest fire alarm.**
2. **Call 911** and report the exact location and nature of the fire or emergency.
3. **Notify Drury University Safety and Security at (417) 873-7911** as soon as it is safe to do so. Prompt notification allows Safety and Security to respond, assist with evacuation, and meet responding fire personnel and direct them to the affected area.
4. **Alert others in the immediate area** and direct them to evacuate.
5. **Close doors as you leave, if it is safe to do so.** Closing doors can help limit the spread of smoke and fire.
6. **Do not use elevators** during a fire unless directed to do so by emergency personnel.
7. **Remain calm and evacuate immediately** using the nearest safe exit.
8. **Do not attempt to fight the fire** unless the fire is small, contained, and you can safely use an appropriate fire extinguisher.
9. **Once outside, move to a safe location** away from the building and emergency response operations.
10. **Do not re-enter the building** until authorized by responding fire personnel or University officials.

Responsibilities of Student Leaders and Campus Advisors

When a fire occurs during a student organization meeting, event, or other University-sponsored activity, the student leader and/or campus advisor should:

- Immediately direct participants and guests to evacuate;
- Assist individuals who may require additional assistance, when it is safe to do so;
- Ensure that members and guests are alerted to the emergency;
- Encourage individuals to remain calm and proceed to a safe location; and
- Report to responding University or emergency personnel any known information regarding individuals who may remain inside the building.

Student leaders, campus advisors, and other members of the University community should **not delay evacuation or place themselves at risk** to account for individuals or attempt to locate the source of a fire.

Fire Department Response

Safety and Security or the appropriate campus official will assist responding fire personnel in accessing the affected building and identifying the reported location of the fire or emergency. Members of the University community should follow all instructions provided by Safety and Security, the fire department, law enforcement, and other emergency personnel.

Tornado Plan

Drury University maintains a Tornado Plan designed to protect the safety of students, faculty, staff, and visitors during severe weather and tornado events. All members of the University community are responsible for familiarizing themselves with these procedures and periodically reviewing them so they are prepared to respond appropriately when severe weather threatens.

Tornado Watch

A **Tornado Watch** means that conditions are favorable for the development of severe thunderstorms and tornadoes in or near the affected area. A Tornado Watch does not mean that a tornado has been observed.

When a Tornado Watch is issued for **Springfield, Missouri**, Drury University Safety and Security personnel will monitor weather information and official emergency notifications and will remain alert for changing weather conditions, including severe thunderstorms, heavy rain, lightning, hail, and possible tornado development.

The following University personnel will be notified and placed on alert:

- Residence Life staff; and
- Greek Life staff.

When a Tornado Watch is issued for **Fort Leonard Wood, Harrisonville, Monett, or St. Robert**, University personnel at the affected campus will monitor official weather information and emergency notifications and remain alert for changing weather conditions.

During a Tornado Watch, members of the University community should remain alert to changing weather conditions and be prepared to move to a designated shelter area if a Tornado Warning is issued.

Tornado Warning

A **Tornado Warning** means that a tornado has been detected or indicated by weather radar and/or reported by trained observers or other reliable sources. When a Tornado Warning is issued for an area affecting a Drury University campus, the University will initiate its tornado emergency procedures.

Students, faculty, staff, and visitors should immediately proceed to the **designated tornado shelter area** for the building or campus location where they are located. Individuals should remain in the designated shelter area until the immediate threat has passed and they are directed that it is safe to leave.

On the Springfield campus:

- Student leaders and campus advisors should direct students and other individuals to designated tornado shelter areas.
- Safety and Security will notify residence facilities and open campus offices of the warning when circumstances permit.
- Safety and Security officers will patrol the campus, when conditions permit, to notify individuals of the warning and direct them to the nearest appropriate shelter location.
- Safety and Security will open designated shelter areas, including the lower level of the Findlay Student Center, when appropriate.
- The Safety and Security Director's Office may be used as an emergency command post as conditions require.

At regional campuses, the appropriate Campus Director or designated University personnel will coordinate tornado response activities and direct students, faculty, staff, and visitors to designated shelter areas.

Tornado Safety Instructions

When a Tornado Warning is issued:

- **Seek shelter immediately.** Do not delay evacuation to a shelter area to gather personal belongings.
- **Move to the lowest practical level of the building** and remain in an interior room or designated shelter area away from windows and exterior doors.
- **Stay away from windows, glass doors, mirrors, and other areas where broken glass or flying debris may cause injury.**

- **Protect your head and neck.** Use your arms, blankets, coats, backpacks, or other available materials to protect yourself from flying debris.
- **If you are unable to reach a designated shelter before a tornado arrives,** move to the safest available interior location, stay away from windows, and protect your head and neck.
- **Remain in the shelter area until the immediate threat has passed** and University officials or emergency personnel provide further instructions.
- **Do not leave the shelter area simply because the sirens stop.** Remain alert to official weather and emergency notifications.
- If available, monitor official emergency information through the University's emergency notification system, weather radio, or local emergency broadcasts.

Members of the University community should follow instructions provided by Drury University Safety and Security, Campus Directors, local emergency management officials, law enforcement, fire personnel, and other emergency responders.

Tornado Shelter Locations

During a Tornado Warning, individuals should proceed immediately to the designated shelter area for the building in which they are located. Do not leave one building to travel to another building once a Tornado Warning has been issued. If the designated shelter area is inaccessible, use the safest available interior location away from windows and exterior walls.

Springfield Campus

- **BAY HALL** – Proceed to the back area of the restroom hallway.
- **BREECH HALL** – Proceed to the first-floor hallways, restrooms, or downstairs dressing rooms.
- **BURNHAM HALL** – Proceed to the south stairs and basement area, including the area under the stairwell and the men's restroom. If these areas become inaccessible, use another safe interior location away from windows and exterior wall.
- **CLARA THOMPSON HALL** – Proceed down the stairs to the men's and women's restrooms. If these areas are inaccessible, use the basement areas of Lydy Hall or O'Bannon Hall, if it can be reached safely without going outside.
- **COLLEGE PARK** – Proceed to an interior room, and stay away from windows.
- **COLLEGE PARK COMMUNITY CENTER** – Proceed to the men's and women's restrooms.
- **CURRY SPORTS COMPLEX** – Proceed to the restrooms or locker rooms. If these areas are inaccessible, use the safest available interior location away from windows and exterior walls.
- **FACILITIES SERVICES** – Proceed to the office, restrooms, or interior hallways.
- **FINDLAY STUDENT CENTER** – Proceed to the lower-level restrooms, hallways, or student activities game area.
- **FREEMAN HALL** – Proceed to the lower-level hallway or suites.
- **HAMMONS SCHOOL OF ARCHITECTURE** – Proceed to the wood shop basement. If additional shelter space is needed, use the first-floor stairwells or restrooms.

- **HPER/WEISER** – Proceed to the lower-level hallway, classrooms, offices, or locker rooms. Overflows proceed to O'Reilly Family Event Center tornado shelter in the lower-level room 126, hallway, or locker rooms.
- **JEFFERSON PARK NORTH AND SOUTH** – Proceed to an interior room in the apartment without windows.
- **JEFFERSON PARK WEST** – Proceed to the basement. Remember to bring the basement key to gain access.
- **KAPPA ALPHA** – Proceed to basement.
- **LAMBDA CHI ALPHA** – Proceed to the lowest level of the building, to interior rooms without windows.
- **LAW ENFORCEMENT ACADEMY** – Proceed to the first-floor hallway or restrooms.
- **LAY HALL** – Proceed to the basement hallways, restrooms, or lower level of the first-floor auditorium.
- **LYDY HALL** – Proceed to the basement hallway or classrooms.
- **LYDY SUITES** – Proceed to the first-floor hallways or laundry rooms. Use another safe interior location within the building if these areas are inaccessible.
- **MANLEY HALL** – Proceed to the basement hallways, apartments, or laundry room.
- **MARTIN ALUMNI CENTER** – Proceed to the basement.
- **MIDTOWN HOMES** – Immediate shelter can be taken in the basement or interior room.
- **O'BANNON HALL** – Proceed to the basement hallway or classrooms.
- **OLIN LIBRARY** – Proceed to the basement area hallway, restrooms, or meeting rooms. Stay away from the glass areas, particularly the middle stairwell.
- **O'REILLY FAMILY EVENT CENTER** – Proceed to the lower-level room 126, a designated tornado shelter. Overflow proceeds to the lower-level hallway or locker rooms.
- **O'REILLY ENTERPRISE CENTER** – Proceed to the lowest level and use the shared Breech Conference Room or another safe interior location within the building.
- **PATTERSON HOUSE** - Proceed to the first-floor foyer or apartments. If these areas are inaccessible, use the safest available interior location within the building.
- **PEARSONS HALL** – Proceed to the basement hallway or classrooms.
- **POOL ART CENTER** – Proceed to the first-floor hallways, restrooms, or classrooms.
- **ROSE O'NEILL HOUSE** – Proceed to the basement.
- **SHEWMAKER COMMUNICATION CENTER** – Proceed to the first-floor interior hallways, restrooms, or offices.
- **SIGMA NU** – Proceed to the lowest level of the building, to an interior room.
- **SIGMA PI** – Proceed to the lowest level of the building, to an interior room.
- **SPRINGFIELD HALL** – Proceed to the first-floor hallways or laundry room. If these areas are inaccessible, use another safe interior location within the building.
- **STONE CHAPEL** – Proceed to the first-floor restrooms or kitchen.
- **SUMMIT PARK** – Proceed to the first-floor apartment hallways or restrooms. If these areas are inaccessible, use the safest available interior location within the building.
- **SUNDERLAND HALL** – Proceed to the first-floor hallways or laundry room. If these areas are inaccessible, use another safe interior location within the building.

- **MERCY SCIENCE CENTER** – Proceed to the basement hallways, restrooms, or classrooms.
- **UNIVERSITY SUITES** – Proceed to the first-floor apartment hallways or restrooms. If these areas are inaccessible, use the safest available interior location within the building.
- **WALLACE HALL** – Proceed to the basement hallways or laundry room. If these areas are inaccessible, use another safe interior location within the building.
- **WAREHOUSE 3** – Proceed to an area in the warehouse with no windows or doors.
- **WARMACK FACULTY STUDIOS** – Proceed to the hallway or restrooms.
- **WASHINGTON BAPTIST CHURCH** - Proceed to the restrooms. If those areas are at capacity, proceed to an interior room and stay away from windows.
- **WHITE WAREHOUSE** – Proceed to the restrooms. If additional shelter space is needed, use the safest available interior location within the building.

Fort Leonard Wood Campus

The designated tornado shelter area for the Fort Leonard Wood campus is the **interior hallways of the Education Center**. Individuals should remain away from windows and exterior walls.

Harrisonville Campus

The designated tornado shelter areas for the Harrisonville campus are the **two large bathrooms and IT areas** of the building.

Monett Campus

The designated tornado shelter area for the Monett campus is the **basement of the campus building**.

St. Robert Campus

The designated tornado shelter area for the St. Robert campus is the **interior hallways away from windows**.

The St. Robert Municipal Building is also identified as a tornado shelter and is located adjacent to the St. Robert campus. Individuals should not leave the campus building to travel to the Municipal Building after a Tornado Warning has been issued unless directed to do so by emergency personnel and it is determined to be safe.

General Shelter Guidance

During a Tornado Warning:

- Proceed to the designated shelter area **immediately**.
- Do not delay sheltering to collect personal belongings.
- Do not leave a building to travel to another building unless directed to do so by emergency personnel.
- Move away from windows, glass, exterior doors, and exterior walls whenever possible.
- Use interior rooms, hallways, bathrooms, basements, or other designated shelter areas.
- Protect your head and neck from potential flying debris.

- Remain in the shelter area until the immediate threat has passed and University officials or emergency personnel provide further instructions.

**Each month, the Drury University Safety and Security Department issues RAVE alerts in conjunction with the State of Missouri tornado siren tests, which also activates the emergency siren on our campus. With these RAVE alerts, we send the notification that states, "This is a TEST."*

Clery Act Crime Statistics

Drury University reports crime statistics in accordance with the requirements of the **Jeanne Clery Act (Clery Act)**. Clery Act crime statistics include specified offenses reported to have occurred within the geographic areas that the University owns or controls and that meet the Clery Act definitions of **Clery geography**.

Clery Act statistics are based on reports of alleged criminal offenses. An offense is counted regardless of whether the incident has been investigated, whether an investigation resulted in an arrest or referral for disciplinary action, or whether a finding of guilt or responsibility has been made.

For Clery Act statistical reporting purposes, crimes are generally counted based on the date the incident was **reported to a Campus Security Authority (CSA) or local law enforcement**, rather than the date the incident allegedly occurred.

Five Categories of Clery Act Crimes

1. Criminal Offenses

Criminal offenses reportable under the Clery Act include:

- Murder and Non-Negligent Manslaughter;
- Manslaughter by Negligence;
- Rape;
- Fondling;
- Incest;
- Statutory Rape;
- Robbery;
- Aggravated Assault;
- Burglary;
- Motor Vehicle Theft; and
- Arson.

2. Hate Crimes

Hate crimes include any of the criminal offenses listed above when motivated by bias. In addition, the following offenses are reported as hate crimes when motivated by bias:

- Larceny-Theft;
- Simple Assault;
- Intimidation; and

- Destruction/Damage/Vandalism of Property.

3. Violence Against Women Act (VAWA) Offenses

The Clery Act requires institutions to report certain offenses addressed by the Violence Against Women Act (VAWA). These offenses include:

- Domestic Violence;
- Dating Violence; and
- Stalking.

Sexual assault is also a VAWA-related offense but is reported within the Criminal Offenses category because sexual assault offenses are already included among the Clery Act criminal offenses.

4. Arrests and Referrals for Disciplinary Action

The University reports arrests and referrals for disciplinary action involving violations of applicable laws related to:

- Weapons Law Violations;
- Drug Abuse Violations; and
- Liquor Law Violations.

5. Hazing Incidents

The Clery Act requires institutions to report qualifying hazing incidents occurring within the University's Clery geography. Hazing statistics are reported separately from the University's other Clery crime categories.

Clery Act Reporting Geography

Clery Act crime statistics are reported according to specific geographic categories established by federal law. These categories include **On-Campus Property**, **On-Campus Student Housing Facilities**, **Public Property**, and **Non-Campus Property**.

On-Campus Property

On-campus property includes any building or property owned or controlled by the University that is located within the same reasonably contiguous geographic area and is used by the University in direct support of, or in a manner related to, its educational purposes, including residence halls.

On-campus property also includes certain buildings or properties within or reasonably contiguous to the campus that are owned by the University but controlled by another person, are frequently used by students, and support institutional purposes, such as food or other retail vendors.

On-Campus Student Housing Facilities

On-campus student housing facilities are a subset of on-campus property. This category includes student housing facilities that are owned or controlled by the University or are located

on property owned or controlled by the University and within the reasonably contiguous geographic area that constitutes the campus.

Non-Campus Property

Non-Campus property includes:

- Buildings or property owned or controlled by a student organization that is officially recognized by the University; and
- Buildings or property owned or controlled by the University that are used in direct support of, or in relation to, the University's educational purposes, are frequently used by students, and are not within the same reasonably contiguous geographic area of the University's campus.

Public Property

Public property includes public property immediately adjacent to and accessible from the campus, including public thoroughfares, streets, sidewalks, and parking facilities.

Springfield – Criminal Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	0	0	0	0
	2024	2	0	0	0
	2023	0	0	1	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	0	0	0	0
	2024	1	0	0	0
	2023	0	0	0	1
Burglary	2025	1	1	0	0
	2024	2	0	0	0
	2023	8	6	4	0
Motor Vehicle Theft	2025	8	0	0	0
	2024	1	0	0	4
	2023	0	0	0	4

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Arson	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Springfield – Hate Crimes

During calendar year 2024, Drury University received reports of three incidents involving bias based on sexual orientation that occurred on campus and were directed toward an employee. The reported incidents included derogatory writings on a campus bathroom wall and derogatory notes placed beneath the employee's vehicle windshield.

During calendar year 2025, Drury University received one report involving bias based on sexual orientation that occurred on campus and was directed toward an employee. The incident involved damage to a photograph depicting the employee and the employee's spouse.

The incidents were documented and reviewed in accordance with University procedures and applicable Clery Act reporting requirements. No personally identifying information concerning the employee or other individuals involved is included in this report.

There were no reported hate crimes for calendar year 2023.

There were no crimes determined to be unfounded by law enforcement during the 2023, 2024, or 2025 reporting periods.

Year	Clery Offense	Bias	Location	Number
2025	Destruction/Damage/Vandalism of Property	Sexual Orientation	On Campus	1
2024	Intimidation	Sexual Orientation	On Campus	3
2023	None	—	—	0

Springfield – VAWA Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2025	0	0	0	0
	2024	3	0	0	0
	2023	0	0	0	0
Dating Violence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Stalking	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

Springfield – Arrests and Referrals for Disciplinary Action

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Weapon Law Violation Referrals	2025	0	0	0	0
	2024	1	0	0	0
	2023	2	2	0	0
Drug Law Violation Arrests	2025	0	0	0	0
	2024	2	0	0	0
	2023	0	0	0	0
Drug Law Violation Referrals	2025	5	5	0	0
	2024	3	3	0	0
	2023	2	2	0	0
Liquor Law Violation Arrests	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Liquor Law Violation Referrals	2025	28	27	0	0
	2024	81	81	0	0
	2023	43	43	0	0

Fort Leonard Wood – Criminal Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Manslaughter by Negligence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Fort Leonard Wood – Hate Crimes

There were no hate crimes reported in 2023, 2024 or 2025.

There were no crimes determined as Unfounded by law enforcement in the 2023, 2024, or 2025 reporting periods.

Fort Leonard Wood – VAWA Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Fort Leonard Wood – Arrests and Referrals for Disciplinary Action

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapon Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Harrisonville – Criminal Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Manslaughter by Negligence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	1
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	1
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Harrisonville – Hate Crimes

There were no hate crimes reported in 2023, 2024, or 2025.

There were no crimes determined as Unfounded by law enforcement for the 2023, 2024, or 2025 reporting periods.

Harrisonville – VAWA Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Harrisonville – Arrests and Referrals for Disciplinary Action

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapon Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Monett – Criminal Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Manslaughter by Negligence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Monett – Hate Crimes

There were no hate crimes reported in 2023, 2024 or 2025.

There were no crimes determined as Unfounded by law enforcement for the 2023, 2024, or 2025 reporting periods.

Monett – VAWA Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Monett – Arrests and Referrals for Disciplinary Action

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapon Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

St. Robert – Criminal Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Manslaughter by Negligence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Fondling	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Statutory Rape	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Incest	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Robbery	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Aggravated Assault	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Burglary	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Motor Vehicle Theft	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Arson	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

St. Robert – Hate Crimes

There were no hate crimes reported in 2023, 2024, or 2025.

There were no crimes determined as Unfounded by law enforcement for the 2023, 2024, or 2025 reporting periods.

St. Robert – VAWA Offenses

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Domestic Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Dating Violence	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Stalking	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

St. Robert – Arrests and Referrals for Disciplinary Action

Offense	Year	Geographic Location			
		On-Campus Property	On-Campus Residential Housing	Non-Campus Property	Public Property
Weapon Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Weapon Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Drug Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Arrests	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0
Liquor Law Violation Referrals	2025	0	N/A	0	0
	2024	0	N/A	0	0
	2023	0	N/A	0	0

**Drury University has discontinued operations at certain DruryGO locations. The University is in the process of updating its campus and Clery geography records to reflect current operations. Historical crime statistics for locations that were within the University's Clery geography during the applicable reporting period are retained and reported as required by federal law.*

2026 Annual Fire Safety Report

January 1, 2025 through December 31, 2025

Drury University Safety and Security
Director: Candy Cornman

This Annual Fire Safety Report is prepared in accordance with the requirements of the **Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)**.

Institutions with on-campus student housing facilities are required to publish an Annual Fire Safety Report by **October 1 of each year**. The report provides information regarding fire safety policies, procedures, and programs applicable to on-campus student housing facilities, as well as statistics concerning fires that occurred in those facilities during the required reporting period.

This Annual Fire Safety Report applies specifically to the **Drury University Springfield campus**, which maintains on-campus student housing facilities. The **Fort Leonard Wood, Harrisonville, Monett, and St. Robert campuses do not maintain on-campus student housing facilities** and, therefore, are not subject to the fire safety reporting requirements applicable to residential facilities. Accordingly, those campuses are not included in the fire safety information and statistics presented in this report.

Tobacco/Vaping/Smoking Policy (Includes Campus Housing)

The use of **tobacco products, vaping products, and other nicotine-containing products is prohibited on all Drury University property and inside all University-owned or University-rented vehicles**.

Smoking or vaping **any substance** is also prohibited on University property. This prohibition includes, but is not limited to, cigarettes, cigars, pipes, electronic cigarettes, vaping devices, vape pens, JUULs, and similar products.

Fire Safety Statements of Policy, Procedure, and Programming

Fire Drills

Drury University conducts **four fire drills annually** in its on-campus residence halls and fraternity houses. These drills provide students and employees with opportunities to practice established fire evacuation procedures, become familiar with emergency exits and evacuation routes, and demonstrate appropriate emergency response actions.

During **2025**, the University conducted the following fire drills:

- **February 4, 2025, at 4:00 P.M. (CST) — Announced Drill:** A full evacuation exercise was conducted, with students exiting the residence facilities and proceeding in accordance with established evacuation procedures.
- **April 8, 2025, at 4:00 P.M. (CST) — Unannounced Drill:** An unannounced evacuation exercise was conducted to evaluate compliance with established fire evacuation procedures and confirm that residents appropriately exited the residence facilities.
- **September 16, 2025, at 4:00 P.M. (CST) — Announced Drill:** A full evacuation exercise was conducted, with students exiting the residence facilities and following established evacuation procedures.
- **November 11, 2025, at 4:00 P.M. (CST) — Unannounced Drill:** An unannounced evacuation exercise was conducted to evaluate compliance with established evacuation procedures and confirm that residents appropriately exited the residence facilities.

The combination of **announced and unannounced drills** allows the University to evaluate residents' familiarity with evacuation procedures under both anticipated and unexpected conditions and to identify opportunities for improvement in fire safety preparedness.

Reporting a Fire

Students and employees are encouraged to **report any fire or suspected fire immediately** to one of the following University departments or offices:

- **Safety and Security**
- **Facilities Services**
- **Residence Life**
- **Housing**

Prompt reporting allows the University to respond quickly and appropriately, ensure the safety of the campus community, document the incident, and determine whether the fire is required to be reported in the **Annual Fire Safety Report**.

Prohibited Items and Cooking Appliances

To promote fire safety and protect students, University personnel, and property from fire, injury, and related hazards, the following items are **prohibited in University-owned or University-controlled buildings**:

- Motorized vehicles, except those approved as a disability accommodation;
- Gasoline, propane, combustible fuels, and combustible oils, including lighter fluid, paint thinner, solvents, and lamp oil;
- Scooters and other devices equipped with combustion engines;
- Fireworks;
- Gas grills;
- Empty glass bottles;
- Candles with wicks and incense, regardless of whether they show evidence of having been burned;
- Appliances with exposed or open heating elements;

- Instant Pots, crockpots, and pressure cookers; (in dormitory buildings)
- Space heaters;
- Refrigerators larger than 4.3 cubic feet. Personal refrigerators are not permitted in Lydy Suites Dormitory; and
- Furniture that has not been approved by the Housing Office.

Cooking Appliances Allowed in Apartments

Cooking appliances are permitted **only in designated kitchen or cooking areas within campus apartments**. Permitted appliances include:

- Electric griddles, including George Foreman grills;
- Toaster ovens; and
- Hot plates, Instant Pots, crockpots, and pressure cookers;

Residence halls and Greek housing suites do not have designated kitchen or cooking areas. Therefore, the cooking appliances listed above are not permitted in those facilities.

Student Housing Evacuation Procedures in Case of Fire

Drury University maintains comprehensive fire evacuation procedures to promote the safety of students, faculty, staff, and visitors residing in or utilizing University student housing facilities.

All students and employees are responsible for familiarizing themselves with these procedures and reviewing them periodically to ensure they are prepared to respond promptly and appropriately in the event of a fire or other fire-related emergency.

Fire Prevention Responsibilities

All students and employees share responsibility for maintaining a safe environment and reducing the risk of fire. Individuals are expected to:

- **Maintain a clean and orderly work area.** Good housekeeping practices help minimize potential fire hazards and are an essential component of effective fire prevention.
- **Remain alert to potential fire hazards.** Early identification and prompt reporting of unsafe conditions can help prevent fires, injuries, and property damage.
- **Report potential hazards promptly.** Report fire hazards, unsafe conditions, smoke, unusual odors, or other concerns to a supervisor immediately. Particular attention should be given to potential hazards during early morning hours, when fewer individuals may be present on campus.
- **Know the location of fire safety equipment.** Familiarize yourself with the locations of fire alarms, fire extinguishers, and fire hoses in your work area, as well as their proper use.
- **Report smoke or malfunctioning equipment immediately.** If smoke or other indications of a fire are observed, notify a supervisor immediately. Malfunctioning machinery or equipment should be secured or removed from service when it can be done safely.
- **Know your evacuation routes.** Familiarize yourself with the floor plan of your work area, designated safe areas, emergency exits, and established evacuation routes.
- **Know how to use a fire extinguisher.** Employees should be familiar with the appropriate type of fire extinguisher for their work area and understand how to use it properly.

- **Understand your emergency responsibilities.** Know your assigned duties and responsibilities during a fire or other emergency, and follow the instructions of University officials and emergency personnel.

What to Do in Case of Fire

If a fire, smoke, or other indication of fire is discovered, **remain calm and take immediate action to protect yourself and others.**

1. **Activate the nearest fire alarm immediately.**
2. **Call 911** and report the exact location and nature of the fire.
3. **Notify Drury University Safety and Security at (417) 873-7911** as soon as it is safe to do so. This allows Safety and Security personnel to respond, assist with evacuation, and meet responding fire personnel to direct them to the affected area.
4. **Alert others in the immediate area** and direct them to evacuate.
5. **Close doors as you leave, if it is safe to do so.** Do not delay your evacuation to close doors.
6. **Remain calm and follow established evacuation procedures.**
7. **Do not attempt to extinguish the fire** unless it is small and contained, you have been trained to use a fire extinguisher, and doing so can be accomplished safely without delaying evacuation.
8. **Evacuate the building using the nearest safe exit.** Do not use elevators unless directed to do so by emergency personnel.
9. **Proceed to a designated safe location away from the building** and remain clear of the building and emergency response operations.
10. **Do not re-enter the building** until authorized by responding fire personnel or University officials.

Responsibilities of Student Leaders and Campus Advisors

When a fire occurs during a student organization meeting or event, the student leader and/or campus advisor should:

- **Immediately alert members and guests** to the emergency and instruct them to evacuate.
- **Direct individuals to the nearest safe exit** and follow established evacuation procedures.
- **Assist individuals who require additional assistance** when it is safe and appropriate to do so.
- **Direct members and guests to a designated safe location** away from the building and emergency response operations.
- **Provide responding emergency personnel with any known information** regarding individuals who may remain inside the building or require assistance.

Student leaders and campus advisors **should not delay evacuation or place themselves at risk** in an attempt to account for individuals remaining inside the building or to fight a fire. Their primary responsibility is to evacuate safely and provide emergency personnel with relevant information once they are in a safe location.

Fire Department Response

Drury University Safety and Security will coordinate with responding fire personnel and, when possible, meet the Fire Department upon arrival and direct emergency responders to the affected area.

All members of the University community are expected to **follow the instructions of Safety and Security personnel, the Fire Department, law enforcement officers, and other responding emergency personnel** throughout the incident and until the emergency has been resolved.

What to Do in Case of a Fire in Residence Halls

If a fire, smoke, or other indication of fire is discovered in a residence hall, individuals should take immediate action to protect themselves and others:

- **Activate the nearest fire alarm immediately.**
- **Call 911** and report the exact location and nature of the fire.
- **Notify Drury University Safety and Security at (417) 873-7911** as soon as it is safe to do so. Prompt notification allows Safety and Security officers to respond, assist with evacuation, and coordinate with responding fire personnel.
- **Alert others in the immediate area** and direct them to evacuate.
- **Close the room door as you leave, if it is safe to do so.** Do not delay evacuation to close the door.
- **Remain calm and follow established evacuation procedures.**
- **Do not attempt to extinguish the fire** unless it is small and contained and you are confident that you can safely use an appropriate fire extinguisher without placing yourself or others at risk.
- **Evacuate using the nearest safe exit and use stairs rather than elevators.**
- **Proceed to the designated assembly area** and remain clear of the building and emergency response operations.
- **Do not re-enter the building** until authorized by responding fire personnel or University officials.

Responsibilities of Resident Directors and Resident Assistants

The **Resident Director (RD)** and **Resident Assistants (RAs)** are responsible for assisting with evacuation and accounting for residents. RDs and RAs should not delay evacuation or place themselves at risk in an attempt to search for individuals or fight a fire. Their primary responsibility is to evacuate safely and provide responding emergency personnel with information regarding individuals who may require assistance.

Student and Employee Fire Safety Education and Training

Drury University provides fire safety education and training to **Residence Area Community Assistants (RACAs)** as part of the University's annual RACA training program. Training includes:

- **Red Cross CPR/First Aid/AED certification**, provided during Week 2 of annual RACA training; and
- **Fire extinguisher training**, provided during Week 2 of annual RACA training and administered by Residence Life professional staff.

Fire Drill Procedures

During residence hall fire drills, the following procedures are followed:

1. The **Resident Director (RD)** activates the fire alarm.
2. One **RA** is stationed at the main entrance/exit to direct residents to the designated assembly area.
3. One **RA** is stationed at the designated assembly area to assist with accounting for residents.
4. The remaining **RAs** systematically clear the residence hall, checking rooms and directing residents to evacuate in accordance with established drill procedures.
5. The **RD** remains in the main lobby and receives reports from the RAs regarding the evacuation and status of the building.
6. After receiving reports that the building has been cleared, the **RD reports the all-clear to Safety and Security.**

All drill participants are expected to follow the same evacuation procedures established for an actual fire emergency.

On-Campus Student Housing Facility Fire Safety Systems

Facility	Fire Alarm Monitoring	Sprinkler System	Smoke Detection	Fire Extinguishers	Pull Stations	Evacuation Plans & Placards	Number of Fire Drills Each Calendar Year
College Park Apartments			X	X		X	0
Jefferson Park Apartments			X	X		X	0
Kappa Alpha House	X	X	X	X	X	X	4
Lambda Chi Alpha House	X	X	X	X	X	X	4
Manley Apartments			X	X		X	0
Mid-Town Houses (All)			X	X		X	0
Patterson House			X	X		X	0
Sigma Nu House	X	X	X	X	X	X	4
Sigma Pi House	X	X	X	X	X	X	4
Lydy Suites Dormitory	X		X	X	X	X	4
Summit Park Apartments			X	X		X	0
Sunderland Hall Dormitory	X	X	X	X	X	X	4
University Suites Apartments	X	X	X	X	X	X	0
Wallace Hall Dormitory	X	X	X	X	X	X	4

***Fire Safety Systems:** An “X” indicates that the listed fire-safety system or equipment is present in the facility. A blank cell indicates that the system is not present or is not applicable.

Plans for Future Improvements in Fire Safety

Drury University is committed to maintaining and continually improving fire safety systems and practices throughout its on-campus student housing facilities. As part of its ongoing fire prevention and life-safety program, the University will conduct annual inspections, testing and maintenance of:

- fire alarm systems,
- fire extinguishers,
- sprinkler systems,
- emergency lighting,
- fire doors,
- and other fire protection equipment, as applicable.

Preventive maintenance will include:

- cleaning and servicing smoke detectors and smoke heads,
- replacing smoke detector batteries as needed and in accordance with manufacturer recommendations,
- testing fire alarm notification devices,
- inspecting sprinkler system components, and
- addressing identified deficiencies promptly.

The University will also evaluate fire safety equipment and systems periodically to identify opportunities for replacement, upgrades, or improvements based on age, condition, regulatory requirements, manufacturer recommendations, and changes in building use. Fire drills, fire safety education, and evacuation procedures will continue to be reviewed and updated as appropriate to support preparedness and ensure the continued safety of students, employees, and visitors.

Based on the University's current assessment of its fire protection systems and facilities, the University will implement additional fire-safety improvements when deficiencies or other needs are identified through inspections, testing, maintenance, regulatory requirements, or other safety assessments.

Fire Statistics and Related Information Regarding Fires in Residential Facilities for 2025

Facility	Total Fires in Each Facility	Fire Number	Cause of Fire	Number of Injuries That Required Medical Treatment	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
College Park Apartments	1	1	Oil Fire on Stove	0	0	\$45
Jefferson Park Apartments	0	0	N/A	0	0	0
Kappa Alpha House	0	0	N/A	0	0	0
Lambda Chi Alpha House	0	0	N/A	0	0	0
Manley Apartments	0	0	N/A	0	0	0
Mid-Town Houses (All)	0	0	N/A	0	0	0
Patterson House	0	0	N/A	0	0	0
Sigma Nu House	0	0	N/A	0	0	0
Sigma Pi House	0	0	N/A	0	0	0
Lydy Suites Dormitory	0	0	N/A	0	0	0
Summit Park Apartments	0	0	N/A	0	0	0
Sunderland Hall Dormitory	0	0	N/A	0	0	0
University Suites Apartments	0	0	N/A	0	0	0

Facility	Total Fires in Each Facility	Fire Number	Cause of Fire	Number of Injuries That Required Medical Treatment	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Wallace Hall Dormitory	0	0	N/A	0	0	0

Fire Statistics and Related Information Regarding Fires in Residential Facilities for 2024

Facility	Total Fires in Each Facility	Fire Number	Cause of Fire	Number of Injuries That Required Medical Treatment	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
College Park Apartments	0	0	N/A	0	0	0
Jefferson Park Apartments	0	0	N/A	0	0	0
Kappa Alpha House	0	0	N/A	0	0	0
Lambda Chi Alpha House	0	0	N/A	0	0	0
Manley Apartments	0	0	N/A	0	0	0
Mid-Town Houses (All)	0	0	N/A	0	0	0
Patterson House	0	0	N/A	0	0	0
Sigma Nu House	0	0	N/A	0	0	0
Sigma Pi House	0	0	N/A	0	0	0
Lydy Suites Dormitory	0	0	N/A	0	0	0
Summit Park Apartments	0	0	N/A	0	0	0
Sunderland Hall Dormitory	0	0	N/A	0	0	0
University Suites Apartments	0	0	N/A	0	0	0

Facility	Total Fires in Each Facility	Fire Number	Cause of Fire	Number of Injuries That Required Medical Treatment	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Wallace Hall Dormitory	0	0	N/A	0	0	0

Fire Statistics and Related Information Regarding Fires in Residential Facilities for 2023

Facility	Total Fires in Each Facility	Fire Number	Cause of Fire	Number of Injuries That Required Medical Treatment	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
College Park Apartments	1	1	Heating Element	0	0	\$0
Jefferson Park Apartments	1	1	Heating Element	0	0	\$0
Kappa Alpha House	0	0	N/A	0	0	0
Lambda Chi Alpha House	0	0	N/A	0	0	0
Manley Apartments	0	0	N/A	0	0	0
Mid-Town Houses (All)	0	0	N/A	0	0	0
Patterson House	0	0	N/A	0	0	0
Sigma Nu House	0	0	N/A	0	0	0
Sigma Pi House	0	0	N/A	0	0	0
Smith Hall Dormitory *Lydy Suites Dormitory	0	0	N/A	0	0	0
Summit Park Apartments	2	2	Electrical/Bad Heating Element	0	0	\$0-99.99
Sunderland Hall Dormitory	0	0	N/A	0	0	0
University Suites Apartments	0	0	N/A	0	0	0

Facility	Total Fires in Each Facility	Fire Number	Cause of Fire	Number of Injuries That Required Medical Treatment	Number of Deaths Related to Fire	Value of Property Damage Caused by Fire
Wallace Hall Dormitory	0	0	N/A	0	0	0

A paper copy of the Annual Security Report and Annual Fire Safety Report is available upon request from the Safety and Security Department, Findlay Student Center, Room 101, 900 North Benton Avenue, Springfield, Missouri 65802. For 911 and emergency-response purposes, the Security Office is identified as 1200 North Drury Lane, Springfield, Missouri 65802.

(417) 873-7400

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<https://www.drury.edu/security/clery-act/>