



Clery Act Annual Security Report and Annual Fire Safety Report 2024

The Moody Bible Institute of Chicago

Chicago, IL

Spokane, WA

Plymouth, MI

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1. Post Annual Report for Publication

The Moody Bible Institute of Chicago (“Moody Bible Institute” or “Moody”) publishes and distributes its Annual Security Report and Annual Fire Safety Report (collectively, the “ASR”) which includes policy statements, crime statistics and a fire safety report to all currently enrolled students and all employees by October 1 each year. The ASR is also provided to any prospective student or prospective employee, upon request.

Moody distributes its ASR by providing it directly to each individual or distributing information on how to find the report online, through the US Postal Service/campus mail/e-mail/or a combination of these methods. The notification includes a statement of the ASR’s availability, a description of what the ASR includes, the exact internet address at which the ASR is posted, and how a paper copy of the ASR can be obtained.

(See below for posted notice)

Employees and Students:

Moody Bible Institute’s Annual Security and Fire Safety Report is required by federal law and contains policy statements, crime statistics, and fire-related information for each campus. The report also addresses the policies, procedures, and programs concerning safety and security, including policies for responding to emergency situations and sexual offenses.

Three years of statistics are included for certain types of crimes that were reported to have occurred on campus; in or on off-campus buildings; on property owned or controlled by Moody; and on public property within or immediately adjacent to the campus.

The report is available [here](#), and is also located at Moody’s Annual Security and Fire Safety Report [web page](#).

Paper copies of the report may be requested by calling Moody’s Department of Public Safety at (312) 329-2038 or through postal mail at:

Department of Public Safety
Moody Bible Institute
820 N. LaSalle Boulevard
Chicago, IL 60610

Those on the **Spokane campus** may pick up a paper copy at:

Moody Aviation
6719 East Rutter Ave., Bldg. 68
Spokane, WA 99212

Those on the **Michigan campus** may pick up a paper copy at:

Moody Theological Seminary
41550 E Ann Arbor Trail
Plymouth, MI 48170

2. Policies for Preparing the Annual Disclosure of Crime Statistics

The Chief of Public Safety of Moody Bible Institute, or his designee, meets with Public Safety staff to initiate the preparation of the ASR, assign personnel and their respective roles in the ASR preparation, and develop a timeline for completion of the ASR.

The Chief of Public Safety determines whether there have been any changes in federal or state law that will affect the disclosures required in the ASR.

Campus Clery geography is reviewed and updated annually, as needed, taking into consideration building usage and the purchase, sale and/or leasing of land or buildings.

The Chief of Public Safety, or his designee, contacts the Vice President and Dean of Student Life and the Vice President of Human Resources and requests a complete record of all required reportable drug, alcohol, or weapons violations for the previous year.

The Chief of Public Safety, or his designee, contacts the Title IX Coordinator and requests a complete record of all required reportable VAWA crimes reported to the Title IX Office for the previous year.

Crime statistics for the ASR are collected from two sources: (1) individuals within Moody Bible Institute who are designated as campus security authorities (CSAs) and (2) the local police departments.

At the beginning of each semester, Campus Security Authorities (CSAs) are informed that any incident that could be categorized as one of the Clery reportable crimes that is reported to them or witnessed by them must be reported to Public Safety. CSAs receive an email each semester requesting them to verify that they have reported Clery crimes to Public Safety using an online form. In addition to our 24-hour phone dispatch center at 312-329-4357, CSAs, employees or students may also utilize the crime reporting form available at Public Safety's my.moody.edu portal page. Any report that is submitted online will be directly forwarded to the Chief of Public Safety, who will coordinate any follow-up with the reporter and investigate the incident as necessary. For sexual assault and related Title IX qualifying crimes, students and employees can anonymously report incidents to the Title IX Coordinator. The Title IX Coordinator accepts anonymous reports of Sex-Based Misconduct and will follow up on such reports in accordance with Moody Bible Institute's Title IX Policy. The individual making the report is encouraged to provide as much detailed information as possible to the Title IX Coordinator. The Title IX Coordinator may be limited in the ability to investigate and respond to an anonymous report unless sufficient information is furnished to enable the conduct of a meaningful and fair investigation. For more information regarding Moody Bible Institute's Title IX Policy, please refer to the full document beginning on page 34 or visit www.moody.edu/titleix. For non-Title IX crimes, students and employees can call 312-329-4357

to place a report or call 312-329-2299, then press x8477 (TIPS) to anonymously report a crime to Public Safety. Any Title IX-related anonymous reports received by Public Safety via the 312-329-TIPS line will be referred to the Title IX Office for follow-up in accordance with Moody Bible Institute's Title IX Policy.

The Chief of Public Safety or his designee contacts the local police departments and requests a complete record of all required reportable crimes for the previous year.

The Chief of Public Safety, with the assistance of the Lieutenant of Operations, compiles all the statistics for the various crime logs and fire log.

The Chief of Public Safety reviews the completed first draft of the ASR with the Public Safety staff and the Lieutenant of Operations and submits that draft to Moody Bible Institute's Legal Department for review.

Once Moody's Legal Department has reviewed the draft, it is returned to Public Safety staff.

Public Safety staff finalizes and submits the ASR to Moody's Strategic Communications team. The Director of Strategic Communications, or his designee, reviews the document, converts the document into an appropriate file format for online posting and posts the ASR on the Moody's web-site at <https://public-safety.moody.edu/Homepage/annual-report/>.

Moody's Strategic Communications staff, or their designee, also prepares all written documentation that will accompany the dissemination of the ASR. The Strategic Communications Manager, or his designee, contacts the appropriate representatives in Human Resources, Information Technology Services and Student Life, to compile a complete list of email addresses for all current students and employees to ensure that the ASR is sent to all current students and employees. The Strategic Communications Manager, or his designee, prepares an email transmittal providing notice of the ASR posting, including a link to the posted ASR, and sends this to the Chief of Public Safety. The Chief of Public Safety disseminates the provided email, using the provided email lists to all current students and employees of Moody Bible Institute.

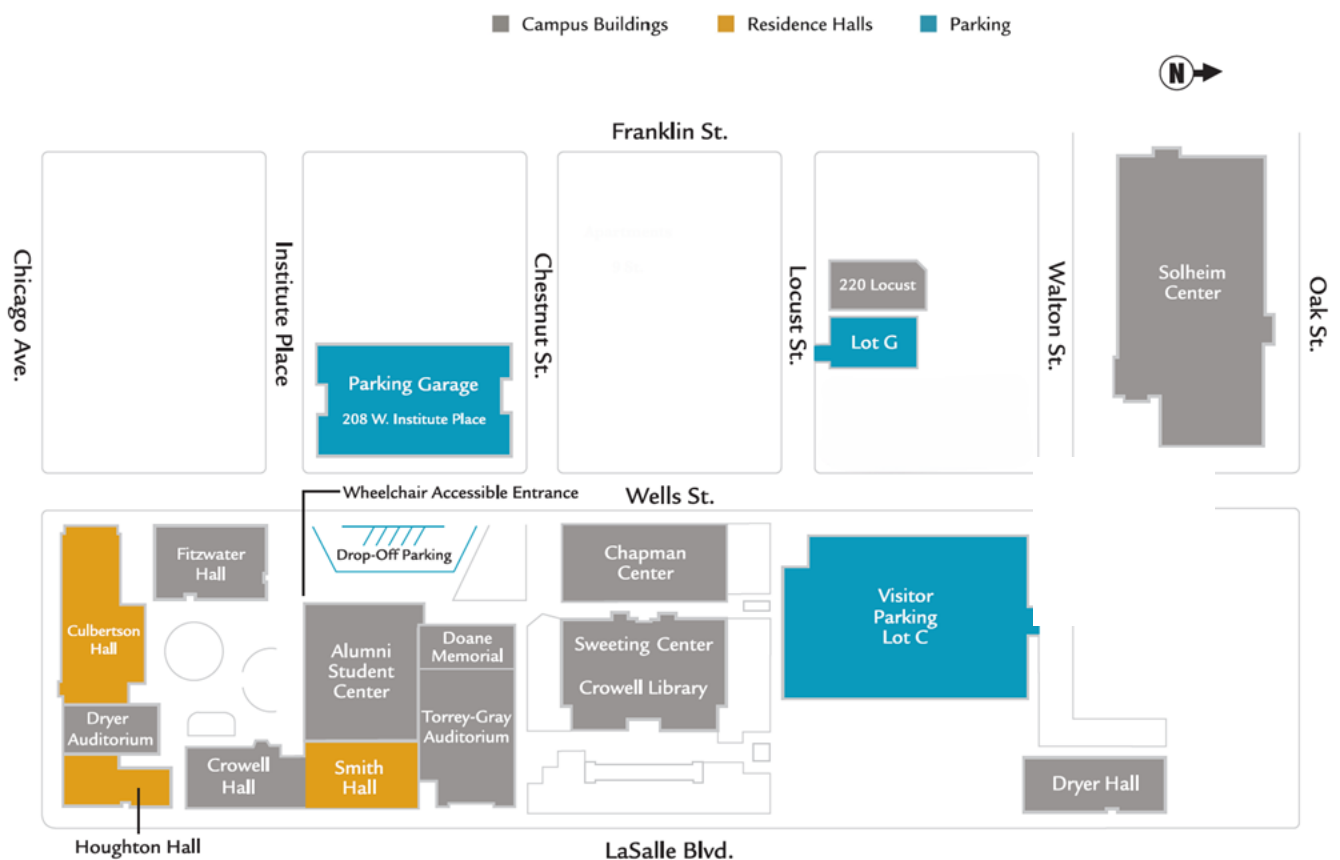
The Chief of Public Safety completes the ASR online survey no later than the last week of September.

3. Campus Geography

3.1 Campus Property

3.1.1 Chicago Campus Property

Moody Bible Institute's Chicago campus consists of 14 buildings, located in the heart of the City of Chicago, IL. The map below provides a current overview of the Chicago campus buildings, streets, and parking lots.



<u>Name</u>	<u>Address</u>	<u>Category</u>
Culbertson Hall	160 W Chicago Ave	Residential
Bethune-Fitzwater Hall	819 N Wells	Academic
Dryer Auditorium*	152 W Chicago Ave	Academic
Houghton Hall	810 N LaSalle	Residential

Crowell Hall	820 N LaSalle	Administrative/Other
Smith Hall	830 N LaSalle	Residential
Alumni Student Center	821 N Wells	Academic
Doane Music Building	845 N Wells	Academic
Torrey Gray Auditorium	840 N LaSalle	Academic
Sweeting Center	860 N LaSalle	Academic
Dryer Hall	930 N LaSalle	Residential
Solheim Center	930 N Wells	Academic
Grounds Building	220 W Locust	Administrative/Other
Parking Garage	208 W Institute Pl	Administrative/Other
Chapman Center	855 N Wells St.	Academic/Administrative

*Dryer Auditorium is contained within Houghton Hall

3.1.2 Spokane Campus Property – Moody Aviation

Moody Bible Institute – Spokane, Moody Aviation, operates one site located at the Felts Field Airport in Spokane, WA. Training occurs in multiple buildings located on the Felts Field Airport which are included at this site. The primary location is located at 6719 E Rutter Ave, Bldg. 68, Spokane, Washington, 99212.

Additional buildings occupied by Moody Aviation at this site include:

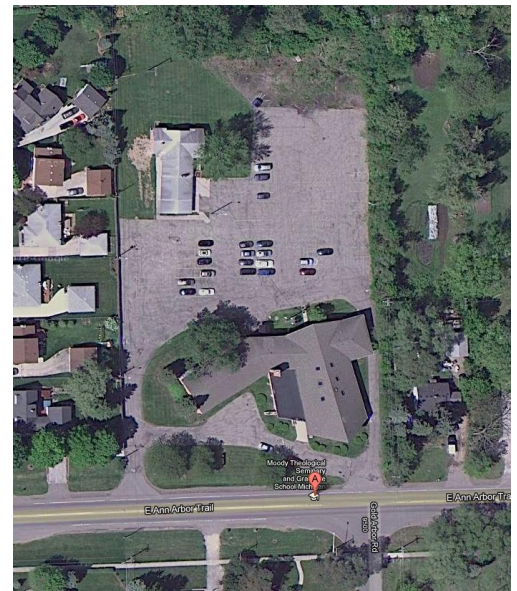
- 5701 E Rutter Ave, Bldg. 5, Spokane, WA 99212 Academics
- 6721 E Rutter Ave, Bldg. 29, Spokane, WA 99212 Academics

The Spokane campus is depicted below.



3.1.3 Plymouth, Michigan Campus Property

The Moody Theological Seminary-Michigan campus is located at 41550 East Ann Arbor Trail, Plymouth, Michigan and consists of one academic building and a converted church parsonage used as a counseling clinic for Master of Arts in Counseling Psychology degree internships.



3.2 Public Property Adjacent to Campus

3.2.1 Chicago Campus

Moody Bible Institute is served by two bus lines operated by the Chicago Transit Authority adjacent to campus: the #66 Chicago Avenue bus and the #156 LaSalle Boulevard bus. The bus

along Chicago has two stops adjacent to campus (Chicago & LaSalle eastbound; Chicago & LaSalle westbound). The bus along LaSalle has 5 stops adjacent to our campus (LaSalle & Chestnut southbound; LaSalle & Chicago northbound; LaSalle & Chicago southbound; LaSalle & Delaware northbound; LaSalle & Delaware southbound).

3.2.2 Spokane Campus

The public street adjacent to the AMT hangar, located at 5701 E Rutter Avenue, Bldg. 5, and adjacent to the AT hangar, located at 6719 E Rutter Avenue, Bldg. 68, would be considered public property.

Buildings occupied by Moody Aviation are located at a public airport, Felts Field, KSFF, in Spokane, WA.

3.2.3 Plymouth, Michigan Campus

There is no public property adjacent to campus.

3.3. Noncampus Property

3.3.1 Chicago Campus

There is no noncampus property.

3.3.2 Spokane Campus

Some private property owners lease their houses directly to Moody students attending Moody Bible Institute – Spokane. These houses may constitute noncampus property and are included by Moody as noncampus property for purposes of preparing the crime statistics in this report. This is a commuter campus and not all students live in these third-party rental homes.

There are no officially recognized student organizations with off-campus locations.

3.3.3 Plymouth, Michigan Campus

Moody Theological Seminary rents a room to hold classes at the Durfee Center, located at 2470 Collingswood Street, Detroit, MI 48206, which is considered noncampus property.

4. Table of Annual Crime Statistics

Chicago, IL Campus

Crime Offenses																	
All On-Campus Property				Non-Campus Property				Public Property				On-Campus Residential				Grand Total	
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Aggravated Assault																	
2022	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
2023	3	0	0	3	0	0	0	0	1	0	0	1	0	0	0	0	4
2024	1	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	2
Arson																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
Motor Vehicle Theft																	
2022	0	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	2
2023	0	0	0	0	0	0	0	0	0	3	0	3	0	0	0	0	3
2024	0	0	0	0	0	0	0	0	0	3	0	3	0	0	0	0	3
Murder/Non-Negligent Manslaughter																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery																	
2022	0	0	0	0	0	0	0	0	1	1	0	2	0	0	0	0	2
2023	0	0	0	0	0	0	0	0	0	3	0	3	0	0	0	0	3
2024	0	0	0	0	0	0	0	0	0	2	0	2	0	0	0	0	2
Fondling																	
2022	1	0	2	3	0	0	0	0	0	0	0	0	2	0	1	3	3
2023	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape																	
2022	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	1	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1	1

Chicago, Illinois Campus

Arrests and Disciplinary Referrals																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Weapons/Arrests (Carrying & Possessing)																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons/Discipline Referrals (Carrying & Possessing)																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations/Arrests																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations/Discipline Referrals																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	2	0	0	2	0	0	0	0	0	0	0	0	0	1	0	0	1
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations/Arrests																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations/Discipline Referrals																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	1	1	0	0	0	0	0	0	0	0	0	0	1	1	1
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offenses																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Domestic Violence																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	1	0	0	1	0	0	0	0	0	1	0	0	1	0	0	0	2
2024	1	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	1
Dating Violence																	
2022	2	0	2	4	0	0	0	0	0	0	0	0	0	1	0	1	4
2023	0	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	2
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking																	
2022	3	0	2	5	0	0	0	0	0	0	0	0	0	2	0	0	5
2023	4	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	4
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*There were no hate crimes reported for 2022, 2023 or 2024.

*There were no “unfounded” crimes for 2022, 2023, or 2024.

Plymouth, Michigan Campus

Crime Offenses																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Aggravated Assault																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Murder/Non-Negligent Manslaughter																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Plymouth, Michigan Campus

Arrests and Disciplinary Referrals																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Weapons/Arrests (Carrying & Possessing)																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons/Discipline Referrals (Carrying & Possessing)																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations/Arrests																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations/Discipline Referrals																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations/Arrests																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations/Discipline Referrals																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offenses																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Domestic Violence																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*There were no hate crimes reported for 2022, 2023 or 2024.

*There were no “unfounded” crimes for 2022, 2023, or 2024.

Spokane, Washington Campus

Crime Offenses																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Aggravated Assault																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Murder/Non-Negligent Manslaughter																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent Manslaughter																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Spokane, Washington Campus

Arrests and Disciplinary Referrals																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Weapons/Arrests (Carrying & Possessing)																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Weapons/Discipline Referrals (Carrying & Possessing)																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations/Arrests																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations/Discipline Referrals																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations/Arrests																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations/Discipline Referrals																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VAWA Offenses																	
All On-Campus Property					Non-Campus Property				Public Property				On-Campus Residential				
Year	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Reported to MBI PS	Reported to CPD	Other	Sub-Total	Grand Total
Domestic Violence																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking																	
2022	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2023	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2024	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

*There were no hate crimes reported for 2022, 2023 or 2024.

*There were no “unfounded” crimes for 2022, 2023, or 2024.

5. Policy on Access Controls and Safety

Access Controls Applicable to All Campuses

Moody Bible Institute Department of Public Safety strives to maintain a safe and secure campus, including its residence halls, through a multi-layered system of physical and mechanical safeguards and access controls. All campus buildings used for classrooms or educational purposes have personnel assigned to lobby desks that monitor building access through a designated main entrance during scheduled hours. Secondary entrances are alarmed and designated as emergency exit only. Residence halls are secured 24 hours a day. Moody Bible Institute utilizes a campus-wide electronic door lock system with ID microchip activation and hard key override. Public Safety also maintains a dispatch center for receiving calls for assistance on campus, communicating with patrol officers and relaying requests for assistance to local police, fire, and EMS Departments. Moody Bible Institute also maintains a push-button panic alarm system for immediate notification to the dispatch center of emergencies on campus and over 150-cameras on closed-circuit video system, monitored by the Department of Public Safety dispatch center and recorded for incident review and suspect identification. Desk workers in each building on campus are tasked with visually monitoring everyone seeking access for compliance with our Campus ID policy. No one is allowed beyond a building security desk without displaying and wearing a campus issued identification tag or pass (see policy below).

Moody Bible Institute further enhances the safety and security of its campus by working closely with the Facilities Department, in addressing security considerations in the maintenance and renovation of its campus grounds and buildings. Public Safety Officers review campus exterior lighting, landscaping, building exits, stairways, and storage areas during patrols, reporting areas of concern to the appropriate Institute department.

5.1 Chicago Campus Access Control

On the Chicago campus, building security is supplemented by uniformed patrol officers, many of whom are trained in first aid and CPR/AED, uniformed patrol includes sworn police officers, and community service officers.

The Department of Public Safety has established the Campus ID and Access Control procedures discussed in Section 5.4 and Section 5.5 below for Moody Bible Institute's Chicago campus in order to promote and maintain a safe environment for everyone studying, working, and visiting the Moody campus.

As with any system or procedure, it is only as good as those assisting in its use and enforcement. To that end, we request that all employees and students adhere to these policies to ensure the safety of the community. Additionally, preparations can be made in advance for visitors to campus by informing them of the proper access procedures and assisting them in obtaining proper identification and access as needed.

The Department of Public Safety works with the various departments that staff the many lobby desks across our campus to make sure students, staff, and guests are monitored for compliance, but we depend on everyone's support to accomplish our security goals. Public Safety encourages friendly reminders to peers and coworkers as a path towards a culture of everyone wearing and using their ID. If a situation of non-compliance warrants further action, a report can be relayed to Public Safety by calling 312-329-4357.

5.2 Spokane Campus Access Control

Moody Aviation utilizes a campus-wide electronic door lock system with ID microchip activation and hard key override. A closed-circuit video system is monitored by the IT Department and recorded for incident review and suspect identification. The front desk workers at the primary location (6719 E Rutter Ave, Spokane, WA) monitor all those seeking access to the facility. Guests are required to sign in at the front desk.

Moody Bible Institute – Spokane does not have any residence halls.

5.3 Plymouth Campus Access Control

Moody Bible Institute – Plymouth follows the access controls applicable to all campuses as described above and has no supplementary policies.

Moody Bible Institute – Plymouth does not have any residence halls.

5.4 ID Policies

Every person entering and moving within any campus building must have their campus-issued ID prominently displayed on the front of their torso. This is most easily done with a lanyard or an ID clip.

Failure to properly display a campus issued ID while moving around campus will result in those out of compliance being stopped by a campus desk worker or Public Safety Officer so that their identity can be verified and a proper ID obtained for them. Building access is restricted for those issued Visitor IDs unless escorted or authorized to travel beyond campus security doors; anyone failing to provide identification when requested or found in secured areas without authorization may be escorted off campus or turned over to authorities for further investigation.

The enforcement of these procedures may be adjusted during events when Public Safety staff is increased.

Employees – All employees are issued a free photo ID during their orientation day.

Students – All students are issued a free photo ID during their orientation to campus.

Contractors, Alumni, and Student Spouses – Contractors may be issued IDs upon the request of their employee sponsor, when appropriate. This first ID is free of charge. Contractor IDs have an orange banner at the bottom. Contractor-style IDs are also used for Alumni Board members and general Alumni (Grey), which are requested through the Alumni department; Auditors/Consultants (Orange); Interns (Orange); Resident Student Spouses (Blue); and Off-campus student spouses (Orange). Student spouses may request an ID by providing student information for their spouse. Each ID is designated by their respective category.

Library Patrons – Regular guests to the Crowell Library in the Sweeting Center can apply for a Library card. This card is formatted like other campus IDs, but with a library designation. These library IDs allow access to the library only and patrons wishing to visit other parts of the Moody Bible Institute campus must acquire a Visitor ID.

Guests – All guests visiting campus that intend to enter a campus building must acquire a Visitor ID from a campus desk. This ID is blue and gold and will have a stamped expiration date of the current day. Any hand-written date or date other than the current date will render the ID invalid.

- Guests may be asked to present a state or federal photo ID to assist in logging their information prior to the issuance of a Visitor ID. If students or staff members invite a guest to campus, it is suggested that they assist their guest in obtaining a Visitor ID; the receiving desk worker is instructed to contact the guest's host if that person is not present when the guest arrives. If a desk worker has any hesitation about issuing a guest access to campus, they may contact Public Safety or request that the guest's host come and meet the guest in person in order for them to be escorted while on campus.
- Guests who are minors (<18 years of age) will not normally be provided with an ID and are required to be with their campus host or guardian at all times. An exception would be made for a high school student attending a meeting or tour with the Admissions department. A student or employee may have one minor guest with them at a time. Parents or legal guardians with multiple children would be an exception to this policy.

Lost IDs – If an employee loses or forgets their ID card, they may receive a temporary "Lost Employee ID, valid for one day. If the ID is not located within three business days, the employee must obtain a new ID card. Commuter/Off Campus students who arrive on campus without their ID may obtain a temporary "Lost Student ID", valid for one day. New IDs can be obtained for a replacement fee of \$15.00. If an ID is stolen as a result of a purse or wallet theft, the \$15.00 fee will be waived upon providing a copy of the police report or a police report number.

Loaning/Borrowing IDs – Loaning or borrowing campus-issued IDs is strictly prohibited. Public Safety Officers and campus desk workers are instructed to confiscate any ID being displayed on or by a person other than to whom it was issued. Confiscated IDs will be turned into the Public Safety Office and returned to the original owner in person, by the Chief of Public Safety or his designee.

Confiscation of Altered/Damaged IDs – Public Safety Officers and campus desk workers are authorized to confiscate campus issued IDs that are found to be expired, maliciously altered (including unauthorized stickers), heavily damaged, faded or otherwise illegible. Expired, broken or faded IDs can be replaced in the Public Safety Office; the ID must be exchanged at the time of replacement for the \$15 fee to be waived.

Returning IDs – Any employee who resigns or has been terminated must return all of their ID cards to the office of Human Resources on the date of departure. All students are required to turn in all of their IDs upon graduating, taking a leave of absence, or any other separation from campus.

Exception Areas on Campus

- **Alumni Student Center – Commons:** IDs are not required to enter the serving area, to purchase food, nor to sit in the general seating area on level 1. Visitors are not permitted beyond the ASC desk without a Visitor ID.
- **Solheim Center:** IDs must be displayed when entering the Solheim Center but are not required once inside.
- **Student Residence Halls:** IDs are required for entering dormitories, but are not required to be displayed once a student has reached their floor of residence.

5.5 ID Access Policies

All of Moody Bible Institute's campuses restrict access to office buildings, classrooms and dormitories by use of electronic door locks requiring the use of a campus-issued ID card to gain access. Door card readers and IDs are programmed to restrict access to only those individuals who are authorized to travel beyond these security doors. Students and employees are issued their campus IDs during orientation to grant access to the areas of the campus appropriate for their student status or job description. On occasion, a visitor, guest, or contractor may have repeated business on campus that would warrant the issuance of a campus ID. Moody Bible Institute project supervisors may request Contractor IDs when needed and the Public Safety staff will assist in communicating the procedures and precautions to be taken prior to the IDs being issued. Moody supervisors can obtain additional information about obtaining IDs from the Public Safety Office.

Moody Bible Institute students and employees account for the majority of IDs issued, but special accommodations can be made for contractors, special guests, and others closely affiliated with Moody Bible Institute, authorized on a case-by-case basis.

Loaning or borrowing a campus issued ID is strictly prohibited. Public Safety Officers and campus desk workers are instructed to confiscate any IDs being used by a person other than to whom it was issued. Confiscated IDs will be turned into the Public Safety Office and returned to the original owner in person, by the Chief of Public Safety or his designee.

All parties issued IDs are instructed to use their IDs to gain access to all doors on campus where a key card reader is present, even if they are issued a universal door key that allows access without using their ID. As with any door on campus, if employees discover that they do not have ID access to an area in which they are approved to work in, their department manager can email access@moody.edu with a request to have the required access adjusted appropriately.

6. Campus Safety - Moody Bible Institute Department of Public Safety - Local Police

The Moody Bible Institute Department of Public Safety is comprised of the Moody Bible Institute Police Department (MBIPD) and Public Safety. Moody Bible Institute Department of Public Safety is located on Moody Bible Institute's campus in Chicago, Illinois and provides designated security personnel for Moody Bible Institute - Chicago. Moody Bible Institute – Michigan and Spokane do not have any designated security personnel; however, Moody Bible Institute Department of Public Safety supports and provides some services to Moody Bible Institute – Michigan and Spokane. For more information about safety and security at Moody, visit <https://www.moody.edu/about/reports-and-policies/public-safety/> or call 312-329-4357.

6.1 Moody Bible Institute Department of Public Safety – Authority and Jurisdiction

Moody Bible Institute Police Department

Moody Bible Institute operates a private police department under the Illinois Private College Campus Police Act (110 ILCS 1020). MBIPD police officers operate under the Illinois Compiled Statutes (ILCS) to make arrests and maintain order on the Chicago campus.

The MBIPD operates on the Chicago campus only. The Chicago Police Department (CPD) holds jurisdiction on police matters in the neighborhood surrounding the Chicago campus.

MBIPD police officers are fully empowered to make arrests in accordance with the requirements of the Illinois Law Enforcement Training and Standards Board and consistent with Illinois state statutes. The MBIPD and the CPD work together by monitoring each other's calls within the MBIPD's coverage area. While the MBIPD and CPD work together, there is no formal memorandum of understanding between the two agencies. Moody Bible Institute Department of Public Safety works closely with local police agencies to ensure a prompt response, if a situation so warrants, but does not have any formal or written agreement regarding the same. This cooperation covers, but is not limited to, the detection, preliminary investigation, and providing information needed to support local law enforcement prosecution of crime. Information exchange is further enhanced by routine informal interaction between officers and local police authorities.

The MBIPD encourages prompt and accurate reporting of any crime or suspicious activity to the police. The Department of Public Safety functions like a 911 dispatch center and emergency operations center. Both emergency and non-emergency police requests are coordinated by

dispatchers who monitor alarms within campus buildings, coordinate safety escort requests, and handle emergency assistance calls due to illness, injury, or criminal activity. Calls are received from any of the campus-wide emergency phones or directly on the emergency telephone number (312) 329-4357. In addition, MBIPD dispatchers coordinate responses with the CPD and Chicago Fire Department. They also serve as the link between the students, faculty, and staff who require police or public safety services.

Moody Bible Institute Department of Public Safety encourages professional counselors, who are functioning within that scope at the time a crime is reported, if and when they deem it appropriate, to review crime reporting options with reporting parties, including options to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics as described below in Section 10.

Public Safety Community Service Officers

The Department of Public Safety helps provide a secure campus environment through the use of trained security officers (Public Safety Officers) who are expected to comply with all regulations established by the Illinois Department of Finance and Professional Regulations (IDFPR) for Security Companies and their employees. Public Safety also uses other trained professional staff to provide security at various guest check-in desks on the Chicago campus.

Public Safety Community Service Officers are unarmed security agents with arrest powers as authorized by state statute, under 720 ILCS 5/107.3 and 720 ILCS 5/7; officers are authorized to carry OC spray, ASP batons and handcuffs, to protect the students, staff, and guests from threats of harm.

Criminal incidents that occur on campus are referred to the local police for documentation and investigation, as deemed appropriate or desired by officers or the victim(s) of the criminal matter being reported.

Authority

The Department of Public Safety has the authority to provide the following services on the Chicago campus:

- The Department of Public Safety is recognized as the primary crime reporting agency for all on-campus and campus-related incidents. Students and staff are directed to call Public Safety at 312-329-4357 to accurately and promptly report all crimes for immediate response by uniformed officers. When the victim of a crime elects to, or is unable to, report to Public Safety, he or she is encouraged to promptly and accurately report all such crimes to the Chicago Police Department by dialing "911".

- All Officers are mandated to protect the campus community in matters of life safety, safeguarding property and to maintain an environment of order on campus and at campus sponsored events.
- All Officers may respond to and investigate reports of crime on or near campus and are authorized, when appropriate, to establish control of the scene, interview witnesses and summon authorities as needed.
- All Officers may conduct foot and vehicle patrol on campus to ensure the security of campus buildings and parking lots and are authorized to initiate investigations into matters of safety and security they observe.
- All Officers may respond to calls for service, which include, but are not limited to: suspicious persons on campus, panic alarms, emergency door alarms, medical emergencies, lock-outs, fire alarms, reports of crime, unsecured buildings and offices, building systems failures, escorts, vehicle accidents, disturbances, found property, investigations and information reporting.
- All Officers may respond to and document violations of campus rules and regulations, making referrals and notifications to the appropriate campus departments involved.
- All Officers may conduct parking enforcement, issue citations and call for the towing of vehicles in accordance with established policies.
- All Officers may conduct bicycle enforcement, issue citations, and impound bicycles in accordance with established policies.
- All Officers are authorized to ask individuals for identification and to determine whether individuals have lawful business on campus; to inspect and confirm lawful possession of campus IDs, and keys; to provide direction to those needing assistance; redirecting those who are found in secured areas without permission.
- All Officers may conduct fire drills and lockdown drills as part of its Emergency Operations Plan as required by federal, state and local agencies.
- The Department of Public Safety maintains a report database and investigative files on suspicious persons, conducting background checks and gathering information from other agencies as needed.
- The Department of Public Safety maintains and circulates a Flag List of persons who are restricted from access to campus, enforce compliance with those restricted from campus and issue Criminal Trespass Orders, as needed.

- The Department of Public Safety operates a Dispatch Center that maintains radio contact with its on-duty officers; facilitates calls for service; relays calls for assistance to other Moody Bible Institute departments or to the local police or fire departments or EMS; monitors the campus CCTV system; maintains the dispatch log of incidents and activities; completes assigned work as needed.
- Officers may conduct annual training and network with other local, State and Federal agencies to stay updated on laws, practices, and policies for security of schools of higher education.
- Officers may conduct research and make proposals for budgets, training opportunities, solutions to security problems and to stay current on campus safety and security trends.
- Officers may attend seminars and conferences appropriate for training and information gathering as they apply to campus safety and security.
- Officers may alert the campus community, by way of emergency notification, to incidents that present an immediate threat to the safety and well-being of individuals on campus.
- Officers may alert the campus community, by way of timely notification, to incidents and information that serve to warn individuals and heighten personal safety awareness.
- Officers are mandated to alert the Crisis Response Team of incidents on campus that meet the criteria for such notification, as outlined in the Emergency Operations Plan.
- Officers may conduct fire safety inspections of all campus buildings, identify fire safety hazards and work with department managers on solutions and enforcement plans.
- Officers may secure doors and hallways, restrict and grant access to areas on campus, in keeping with proper business hours, legitimate requests from authorized Institute agencies and nightly security procedures.
- The Department of Public Safety conducts security reviews of campus property (grounds, buildings, and parking lots) and practices (individual department procedures), to promote safety and security in the campus community.
- The Department of Public Safety, in coordination with Student Life and Human Resources, conducts student/staff safety orientation and other programs designed to enhance campus safety and security.

- The Department of Public Safety assigns full time and part time staff to meet the needs of campus security and campus departments requiring the services of Public Safety at special events, including emergency call outs to address on campus emergencies.
- The Department of Public Safety may notify department managers of incidents and emergencies affecting their departments, after normal business hours and during the weekend, by using the emergency contact numbers they provide to Public Safety. The Department of Public Safety may also establish and maintain a database of emergency contact numbers of all Institute department managers and other Institute emergency responders.
- The Department of Public Safety will establish, maintain and oversee publication of all reports, plans and documentation required by federal, state and local agencies having jurisdiction over the activities of the Department of Public Safety, including the MBIPD.
- The Department of Public Safety recruits, interviews and recommends applicants for positions in the Public Safety department, to the office of Human Resources.
- Officers may also complete other work as assigned by the Chief of Public Safety.

6.2 Mission and Values

It is the mission of the Department of Public Safety to enhance the living, learning and working experience at Moody Bible Institute campuses by protecting life, maintaining order and safeguarding property. We fulfill this purpose by providing our campus community with a full range of services that meet the professional standards of campus public safety. We are committed to working with the community to define our priorities and build lasting partnerships. Our core values guide us in the mission.

- **Safety** – Consistent with the Department of Public Safety’s mission, the safety of people is our top priority. Our activities, decisions, and interactions will focus on limiting risk of injury, deterring danger, and limiting loss. We will work to ensure the highest quality of life, reducing the fear and incidence of crime in an effort to best facilitate the mission of Moody Bible Institute. This is not limited to the safety of others; we will also make decisions that seek to keep ourselves free from harm and loss.
- **Service** – The Department of Public Safety strives to serve with excellence all members of the Moody Bible Institute community. We seek to humbly serve and value all members of our community with equal importance, dignity, and respect. This also encompasses servant leadership modeled at all levels of Public Safety.

- Professionalism – We strive to achieve the highest level of quality in all aspects of our work. We commit ourselves to continual development and evaluation in an effort to become experts in our roles and better equip and lead those around us. We seek to be timely, well kempt, articulate, and maintain privacy. Our professionalism will be reflected both on and off duty.

7. Policy on Safety Education

Moody Bible Institute promotes the personal and community safety of its students and staff through a safety education program that includes presenting safety orientation classes at the start of each semester, and publicizing through social media, posters, and safety events, all of the following safety programs each semester unless otherwise indicated.

Campus ID program – a key component of safety education is the promotion of our Campus ID program which requires all students, staff, and guests to wear a campus issued ID or pass, at all times while on campus. Lobby desk workers are tasked with checking IDs and alerting Public Safety whenever unidentified persons attempt to enter any secured area on campus.

Safety Orientation Program – Components of our Safety Orientation Program presented to new students and new employees include presenting information on crimes that have occurred on campus and in surrounding neighborhoods, reminding students and employees of ways to maintain personal safety and residence hall security, and challenging students and staff to be aware of their responsibility for their own security and the security of others.

Campus Community Alerts* – When time is of the essence, Campus Community Alerts are provided to students, staff, and faculty through our Emergency Notification System, (“Moody Alert”), providing alerts about crimes that have occurred on or near campus.

Driving Safety – All students and staff driving Institute vehicles or driving privately owned vehicles on Institute business are required to fully comply with the Moody Bible Institute Vehicle Use Policy. The complete policy can be reviewed on my.moody.edu.

Campus Safety Tips – Campus Safety Tips are regularly included in Timely Warning emails and texts distributed to students and staff.

*Provided as needed throughout the year.

8. Policy on Crime Prevention

Moody Bible Institute is committed to the safety and security of its students, staff, and visitors. The Department of Public Safety works closely with the Campus Deans, Residence Life, Student Services, Human Resources, and other Institute departments to promote personal safety, incorporate proactive crime-reduction strategies, and help community members develop a sense of responsibility for reducing their risk of becoming the victim of sexual assault, theft, and other crimes. We initiate all of our programs in September during campus safety awareness month. This is done through events, social media campaigns and print campaigns, and targets both students and employees. Prevention efforts include, but are not limited to, dorm room security reminders, fire safety warnings, formal student safety orientation classes, new employee safety orientations, fire drills, lock-down drills, protection and identification of personal property, bicycle permit program, and community alerts.

Moody Bible Institute's annual crime prevention programming is offered to students and employees and although the training may be customized to the audience, the content is consistent.

Student safety orientation classes are the foundation for Moody Bible Institute's crime prevention efforts. In these one hour in-person training sessions, the Department of Public Safety discusses basic personal safety concepts, highlights minor incidents that happen most often, and trains on responding to major incidents that are less likely to occur but require more planning. The Department of Public Safety also discusses trends in behavior that affect safety in the Moody Bible Institute community and presents information on recent safety and security events to raise awareness.

As incidents occur on campus, the Department of Public Safety may communicate such incidents to our campus community to help students and employees maintain a level of awareness and preparedness.

8.1 Timely Warnings

In accordance with the policy set forth in Section 19 below, alerts are disseminated via Moody Alert via text, email and/or telephone calls to students and staff about incidents and information that has come to the attention of the Department of Public Safety which presents a potential for harm or serve as safety reminders. The alerts are sent out to increase awareness of potential security and safety concerns on and around the campus. In this way, the Moody Bible Institute community can be on the lookout for threatening situations and take precautions to avoid being victims of similar crimes. If there is an immediate threat to the health or safety of students or employees occurring on campus, Moody Bible Institute will follow its emergency notification procedures described in Section 14.1 below. Moody Bible Institute will provide adequate follow-up information to the community as needed.

Students and staff observing suspicious behavior or criminal activity on or near campus are encouraged to alert Moody Bible Institute Public Safety by calling its emergency telephone number, 312-329-4357 (HELP), and/or their local Police Department by dialing 911.

8.2 Emergency Phones

Moody Bible Institute maintains and promotes the use of emergency phones located in most elevators and in the parking lots on the Chicago campus. These emergency phones are designated by high profile signage and provide direct contact with the Public Safety dispatcher. Outdoor emergency phones are indicated by blue lighting. Moody Bible Institute has emergency blue light phones as exterior emergency phones outside Torrey-Gray Auditorium, Dryer Hall, Solheim Center, and in Parking Lot C.

Students are also instructed to add the Public Safety emergency telephone number to their personal cell phones to allow for immediate contact with campus security in the event of an emergency.

Moody Bible Institute does not currently have any emergency phones on the Michigan or Spokane campuses.

8.3 Bicycle Registration

Moody Bible Institute provides bike racks as a benefit to our employees, students, visitors, and guests at the Chicago campus. All bikes locked on campus must be registered with the Public Safety Department and must follow the rules set forth in the bicycle policies. In addition to the guidelines for obtaining a bike permit, the policy explains regulation enforcement by Public Safety, including warnings against locking bikes to private property or in buildings.

Moody Bible Institute does not currently have any bike racks or a bike registration process on the Michigan campus.

Moody Bible Institute does not currently have a bike registration process on the Spokane campus.

8.4 Vehicle Registration

Moody Bible Institute provides for the parking of vehicles on campus in Chicago as a benefit to our employees and as a service to our students, visitors, and guests. All vehicles parked on campus must be registered and must follow the rules set forth in the Parking Policies document.

In addition to the guidelines for obtaining a parking permit, the policy explains regulation enforcement by Public Safety, including warnings against loitering in the garage and exterior

parking lots. Public Safety officers routinely patrol the parking garage and parking lots to ensure that students and staff are not placing themselves at risk by sitting in their cars or standing in the parking lots between vehicles, where they may fall prey to criminal acts. For questions regarding parking, please email parking@moody.edu.

Moody Bible Institute does not currently have any vehicle permits or registration processes on the Michigan or Spokane campuses.

9. Policy on Off-Campus (or Noncampus) Crime Reporting

Chicago Campus

Moody Bible Institute refers all parties interested in reporting off-campus (or Noncampus) crimes or seeking off-campus crime statistics to the closest Chicago Police Department office, located four blocks away from Moody's main campus at:

1160 North Larrabee Avenue
Chicago, IL 60610
Phone: 312-742-5870

The closest Chicago Fire Department office is located nine blocks away from Moody's main campus at:

55 W Illinois St.
Chicago, IL 60610
Phone: 312-744-5742

Additional Chicago police crime information can be found, by clicking the following link:
<https://gis.chicagopolice.org/>.

Spokane Campus

Moody Bible Institute – Spokane does not own or operate off-campus student housing. Students are required to secure their own housing arrangements, including through the use of local landlords.

Moody Bible Institute refers all parties interested in reporting off-campus or noncampus crimes or seeking off-campus crime statistics to the closest Spokane Police Department office located at:

1100 West Mallon Avenue, Spokane, WA 99260
Phone: 509-835-4500

The closest Spokane Fire Department office is located at:

Spokane Valley Fire Station 2
9111 E Frederick
Millwood, WA 99206
Phone: 509-924-0960

Plymouth Campus

Moody Bible Institute refers all parties interested in reporting off-campus crimes or seeking off-campus crime statistics to the Plymouth Township Offices located at:

Plymouth Township Police and Fire Department
9955 N. Haggerty Road
Plymouth, MI 48170
734-453-3840

10. Campus Security Authorities and On-Campus Crime Reporting

The intent of including non-security personnel in the role of Campus Security Authorities (CSA) is to acknowledge that some community members and students may be hesitant about reporting crimes to the police but may be more inclined to report incidents to other campus-affiliated individuals. It is Moody Bible Institute's policy to encourage accurate and prompt reporting of all crimes to CSAs and the appropriate police agencies. To further encourage the accurate and timely reporting of all incidents affecting the safety of the campus community, the Clery Act identifies four categories of CSAs, in accordance with which Moody Bible Institute has designated the following individuals as CSAs: Desk workers, Public Safety staff, faculty advisors, RAs (Resident Assistants), Athletic Director, Athletic Coaches, Title IX Coordinator, Ombudsman, and Residence Life staff. CSAs are required to report Clery Act qualifying crimes which occur on campus in resident facilities, on non-campus property, and on public property. When a Clery Act qualifying crime is brought to the attention of a CSA, the CSA must contact Public Safety, preferably by calling 312-329-4357, alerting a Public Safety officer or completing a Crime Reporting Form on the Public Safety portal of my.moody.edu. The report form is located at the employee's my.moody.edu portal and can be submitted online.

CSAs can also find more information about the Clery Act and crime reporting responsibilities at the Public Safety my.moody.edu portal. A pastoral or professional counselor, who is functioning within that scope at the time a crime is reported, is not considered a CSA and not required to report crimes but is encouraged to review crime reporting options with reporting parties. Crimes that have been reported to CSAs are included in the Annual Security Report for the calendar year in which the crime was reported.

At the beginning of each semester, CSAs are informed that any incident that could be categorized as one of the Clery reportable crimes that is reported to them must in turn be reported to Public Safety. Reports from CSAs are solicited by Public Safety each semester via email. For all crimes, students and employees can call 312-329-2299, then x8477 (TIPS) to anonymously and confidentially report a crime to Public Safety. The statistics for anonymous reports will also be included in the Annual Security Report.

Chicago Campus

Students and staff can also report crimes or other emergencies to any CSA at the following locations on campus during staffed hours:

- The Department of Public Safety, 820 N. LaSalle Blvd, Crowell Hall basement level. 312-329-4357
- The Chief of Public Safety, 820 N. LaSalle Blvd, Crowell Hall basement level. 312-329-2038
- Fitzwater Hall Public Safety Desk, 819 N. Wells St, level 1. 312-329-4729 (on campus extension) or 312.329.2056
- Sweeting Center Public Safety Desk, 860 N. LaSalle Blvd, level 1. 312-329-4710 (on campus extension) or 312-329-4311
- ASC Public Safety Desk, 821 N. Wells St, Alumni Student Center, Level 1. 312-329-8008
- Smith Hall Public Safety Desk, 830 N. LaSalle Blvd, Smith Hall, Level 1. 312-329-4404
- Crowell Hall Public Safety Desk, 820 N. LaSalle Blvd, Crowell Hall, Level 1. 312-329-4018
- Chapman Center Public Safety Desk, 865 N Wells St, Chapman Center, Level 1. 312-329-2062
- Solheim Center Front Desk, 930 N. Wells, Level 1. 312-329-4039
- Doane Memorial Music Building Front Desk, 845 N. Wells, Level 1. 312-329-4080

Spokane Campus

Students and staff can also report crimes or other emergencies to any CSA at the following locations:

- The Associate Dean of Students – 6719 E Rutter Ave #68 Spokane, Washington, 99212. 509-535-4051

Plymouth, Michigan Campus

Students and staff can also report crimes or other emergencies to any CSA at the following location:

- The Dean of Faculty – 41550 E. Ann Arbor Trail Plymouth, MI 48170. 734-207-9581

11. Policies on Alcohol Use, Illegal Drug Use and Drug/Alcohol Abuse Prevention

It is the policy of Moody Bible Institute to prohibit the manufacture, possession, use, consumption, distribution and/or sale of all illicit drugs or alcohol by student and employees, (1) on property owned, operated, or controlled by Moody Bible Institute, or (2) in association with any school-related activities or employment duties, whether those activities occur on or off campus. This includes student conduct both on and off campus when enrolled in Moody Bible Institute undergraduate or Moody Theological Seminary course work, when living in Moody Bible Institute residence halls, when in any public or private area of campus, or when in vehicles owned or operated by Moody Bible Institute.

All members of the Moody Bible Institute community, including students and employees, are responsible for being familiar and complying with Moody Bible Institute policies and the requirements of federal, state, and local laws concerning the manufacture, dispensation, possession, use, consumption, distribution and/or sale of controlled substances and alcohol. See Appendix B.II for a summary of federal, state, and local drug and alcohol laws applicable to the Chicago, Plymouth, and Spokane Campuses.

Moody Bible Institute expects each member of the Moody Bible Institute community to be responsible for his or her own conduct and the consequences of that conduct. Moody Bible Institute complies with the Drug Free Schools and Communities Act of 1989. Moody Bible Institute's Drug Free Schools and Communities Act Policy Statement and Notification is annually distributed to students and employees and is available in the Student Life Department, Human Resources Department, and online (see also the version attached as Appendix B.II).

Moody Bible Institute's Drug and Alcohol Abuse Prevention Program (DAAPP) for students and employees for the 2024 calendar year included the following:

- Continued maintenance and enforcement of the Institute's long-standing abstinence policy for students related to alcohol and illicit drugs. During their time at Moody Bible Institute students are required to abstain from the use of alcohol and illicit drugs. This requirement also includes break periods during their time of enrollment. Students who violate this policy are subject to the disciplinary sanctions set forth in the Moody Bible Institute Alcohol and Drug Abuse Prevention Program.
- Distribution of Moody Bible Institute's DAAPP policy to all students once each semester. This was done in September 2024 by e-mail attachment with hard copies available upon request.
- The VP of Student Life partnered Student Life with Title IX to distribute Title IX and Drug & Alcohol educational training to students. The training module was

sent to all students. The company Moody used to provide the training was *Get Inclusive*. The training module was called “The Voices of Change” module. The training module was sent in October 2024.

- An alcohol and drug climate survey was given to students during the Alcohol and Drugs Awareness Event on February 28th, 2024. The alcohol and drug climate survey was given to employees via email on September 9th, 2024. The results in this survey will be incorporated into our biennial review during the fall of 2024.
 - Training of the Student Life staff on the DAAPP and the expectations for staff in relation to alcohol as it relates to students. In addition, staff will be trained on the identification of, and processes related to, students with alcohol and drug related issues. Processes for remediation for such students will also be outlined.
 - Training of Resident Assistants to aid them in their knowledge of the DAAPP and educate them in identification and confrontation of students with alcohol and drug related issues.
 - Distribution of training literature related to alcohol and drug use and abuse to students in Moody Bible Institute Health Services.
 - The Assistant to the Dean of Student Care and Concern reinstated a DAAPP Review Committee in August of 2024, to complete the 2023-2024 biennial review to be submitted in September 2024 on a biennial basis, review the DAAPP to determine the effectiveness of and changes needed to the DAAPP and ensure that sanctions for DAAPP violations are enforced consistently.
 - In-person and online DAAPP training of employees as part of new employee orientation, which all new employees are required to attend.
 - Annual in-person or online supplementary DAAPP training made available to all full-time and part-time professional employees.

12. Policy on Domestic Violence, Dating Violence, Sexual Assault and Stalking Prevention

Moody Bible Institute Title IX Policy and Complaint Procedure

Sexual Harassment and Sexual Violence Response & Title IX Policy

<https://www.moody.edu/titleix/>

I. POLICY STATEMENT

The Moody Bible Institute of Chicago (“Moody”¹), in accordance with Gospel-centered living, is committed to providing a workplace and educational environment, as well as other benefits, programs, and activities that are free from unlawful sex discrimination, sexual harassment, and retaliation. To provide a safe, healthy, and God-honoring environment at Moody, to ensure compliance with federal and state civil rights laws and regulations, and to affirm its commitment to promoting biblical integrity while meeting the goals of fairness and equity in all aspects of its Education Programs and Activities, consistent with Moody’s religious beliefs, Moody has developed policies and procedures that provide a prompt, fair, and impartial process for those involved in an allegation of Prohibited Conduct as defined in this Policy.

Moody values and upholds the worth of all individual members² of its community as unique image-bearers of God and strives to balance the equal rights of the parties during what is often a difficult time for all those involved. The core purpose of this Sexual Harassment and Sexual Violence Response & Title IX Policy (the “Policy”) is the prohibition of all forms of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Sexual Exploitation and Stalking.³ When an alleged violation of this Policy is reported, the allegations are subject to resolution using one of Moody’s Complaint Resolution Procedures, as set forth in Appendices A

¹ Other terms include, MBI, Moody Bible Institute, Moody Community, or the “Institute”.

² *Worth of all individual members* is upheld by Biblical Authority and affirmed by Moody in accordance with Moody’s Positional Statement on Human Sexuality (<https://www.moodybible.org/beliefs/positional-statements/human-sexuality/>)

³ Allegations of policy and practice-based sex discrimination are outside the scope of this Policy. Persons with concerns of adverse treatment sex discrimination and/or policy and practice-based sex discrimination may make a report to the Title IX Coordinator, who will coordinate a fair and equitable review and resolution by Moody.

and B (“Complaint Resolution Procedures”), as determined by the Director of Sexual Harassment & Sexual Violence Prevention and Response (“Title IX Coordinator”).

II. SCOPE OF THE POLICY AND JURISDICTIONAL STATEMENT

This Policy applies to all students;⁴ student organizations; Moody employees and contractors, including staff, faculty, and administrators; and all other persons who participate in Moody’s Education Programs and Activities, including third-party visitors on campus (the “Moody Community”). This Policy prohibits the conduct set forth in Section VI regardless of the Complainant and Respondent’s relationship status and whether the Complainant and Respondent are members of the same or opposite sex.

Moody may investigate any alleged violation of this Policy that occurs in the context of Moody’s Education Programs and Activities (including academic, educational, extracurricular, study abroad and internships, and other Moody programs), or for which Moody otherwise has a substantial interest, regardless of whether that conduct occurred on or off campus. Regardless of where the conduct occurred, Moody will review reports of Policy violations to determine whether the conduct occurred in the context of its Education Programs and Activities or whether Moody otherwise has a substantial interest in the allegations. A substantial interest includes:

1. Any action that constitutes a criminal offense as defined by applicable law (This includes, but is not limited to, single or repeat violations of any local, state, or federal law);
2. Any situation in which it is determined that the Respondent poses an immediate threat to the physical health or safety of any student or other member of the Moody Community;
3. Any situation that significantly impinges upon the rights, property, or achievements of a member of the Moody Community or significantly breaches the peace or causes social disorder within the Moody Community;
4. Any situation where the alleged misconduct may have continuing effects on campus or in an off-campus Education Program or Activity; or
5. Any situation that is detrimental to the educational interests or mission of Moody.

All actions by a student that involve the use of Moody’s computing and network resources from a remote location, including but not limited to accessing email accounts and participating in

⁴ For the purpose of this Policy, Moody defines “student” as any individual who has matriculated into any academic program at The Moody Bible Institute of Chicago and presently has an active program status with The Moody Bible Institute of Chicago.

online classes, will be deemed to have occurred in the context of Moody's Education Programs and Activities.

If the Respondent is unknown or is not otherwise subject to sanctions imposed by Moody, the Title IX Coordinator will offer the Complainant Supportive Measures, remedies, and resources, such as identifying appropriate campus and local resources and support options or, when criminal conduct is alleged, assisting to contact local or campus law enforcement if the individual would like to file a police report. Although Moody may not, in certain instances, be in a position to conduct an investigation, it may provide appropriate resources or support to impacted individuals and, where appropriate, the broader Moody Community.

If any terms of this Policy are in conflict with terms of another Moody policy, the terms of this Policy will control.

III. DEFINITIONS

Confidential Resources: Confidential Resources are certain employees who are required by law to protect confidentiality when acting in the course of their professional duties. Under most circumstances, Confidential Resources will not share information with other individuals without the express consent of the reporting party. An exception may be made if there is an imminent risk of danger to the reporting party or another individual or if a federal, state, or local law mandates disclosure, such as in the case of child abuse and neglect.

Confidential Advisors: As provided by the Illinois Preventing Sexual Violence in Higher Education Act, 110 ILCS 155 et seq. (the "Illinois Preventing Sexual Violence Act"), Moody also provides students in Illinois who are survivors of sexual violence with access to Confidential Advisors meeting the statutory requirements of the Illinois Preventing Sexual Violence Act to provide emergency or ongoing support to such students. To speak to a Confidential Advisor, please contact Counseling Services at 312-329-4194 or by email at counselingservices@moody.edu. You can also consult the Counseling Services website by clicking the following link for additional information: <http://www.moody.edu/counseling-services/>.

Complainant: When used in this Policy, the Complainant is the person who is alleged to have experienced Prohibited Conduct.

Formal Complaint: A Formal Complaint is a document signed by the Complainant or the Title IX Coordinator alleging a violation of this Policy against a Respondent and requesting that Moody initiate an Informal or Formal Resolution pursuant to this Policy and its Complaint Resolution Procedures. A Formal Complaint may be filed with the Title IX Coordinator or their Designee in person, by mail, or by electronic mail by using the contact information in Section V of this Policy.

For matters involving Title IX Prohibited Conduct, the Complainant must be participating or attempting to participate in Moody's Education Programs and Activities at the time they file a Formal Complaint.

Designated Reporter: Designated Reporters are required to report allegations regarding conduct prohibited by this Policy to the Title IX Coordinator. All employees of Moody are Designated Reporters unless they have been designated by Moody as a Confidential Resource or Confidential Advisor. All Resident Assistants and Housing Advisors are also Designated Reporters for the purpose of this Policy.

Good Faith Report: A report by a person who has reasonable cause to believe the report is true and who is making it without malice or consideration of personal benefit.

Moody's Education Programs and Activities: A program, location, event, service, or circumstance over which Moody exercised substantial control over both the Respondent and the context in which the alleged Prohibited Conduct occurred, including any building owned or controlled by a student organization that is officially recognized by Moody. Moody's Education Programs and Activities include both admissions and employment. Conduct occurs within the scope of Moody's Education Programs and Activities when:

- It occurs on any Moody campus;
- It occurs on a property or in any facility owned and controlled by Moody;
- It occurs as part of Moody's operations;
- Moody exercised substantial control over the Respondent at the time of the incident; or
- It occurs in a building owned or controlled by a student organization that is officially recognized by Moody.

Party or Parties: Refers to the Complainant and the Respondent, or both collectively.

Preponderance of the Evidence: A type of evidentiary standard used in a burden of proof analysis. Under the preponderance standard as applied in this Policy, the burden of proof is met when the Decision Maker reviews the relevant evidence and concludes that there is a greater than 50% chance that the claim is true.

Prohibited Conduct: Conduct prohibited by this Policy, as defined in Section VI.

Relevance: Evidence is determined to have relevance if it has any tendency to make any material fact more or less probable.

Respondent: When used in this Policy, the Respondent is the person who is alleged to have engaged in Prohibited Conduct.

IV. STATEMENT REGARDING PRIVACY AND CONFIDENTIALITY

Moody is committed to protecting the privacy of all individuals who are involved in a report of Prohibited Conduct. To the fullest extent practicable, consistent with fair and full investigation procedures, information related to a report of Prohibited Conduct will be shared by Moody only with those who need to know⁵ (i) to assist in the investigation or resolution of the report, or (ii) to allow Moody to comply with other requirements under this Policy or federal, state, or local law. Individuals who are involved in the review, investigation, or resolution of reports or Formal Complaints are trained to safeguard private information.

Complainants, Respondents, and any witnesses involved in the Complaint Resolution Procedures under this Policy are strongly encouraged to exercise discretion in sharing information learned in the resolution process in order to protect the privacy of the individuals involved, to safeguard the integrity of the process, and to avoid the appearance of Retaliation. Complainants and Respondents are not restricted from discussing the allegations set forth in a Formal Complaint.

Moody prohibits Parties from distributing documents obtained in the course of their participation in the Complaint Resolution Procedures, including, but not limited to, the Formal Complaint, interview summaries, and the evidence file and investigative report, other than for the purpose of consulting with an advisor; incidental to seeking support and advice from family, clergy, health professionals, and others playing a similar role; or as part of a civil, criminal, or administrative legal proceeding.

As appropriate, in a given case, a Moody official such as the Title IX Coordinator, may issue an order restricting the Parties from disclosing specific information. Additionally, sharing information obtained through the Complaint Resolution Procedures may constitute Retaliation prohibited under this Policy if other elements of the definition of Retaliation are satisfied. Moody will provide other participants, such as witnesses and hearing and appeal panel members, with instructions about respecting and safeguarding private information. Such persons are obliged to comply with Moody's rules regarding privacy.

⁵ For example, if Moody has reasonable suspicion that a student or employee may be a risk of harm or direct threat to the safety of others, Moody may use discretion to disclose necessary information for the protection of the Moody Community and its operations.

Moody will take reasonable measures to protect the privacy of proceedings and records; however, Moody cannot and does not guarantee that privacy will be maintained. Privacy does not mean that Moody is constrained from divulging facts of proceedings in appropriate circumstances and where permitted by law.

Students and employees who wish to obtain confidential assistance without making a report to Moody may do so by contacting the Confidential Resources listed in Appendix C. These resources will not share any personally identifiable information with other Moody employees without express permission unless doing so is necessary to address a serious and ongoing threat to the Moody Community or where required by federal, state or local law.

When Moody receives a report or Formal Complaint of Prohibited Conduct, but the Complainant requests that their identity remain confidential or that Moody not take action to address the conduct reported, Moody must balance this request against its responsibility to provide a safe and non-discriminatory environment for all members of the Moody Community. Moody will take all reasonable steps to investigate and respond to the report consistent with the Complainant's request, but its ability to do so may be limited. If Moody determines that it cannot maintain a Complainant's request for confidentiality, Moody will inform the Complainant as soon as practicable and will take steps to protect and assist the Complainant. The Complainant will not be required to participate in any proceedings initiated by Moody. However, if the Complainant declines to participate in an investigation or adjudication under this Policy and its Complaint Resolution Procedures, Moody's ability to meaningfully respond to a report of Prohibited Conduct may be limited.

V. TITLE IX COORDINATOR

Moody has designated the Title IX Coordinator, with the assistance of designated staff, to coordinate Moody's compliance with Title IX and related provisions of the Clery Act⁶ (as amended by the Violence Against Women Act or VAWA⁷) and Illinois state law. The Title IX Coordinator oversees compliance with all aspects of this Policy, including oversight of Moody's response to all reports of Prohibited Conduct. When used in this Policy, the term Title IX Coordinator may include an appropriate Designee. If you have any questions about this Policy, you may contact Moody's Title IX Coordinator. The Title IX Coordinator's contact information is:

⁶ [2014-24284.pdf \(govinfo.gov\)](#)

⁷ <https://www.federalregister.gov/documents/2016/11/16/2016-25888/violence-against-women-reauthorization-act-of-2013-implementation-in-hud-housing-programs>

Rachel Campbell (Interim Director/Title IX Coordinator)
The Office of Title IX (Title IX)

Smith Hall, 3rd Floor
820 N. LaSalle Blvd, Chicago, IL 60610
312-329-2113 - titleix@moody.edu

The Title IX Coordinator acts with independence and authority free from bias and conflicts of interest. The Title IX Coordinator oversees all resolutions under this Policy and related Complaint Resolution Procedures. The Title IX Coordinator may delegate responsibilities under this Policy to designated Moody staff or external professionals, **who will have appropriate training or experience**. Individuals tasked with aspects of implementation of this Policy and its Complaint Resolution Procedures receive appropriate training as required by relevant federal, state, and local laws.

VI. PROHIBITED CONDUCT

Prohibited Conduct is set out below. Moody will respond to all reports of Prohibited Conduct pursuant this Policy. Conduct that does not meet the definitions below or that is not otherwise prohibited by this Policy may violate other Moody policies or may be considered inappropriate or unacceptable within the Moody Community. In appropriate cases, the Title IX Coordinator may refer reports of such conduct elsewhere within Moody for resolution.

1. Title IX Prohibited Conduct

Title IX Prohibited Conduct is conduct on the basis of sex, occurring within the United States and within Moody's Education Programs and Activities on or after August 14, 2020⁸, that constitutes one or more of the following:

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

b. Hostile Environment Sexual Harassment: Unwelcome conduct, determined by a reasonable person, to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to Moody's Education Programs and Activities.⁹

⁸ If the incident occurs before but reported after August 14, 2020, the date on which the Title IX procedures listed in Appendix A were federally mandated, it will be handled by the Complaint Resolution Procedures listed in Appendix B.

⁹ Unwelcomeness is subjective and determined by the Complainant (except when the Complainant is below the age of consent). Severity, pervasiveness, and objective offensiveness are evaluated based on the totality of the circumstances from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged incident occurred and any similar, previous patterns that may be evidenced.

c. Sexual Assault/Sexual Violence¹⁰: Any one or more of the following sexual acts directed against another individual, without the consent of that individual, including instances in which the individual is incapable of giving consent.

I. Non-Consensual Sexual Penetration (Rape, Sodomy)

- a) Non-Consensual Sexual Penetration includes penetration, no matter how slight, of the vagina or anus of an individual with any body part or object, or oral penetration by a sex organ of another individual, either:
1. without the consent of the individual, or
 2. in instances in which the individual is incapable of giving consent because of age, or because of temporary or permanent mental or physical incapacity.

II. Non-Consensual Sexual Contact (Fondling)

- a) The touching, either directly or through clothing, of the private body parts of another individual (buttocks, groin, breasts) for the purpose of sexual gratification, either:
1. without the consent of the individual, or
 2. in instances in which the individual is incapable of giving consent because of age, or because of temporary or permanent mental or physical incapacity.

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

IV. Statutory Rape: Non-forcible sexual intercourse with a person who is under the statutory age of consent in the state where the sexual intercourse occurs.¹¹

d. Dating Violence: Violence, committed by a person, who is in or has been in a social relationship of a romantic or intimate nature with an individual. The existence of such a relationship shall be determined based on the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, 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 definition of Domestic Violence.

¹⁰ Sexual Assault constitutes "sexual violence" as defined under relevant Illinois law, including physical sexual acts attempted or perpetrated against a person's will or when a person is incapable of giving consent, including without limitation rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. (Illinois Preventing Sexual Violence in Higher Education Act). <https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3672&ChapterID=18>

¹¹ Illinois state law age of consent is seventeen (17), Michigan state law age of consent is sixteen (16), and Washington state law age of consent is sixteen (16). (<https://aspe.hhs.gov/reports/statutory-rape-guide-state-laws-reporting-requirements-1>)

e. Domestic Violence: Violence, including but not limited to, sexual or physical violence committed by a current or former spouse or intimate partner of an individual, by a person with whom the individual shares a child in common, or by a person who is cohabitating with, or has cohabitated with, the individual as a spouse or intimate partner, or by a person similarly situated to a spouse of the individual under the domestic or family violence laws of the state where the alleged misconduct occurred, or by any other person against an adult or youth individual who is protected from that person's acts under the applicable domestic or family violence laws of the state where the alleged misconduct occurred.

To categorize an incident as Domestic Violence, the relationship between the Respondent and the Complainant must be more than just two people living together as roommates.

f. Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for that person's safety, or the safety of others; or suffer substantial emotional distress. For the purposes of this definition:

- I. Course of conduct means two or more acts, including, but not limited to, acts in which the Respondent directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- II. Reasonable person means a reasonable person under similar circumstances and with similar characteristics to the Complainant.
- III. Substantial emotional distress means significant mental suffering or anguish that may but does not necessarily require medical or other professional treatment or counseling.

An employee will not be found to have engaged in stalking based solely on the employee's performing certain tasks or duties required by their employment with Moody.

2. Non-Title IX Prohibited Conduct

In addition to the conduct set forth above as Title IX Prohibited Conduct, the following conduct is also prohibited under this Policy:

a. Non-Title IX Sexual Harassment

Non-Title IX Sexual Harassment includes conduct that meets the definition of Title IX Quid-Pro-Quo Sexual Harassment and Title IX Hostile Environment Sexual Harassment but does not occur within the United States or within Moody's Education Programs and Activities (e.g., sexual harassment occurs on a school trip outside of the United States).

Non-Title IX Sexual Harassment also includes conduct that does not meet the definition of Title IX Sexual Harassment but otherwise constitutes an unwelcome sexual advance, a request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise when the conditions outlined in (i) or (ii) below are present; or unwelcome conduct based on sex which may include acts of aggression, intimidation, or hostility, whether verbal, non-verbal, graphic, physical, or otherwise when the conditions outlined in (i) or (ii) below are present.

(i) Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any of Moody's Education Programs and Activities or is used as the basis of Moody decisions affecting the individual; or

(ii) Such conduct creates a Non-Title IX Hostile Environment. A Non-Title IX Hostile Environment exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from Moody's Education Programs and Activities. Conduct must be deemed severe, persistent, or pervasive from both a subjective and objective perspective. In evaluating whether a Non-Title IX Hostile Environment exists, Moody will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature, and severity of the conduct;
- Whether the conduct was physically threatening;
- The effect of the conduct on the Complainant's mental or emotional state;
- Whether the conduct arose in the context of the discriminatory conduct;
- Whether the conduct unreasonably interfered with the Complainant's educational or work performance or Moody Programs or Activities; and
- Whether the conduct is protected by academic freedom or freedom of speech.

A Non-Title IX Hostile Environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment.

b. Non-Title IX Sexual Assault: Non-Title IX Sexual Assault includes conduct that meets the definition of Title IX Sexual Assault but does not occur within the United States or within Moody's Education Programs and Activities.

c. Non-Title IX Dating Violence: Non-Title IX Dating Violence includes conduct that meets the definition of Title IX Dating Violence but does not occur within the United States or within Moody's Education Programs and Activities.

d. Non-Title IX Domestic Violence: Non-Title IX Domestic Violence includes conduct that meets the definition of Title IX Domestic Violence but does not occur within the United States or within Moody's Education Programs and Activities.

e. Non-Title IX Stalking: Non-Title IX Stalking includes conduct that meets the definition of Title IX Stalking but does not occur within the United States or within Moody's Education Programs and Activities.

f. Sexual Exploitation: Sexual Exploitation is intentionally engaging in any of the following:

- i. Observing another person when that person is nude or engaged in sexual activity without the knowledge and consent of the person observed or allowing another to observe consensual sexual activity without the knowledge and consent of all Parties involved;
- ii. Making, sharing, posting, streaming or otherwise distributing any image, photography, video, or audio recording or otherwise recording another person when that person is nude or engaged in sexual activity without the knowledge and consent of the person depicted or recorded;
- iii. Exposing one's genitals to another person without the consent of that person;
- iv. Exposing another person to a sexually transmitted infection without the knowledge and consent of the person exposed; and
- v. Causing another person to become incapacitated with the intent of making that person vulnerable to Non-Title IX Sexual Assault or Sexual Exploitation.

g. Aiding or Facilitating: Knowingly and intentionally aiding or facilitating any act of Prohibited Conduct, before or after the fact, is a violation of this Policy.

h. Retaliation: Retaliation is adverse action taken against an individual with the purpose of interfering with an individual's rights under this Policy and the Complaint Resolution Procedures, including for making a good faith report of Prohibited Conduct, for participating in an investigation, proceeding, or hearing, or for refusing to participate in an investigation, proceeding, or hearing under this Policy and the Complaint Resolution Procedures. Retaliation may include intimidation, threats, coercion, discrimination, or adverse employment or educational actions. Retaliation may be found even when an underlying report made in good faith was not substantiated. Retaliation may be committed by the Respondent, the Complainant, or any other individual or group of individuals. Retaliation does not include good faith actions

pursued in response to a report of Prohibited Conduct. Complaints of retaliation that are made during the course of the investigation or resolution of a Formal Complaint of Prohibited Conduct will be investigated and resolved along with the allegations in the Formal Complaint pursuant to the Complaint Resolution Procedures. Complaints of retaliation that are made after a Formal Complaint is resolved will be investigated and resolved pursuant to the Employee Information Guide or Student Life Guide, depending on the identity of the respondent.

i. False or Bad Faith Allegations: An individual found to have knowingly made a false complaint or report, or to have knowingly given false information during a process under this Policy, may be subject to disciplinary action, up to and including termination of employment or dismissal from Moody's academic programs.

3. Affirmative Consent, Coercion, Force, and Incapacitation

a. Affirmative Consent: Sexual contact must be consensual at all times, and sexual contact is considered consensual only after Affirmative Consent has been given. Affirmative Consent is a knowing, voluntary, and mutual decision among all participants to engage in the particular sexual activity at issue. Consent can be given by words or actions, but those words or actions must create clear permission regarding willingness to engage in the sexual activity at issue. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of Affirmative Consent does not vary based upon a participant's gender.

The following are principles that apply to the above definition of Affirmative Consent:

- Consent to any sexual act or prior consensual sexual activity does not necessarily constitute consent to any other sexual act.
- Consent is required regardless of whether the person initiating the act is under the influence of drugs or alcohol.
- Consent may be withdrawn at any time.
- When consent is withdrawn or can no longer be given, sexual activity must stop.
- A person is incapable of consent when they are below the minimum age of consent in the state where the sexual act is occurring or because of a temporary or permanent mental or physical incapacity.
- Consent cannot be given when it is the result of any coercion.

b. Coercion: Coercion is intimidation or other conduct that would compel an individual to do something against their will by (1) the use of physical force or confinement, (2) expressed or implied threats of physical, emotional, property, or reputational harm, or (3) pressure that would cause a reasonable person to fear such harm. Coercion can include unreasonable and sustained

pressure for sexual activity when a person expresses their decision to not participate in a particular form of sexual activity, a decision to stop a sexual activity, or a decision not to go beyond a certain sexual interaction. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get consent from another. In assessing whether coercion was used, the frequency, duration, and intensity of the pressure applied will be taken into consideration.

c. Incapacitation: Incapacitation is a state where one cannot make a rational decision to engage in sexual activity because they lack the ability to understand the fact, nature, or extent of the act (e.g., to understand the "who, what, when, where, why or how" of their sexual interaction), and/or are physically helpless. Incapacitation negates consent. An individual cannot give consent when mentally or physically incapacitated, when the incapacity is known or, based on the circumstances, should reasonably have been known. An individual who engages in sexual activity when that individual knows or should have known that the other person is physically or mentally incapacitated has violated this Policy. It is not an excuse that the Respondent was intoxicated and, therefore, did not realize the incapacity of the Complainant. Some examples of Incapacitation may include:

- i. The person is incapacitated due to the use or influence of alcohol or drugs. Because the impact of alcohol and other drug use varies from person to person, the amount of alcohol and/or drugs a person consumes will not ordinarily be sufficient, without other evidence to prove they were incapacitated under this Policy. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to give consent.
- ii. The person is asleep or unconscious.
- iii. The person is involuntarily restrained.
- iv. The person is incapacitated due to a mental or physical disability.

VII. CAMPUS AND COMMUNITY RESOURCES

1. Overview of Resources and Disclosures

Moody is committed to the safety and care of all individuals and to treating each person with value, honor, and compassion according to our calling as followers of Christ. Both Complainants and Respondents have equal access to support and counseling through Moody's Counseling Services. All Parties are encouraged to utilize on-campus or off-campus resources for assistance. For a comprehensive list of resources, see Appendix C of this Policy.

Any individual who has been the victim of a crime is encouraged to get to a safe place and to call 911 or to contact local law enforcement immediately.

Moody recognizes that not every individual will choose to report conduct prohibited by this Policy to Moody or to law enforcement. Accordingly, Confidential Resources are available to all students and employees. Confidential Resources can provide critical support and information and can assist individuals in evaluating whether to make a report to Moody or to law enforcement. Confidential Resources are listed in Appendix C.

As set forth in Appendix C, Moody's Counseling Services (counselingservices@moody.edu), Health Service (healthservice@moody.edu), Ombudsman, Jodi Appleby (Spokane, Washington Aviation campus – jodi.appleby@moody.edu), and Dr. John Restum (Plymouth, Michigan campus – john.restum@moody.edu) are Moody's designated Confidential Resources. Confidential Resources are certain employees who are required by law to protect confidentiality when acting in the course of their professional duties. Under most circumstances, Confidential Resources will not share information with other individuals without the express consent of the reporting party. An exception may be made if there is an imminent risk of danger to the reporting party or another individual or where required by federal, state, or local law.

All other employees of Moody are Designated Reporters and have an obligation to share any reports of Prohibited Conduct with the Title IX Coordinator.

2. Medical Care After a Sexual Assault

Any person who experiences criminal conduct of a sexual nature is encouraged to immediately seek medical assistance. Seeking medical care does not result in a report to law enforcement or to Moody. Medical providers can facilitate or provide the following:

- Treatment of any injury or physical trauma
- HIV and STI testing
- Pregnancy testing
- Advice on health care concerns related to the incident
- Collection and preservation of evidence as a part of a sexual assault forensic exam for potential use in criminal prosecution

For more information about sexual assault forensic examinations, visit RAINN's (Rape, Abuse & Incest National Network) webpage, call RAINN's 24-hour National Sexual Assault Hotline: (800) 656-HOPE, or chat online at hotline.rainn.org.

VIII. MAKING A REPORT UNDER THIS POLICY

1. Reporting Guidelines

All members of the Moody Community are encouraged to report information about any form of conduct potentially prohibited by this Policy involving a student or an employee. Moody will respond to all reports of Prohibited Conduct, including contacting the Complainant to discuss the availability of Supportive Measures, resources for support, and options for resolution.

At the time a report of Prohibited Conduct is made, a Complainant does not have to decide whether to pursue resolution of the report through any particular resolution process. Choosing to make a report and deciding how to proceed can be a process that unfolds over time. Although Moody may need to take action as a result of a particular report, Moody will endeavor to respect a Complainant's wishes in making the decision that is best for them and will provide support to assist each individual in making that decision. Because Prohibited Conduct often involves behaviors or interactions that are not witnessed by third parties, reports cannot always be substantiated by additional direct evidence. Lack of corroborating direct evidence should not discourage a person from reporting an experience of Prohibited Conduct.

Individuals may make a report of Prohibited Conduct by reporting online at www.moody.edu/titleix/reporting/, by emailing the Title IX Office at titleix@moody.edu, or by contacting the following Moody employees:¹²

Rachel Campbell (Deputy Title IX Director/Interim Director and Title IX Coordinator) – rachel.campbell@moody.edu

Darcy Figueroa (Title IX Administrator/Investigator) – darcy.figueroa@moody.edu

a. Designated Reporters

Subject to the exceptions in Section VII (1) above, all Moody employees are Designated Reporters. All Resident Assistants and Housing Advisors are also Designated Reporters for the purpose of this Policy. When Designated Reporters become aware of an alleged incident of Prohibited Conduct that involves a student or employee as either the Complainant or Respondent, they are always obligated to report the information they have to the Title IX Coordinator. Designated Reporters should be prepared to report the name, date, time, location, and description of the

¹² In the event any person wishes to report or make a Formal Complaint that the Title IX Coordinator or any other individual hired within the Title IX office engaged in Prohibited Conduct, such report should be made directly to Moody's President, either by letter or email. The President will appoint another trained individual to take the place of the Title IX Coordinator, Deputy Title IX Director, or other official Title IX personnel for purposes of processing such report or Formal Complaint.

incident (if known). They are otherwise required to maintain an individual's privacy to the greatest extent possible.

When the Title IX Coordinator receives a report of Prohibited Conduct, they will contact the Complainant, if known, or other individual reporting the Prohibited Conduct, to offer resources and Supportive Measures to the Complainant. The individual will also be advised of the option to pursue a Formal Complaint, if such an option is available, and any other available reporting options and resources.

A Designated Reporter who receives a report should not, under any circumstances, promise or guarantee confidentiality or attempt to resolve the report without first reporting it to the Title IX Coordinator. Such failure to report may subject the individual to disciplinary sanctions.

Important: Please note that all Moody employees must also report suspected or known child abuse (including any suspected Prohibited Conduct perpetrated against those under the age of 18) to the applicable state children and family services department. See below for the departments in each of the states with a Moody campus.

Illinois Department of Children and Family Services (DCFS) Call: 800-252-2873	Michigan Department of Human Services (DHS) Call: 855-444-3911	Washington State Department of Social and Health Services Call: 866-363-4276
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b. Time Frame for Reporting

There is no time limitation on reporting or filing a Formal Complaint of Prohibited Conduct. However, if the Respondent is no longer subject to Moody's jurisdiction or significant time has passed, the ability to investigate, respond, and provide remedies may be limited or impossible. Acting on reports and Formal Complaints significantly impacted by the passage of time (including, but not limited to, acts that have been impacted by the rescission or revision of this Policy) is at the discretion of the Title IX Coordinator, who may document allegations for future reference, offer Supportive Measures or remedies, or engage in informal or formal action, as appropriate.

When a Formal Complaint is filed after a significant delay from the occurrence of the alleged Prohibited Conduct, Moody will apply the Policy definitions in place at the time of the alleged Prohibited Conduct and the Complaint Resolution Procedures in place at the time the report was made.

c. Anonymous Reporting

Individuals other than Designated Reporters who receive a report of Prohibited Conduct may submit reports of Prohibited Conduct anonymously. An anonymous reporter may make a report without disclosing their name, identifying the Respondent, or requesting action. Depending on the level of information included about the conduct or the individuals involved, anonymous reporting may reduce Moody's ability to respond or take appropriate action. Moreover, Moody will generally not be able to take disciplinary action against an individual based solely on an anonymous report.

d. Public Awareness and Advocacy Events

Public awareness or advocacy events at which community members disclose incidents of Prohibited Conduct do not initiate Moody's Title IX obligations, including its obligation to investigate reports of Prohibited Conduct. Such events may, however, inform the need for campus-wide educational and prevention efforts, and Moody may implement broad community initiatives in response to such events where appropriate.

2. Response to Reports of Prohibited Conduct

Upon receipt of a report of Prohibited Conduct, the Title IX Coordinator will provide the Complainant with an explanation of their rights under this Policy, the process for filing a Formal Complaint, an overview of their options for resolution of the Formal Complaint, and the Complaint Resolution Procedures. The Complainant will also be informed of the range of possible outcomes of the resolution process, including potential remedial actions and possible disciplinary actions that may be taken against the Respondent upon a finding of a violation of this Policy. The Complainant will also be advised of their right to request that Moody refrain from initiating a resolution process and their right to file a report with Moody Public Safety and state and local law enforcement.

The Complainant will be informed of the availability of Supportive Measures regardless of whether the Complainant files a Formal Complaint. The Title IX Coordinator will consider the Complainant's requests for Supportive Measures in accordance with Section IX of this Policy.

3. Advisors

The Complainant and Respondent each have the right to have an Advisor of their choosing present with them at all stages under this Policy and its Complaint Resolution Procedures. If a Party does not have an Advisor, but wishes to have one, Moody can provide an Advisor at the request of the Party at any point in the Formal Process. Moody providing an Advisor is only

required for the live hearing for the purpose of cross-examination as described in Appendix A. The Advisor may be any person, including an attorney. The Parties may be accompanied by their respective Advisor at any meeting or proceeding related to the investigation or resolution of a report under this Policy. While the Advisor may provide support and advice to the Parties at any meeting or proceeding, Moody may establish restrictions regarding the extent to which the Advisor may participate in the proceedings. Advisors may not speak on behalf of the Parties or otherwise participate in, or in any manner delay, disrupt, or interfere with meetings or proceedings, with the exception that a Party's Advisor participating in a hearing under [Appendix A](#) will ask questions of the other Party and witnesses at the direction of the Party they are advising.

An Advisor should plan to make themselves reasonably available, and Moody will not unduly delay the scheduling of meetings or proceedings based on the Advisor's availability. If an Advisor fails to comply with the Complaint Resolution Procedures or established rules of decorum, Moody reserves the right to exclude the Advisor from further participation in the process. The Title IX Coordinator, Decision Maker (if the occurrence is during the live hearing), or Investigator(s) (if occurrence is during the interviews) is responsible for interpreting and applying this provision.

4. Amnesty for Drug and Alcohol Use and Consensual Sexual Activity

The health and safety of every individual at Moody is important. Moody recognizes that individuals who have been drinking or using drugs (whether such use is voluntary or involuntary) or have engaged in consensual sexual relationships that are otherwise prohibited by Moody's policies may be hesitant to report incidents of Prohibited Conduct due to fear of potential consequences for their own conduct. Moody strongly encourages individuals to report such Prohibited Conduct.

Moreover, a Complainant, witness, Respondent, or other individual shall not be subject to discipline under other Moody policies for potential conduct violations that arise out of the same facts and circumstances as a report of Prohibited Conduct (such as those that prohibit drug and alcohol use or consensual sexual activity between students) unless Moody determines that the conduct at issue placed the health or safety of any other person at risk.

During the course of an investigation under this Policy, conduct violations of other Moody policies that are unrelated to the incident of Prohibited Conduct may be discovered. As such instances arise, Moody may exercise discretion in determining appropriate sanctions, which may include lesser sanctions than those stated in the relevant policy or no sanction at all. Any discretionary determination will be considered on a case-by-case basis.

Moody may offer and encourage support, counseling, or education efforts to help students or employees who are granted amnesty in order to benefit the individual and the campus community.

5. Coordination with Law Enforcement

Moody strongly encourages Complainants to pursue criminal action for Prohibited Conduct that may also constitute a crime.¹³ Moody is available to assist a Complainant in making a criminal report and will cooperate with law enforcement agencies if a Complainant decides to pursue criminal action to the extent permitted by law. Neither law enforcement's determination whether or not to prosecute a Respondent nor the outcome of any criminal prosecution are determinative of whether a violation of this Policy has occurred.

Proceedings under this Policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings. Moody may not delay conducting its own investigation unless specifically requested by the law enforcement to do so. In the event of such a specific request, Moody will defer its investigation only during the time that law enforcement is gathering evidence, which should not exceed ten days absent extenuating circumstances. Moody will nevertheless communicate with the Complainant and Respondent (if appropriate) regarding Title IX rights, procedural options, and the implementation of Supportive Measures to assure safety and well-being of all Parties and the Moody Community. Moody will promptly resume fact-gathering as soon as it is informed that law enforcement has completed its initial investigation.

IX. SUPPORTIVE MEASURES

Moody will offer and implement appropriate and reasonable Supportive Measures to the Parties upon notice of alleged Prohibited Conduct. Supportive Measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Parties to restore or preserve access to Moody's Education Programs and Activities, including measures designed to protect the safety of all Parties or Moody's educational environment, or deter harassment, discrimination, or retaliation.

At the time that Supportive Measures are offered, Moody will inform the Complainant, in writing, that they may file a Formal Complaint with Moody either at that time or in the future, if they have

¹³ Moody specifically encourages Complainants to report all forms of "sexual violence" as defined under relevant Illinois law, including physical sexual acts attempted or perpetrated against a person's will or when a person is incapable of giving consent, including without limitation rape, sexual assault, sexual battery, sexual abuse, and sexual coercion. (Illinois Preventing Sexual Violence in Higher Education Act). <https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3672&ChapterID=18>

not done so already. The Title IX Coordinator will work with the Complainant and Respondent to ensure that their wishes are considered with respect to the Supportive Measures that are offered. Moody will maintain the privacy of the Supportive Measures, provided that privacy does not impair Moody's ability to provide the Supportive Measures. Moody will act to ensure as minimal an academic or employment (if applicable) impact on the Parties as possible. Moody will implement measures in a way that does not unreasonably burden the other Party.

Supportive Measures may include, but are not limited to:

- Referral to counseling, medical, or other healthcare services
- Referral to community-based service providers
- Visa and immigration assistance
- Student financial aid counseling
- Education to the community or community subgroup(s)
- Altering campus housing assignment(s)
- Altering work arrangements for employees or student employees
- Safety planning
- Providing campus safety escorts
- Providing transportation accommodations
- Implementing contact limitations (no contact orders) between the Parties¹⁴
- Academic support, extensions of deadlines, or other course/program-related support
- Class schedule modifications, withdrawals, or leaves of absence
- Increased security and monitoring of certain areas of the campus
- Any other actions deemed appropriate by the Title IX Coordinator

1. Review of Supportive Measures

Upon request, a Complainant or Respondent will be afforded a reasonable and prompt review of any Supportive Measure that directly affects them and will be permitted to submit evidence in support of any changes requested.

2. Emergency Removal

If after undertaking an individualized safety and risk analysis, the Title IX Coordinator, in consultation with the Chief of Public Safety, Vice President of Student Life (if the matter involves a student), Vice President of Human Resources (if the matter involves an employee), and any other necessary personnel, determines that the Respondent poses an immediate threat to the physical health or safety of any student or other individual in the Moody community, Moody may

¹⁴ When a no contact order has been issued as a supportive measure or sanction, violations of no contact orders will be referred to appropriate student or employee conduct processes for enforcement.

remove the Respondent on an emergency basis. The length and nature of the removal will depend on the facts of the particular case. Moody will notify the Respondent of the Emergency Removal. Both the Complainant and the Respondent will have an opportunity to challenge the decision and its terms, including by submitting evidence, within 48 hours of the notice.

3. Administrative Leave

Moody may place an employee Respondent on administrative leave, consistent with the Employee Information Guide, during the pendency of a Formal Resolution process conducted pursuant to this Policy and its procedures.

X. RESOLUTION PROCESS

1. Options for Resolution of Reports

Reports of Prohibited Conduct are generally resolved either through a Support-Based Resolution of a report of Prohibited Conduct, an Informal Resolution of a Formal Complaint, or a Formal Resolution of a Formal Complaint.

2. Initial Review

When the Title IX Coordinator receives any report of Prohibited Conduct, the Title IX Coordinator will initiate a review of the allegations. Information learned during the initial inquiry will inform the Title IX Coordinator's determination regarding the provision of Supportive Measures to the Parties and appropriate resolution processes.

3. Support-Based Resolution

A Support-Based Resolution of a report of Prohibited Conduct occurs when the report does not result in the filing of a Formal Complaint. Support-Based Resolutions will include the offering and provision of supportive measures intended to restore equal access to Moody's Education Programs and Activities and to preserve a safe and non-discriminatory environment for living, working, and learning for students and employees. A Support-Based Resolution will not include a determination as to whether the Respondent engaged in Prohibited Conduct.

4. Formal Complaints

A Formal Complaint is a document signed by the Complainant or the Title IX Coordinator alleging a violation of this Policy against a Respondent and requesting that Moody initiate an Informal or Formal Resolution of the Formal Complaint pursuant to this Policy and its Complaint Resolution

Procedures. A Formal Complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail. For matters involving Title IX and Non-Title IX Prohibited Conduct as defined in this Policy, the Complainant must be participating or attempting to participate in Moody's Education Programs and Activities at the time the Complainant files a Formal Complaint.

If the Complainant chooses not to file a Formal Complaint, the Title IX Coordinator has discretion to file a Formal Complaint, regardless of whether the Complainant is then participating or attempting to participate in Moody's Education Programs and Activities. Where the Title IX Coordinator determines that Moody cannot honor the Complainant's request that no Formal Complaint be pursued under this Policy, the Title IX Coordinator will promptly initiate the resolution process by filing a signed, written Formal Complaint on behalf of Moody. In determining whether to file a Formal Complaint, the Title IX Coordinator will consider the following:

- Whether the Respondent has a history of violent behavior or is a repeat offender;
- Whether the incident represents escalation in Prohibited Conduct by the Respondent from previously noted behavior;
- The increased risk that the Respondent will commit additional acts of violence;
- Whether the Respondent used a weapon or force;
- Whether the Complainant is a minor;
- Whether Moody possesses other means to obtain evidence such as security footage; and
- Whether available information reveals a pattern of perpetration at a given location or by a particular group.

If the Title IX Coordinator decides to file a Formal Complaint, The Title IX Coordinator will notify the Complainant of Moody's intention to proceed with a Formal Complaint and offer Supportive Measures. The Title IX Coordinator will make reasonable efforts to protect the privacy of the Complainant. However, the Complainant's identity will be disclosed as necessary to effectuate the Formal Resolution process. The Complainant is not required to participate in any proceedings that follow. However, if the Complainant declines to participate in an investigation or the adjudicative process under these Complaint Resolution Procedures, Moody's ability to investigate meaningfully and respond to a report of Prohibited Conduct may be limited.

a. Consolidation of Formal Complaints

The Title IX Coordinator has the discretion to consolidate multiple reports into a single investigation where the Prohibited Conduct arises out of the same facts or circumstances. Consolidation might involve multiple Complainants and a single Respondent, multiple Respondents and a single Complainant, or multiple Complainants and multiple Respondents.

In the event that the allegations under this Policy involve allegations of a violation of a separate Moody policy, Moody will have the right, within its sole discretion, to consolidate those other allegations within one investigation or hearing under this Policy and its accompanying Complaint Resolution Procedures.

In the event that allegations of both Title IX and Non-Title IX Prohibited Conduct arise out of the same facts and circumstances, Moody will have the right, within its sole discretion, to consolidate those allegations into one investigation and hearing under the Title IX Complaint Resolution Procedures (Appendix A).

b. Dismissal of Formal Complaints

After the filing of the Formal Complaint, or during the initial inquiry, investigation, or resolution process, it may become apparent that conduct alleged in a Formal Complaint did not occur in Moody's Education Programs and Activities or otherwise cannot meet the definition of Title IX Prohibited Conduct as defined in Section VI of this Policy. In that case, in accordance with Title IX, the Title IX Coordinator must dismiss the Formal Complaint (or the allegations of Title IX Prohibited Conduct, therein). If the conduct could still, as alleged, constitute Non-Title IX Prohibited Conduct as defined in Section VI of this Policy, Moody will continue to address the allegations pursuant to this Policy and the Complaint Resolution Procedures set forth in Appendix B. If the conduct, as alleged, could not constitute a violation of this Policy in any respect, the Formal Complaint will be dismissed in its entirety. If the conduct, as alleged, could violate another Moody policy, the Title IX Coordinator must transfer the matter, and all information related to it, to the appropriate Moody office for assessment and potential further action.

In addition to the grounds for mandatory dismissal, the Title IX Coordinator may dismiss a Formal Complaint and close a case when:

- the Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations therein, prior to resolution;
- the Respondent is no longer enrolled or employed by Moody; or
- specific circumstances prevent Moody from gathering evidence sufficient to reach a determination as to the Formal Complaint or allegations therein.¹⁵

Upon any dismissal, the Title IX Coordinator will promptly send written notice of the dismissal and the rationale for doing so simultaneously to the Parties. The Parties may appeal the dismissal

¹⁵ For example, it may be impossible to gather evidence sufficient to reach a determination if the Complainant fails or refuses to be available for interviews or meetings, the Complainant cannot be located, or the Complainant declines to provide necessary information concerning the misconduct at issue.

of the Formal Complaint on any of the bases and pursuant to the procedures set forth in Section XII Appeals, below.

5. Notice of Allegations

Upon receipt of a Formal Complaint, the Title IX Coordinator will notify the Complainant and the Respondent, in writing, of the filing of the Formal Complaint and commencement of the resolution process pursuant to this Policy and its Complaint Resolution Procedures and will provide both Parties with a copy of the Formal Complaint. Such notice will:

- identify the Complainant and the Respondent;
- specify the alleged Prohibited Conduct and its date, time, and location, to the extent known;
- specify the basis for jurisdiction over the Formal Complaint;
- identify the Investigator or the facilitator of Informal Resolution;
- inform the Parties of their right to have an Advisor of choice at all stages of the resolution process who may accompany the respective Party to meetings and proceedings;
- inform the Parties of the range of available resources, including mental health and academic support resources;
- explain the prohibition against retaliation;
- specify that the Respondent is presumed not to have violated the Policy unless and until a determination is made at the end of the Complaint Resolution Process; and
- include any other information required by federal, state, or local law.

If, at any point prior to the resolution of the Formal Complaint, the Title IX Coordinator determines that there are additional allegations of Prohibited Conduct not included in the original notice that should be investigated, the Title IX Coordinator must provide the Parties with an amended notice of additional allegations.

6. Informal Resolutions

At any time after a Formal Complaint has been filed and before a hearing commences, the Parties may seek to resolve a report of Prohibited Conduct through Informal Resolution. Participation in Informal Resolution is entirely voluntary; the Title IX Coordinator will neither pressure nor compel either Party to participate in the process or to agree to any specific terms. In every case, the Title IX Coordinator has discretion to determine whether the matter is appropriate for Informal Resolution and to determine the appropriate terms. Informal resolution is not allowed in cases where a student Complainant accuses an employee Respondent of Prohibited Conduct.

Before the Title IX Coordinator approves the Informal Resolution process or the terms of any Informal Resolution, the Title IX Coordinator will determine that the Title IX office has sufficient information about the matter to make these decisions. The Parties are strongly encouraged, although not required, to consult with their Advisors during the Informal Resolution process.

If the Informal Resolution process is terminated for any reason, the matter will be re-evaluated for resolution pursuant to the Formal Complaint resolution process under this Policy and its Complaint Resolution Procedures. For this reason, the Investigator will not participate in Informal Resolution. The Title IX Coordinator or designated informal resolution facilitator will oversee the Informal Resolution process and have access to all Institute records in the matter, including any records or reports prepared during an investigation. While the Parties are exploring Informal Resolution, any pending investigation will pause, and the time spent pursuing resolution in this way will not count toward the presumptive time frame for completing the investigation.

The Title IX Coordinator or their Designee will consult separately with both Parties and may recommend to the Parties the terms of a potential Informal Resolution agreement. Such terms may include, but are not limited to, any sanctions or remedies that could be imposed as a result of a finding following a hearing under these proceedings.

Both Parties must agree to the terms in writing before an Informal Resolution agreement becomes effective. At any time before a written agreement is effective, the Complainant or the Respondent may withdraw from the Informal Resolution process, and the Title IX Coordinator may also, at their discretion, terminate the process.

If both Parties are satisfied with the recommendation of the Title IX Coordinator or their Designee, the matter will be resolved with a written agreement. The Title IX Coordinator or their Designee will provide each Party, separately, with a copy of the proposed agreement for the Party to review, sign, and return. If both Parties return the signed written agreement to the Title IX Coordinator or their Designee the terms of the agreement will become effective, and the Title IX Coordinator or their Designee will promptly notify both Parties in writing that the agreement is final. Once the agreement is effective, the Parties may not appeal the agreement and the Complainant may not seek to refile the Formal Complaint absent new allegations of Prohibited Conduct. The Parties are expected to honor and comply with the terms of the Informal Resolution. Noncompliance may be subject to proceedings under the Student Life Guide or the Employee Information Guide.

If the process is terminated and the matter is resolved pursuant to the Formal Resolution process, neither the Title IX Coordinator/informal resolution facilitator nor the Parties will disclose to the

Investigator, Decision Maker, or appellate reviewers either the fact that the Parties had participated in the Informal Resolution process or any information learned during the process.

Informal Resolution may take two forms: (1) Party Agreements, or (2) Negotiated Agreements.

a. Party Agreement

The purpose of a Party Agreement is for the Parties to identify and agree on a set of remedies. Upon successful completion of those remedies, the Formal Complaint will be resolved and may not be refiled. Such remedies may include:

- Impact Letter;
- Apology Letter;
- Counseling;
- Mentoring;
- Discipleship;
- Directed Study¹⁶;
- Reflection Paper; or
- Other forms of restorative actions

b. Negotiated Agreement

As a necessary precondition of a resolution by Negotiated Agreement, the Respondent must accept responsibility for all or part of the alleged Prohibited Conduct. The Parties will then have an opportunity to negotiate with the Title IX Coordinator or their Designee what they believe the appropriate sanction should be. In support of their position, Parties are encouraged to submit impact/mitigation information they believe the Title IX Coordinator should consider in evaluating any sanction.

The Title IX Coordinator/informal resolution facilitator has the discretion to propose other terms for the resolution that may be appropriate to address the Prohibited Conduct for which the Respondent has accepted responsibility. If the Respondent agrees to a Negotiated Agreement under Informal Resolution that provides for a suspension, withdrawal, dismissal, or expulsion from Moody, there will be a notation on the student's record consistent with Moody's policy.

7. Formal Resolutions

The Formal Resolution process is guided by provisions of this section of this Policy and by the Complaint Resolution Procedures. The applicable procedure is determined by the type of Prohibited Conduct alleged (Title IX Prohibited Conduct or Non-Title IX Prohibited Conduct). Upon

¹⁶ Directed study may be conducted by the Title IX Coordinator or Faculty member, ranging from educational opportunities revolving around Policy Definitions to deeper educational opportunities that may require curriculum-based learning through discussion, papers, and accountability, etc.

receipt of a report or a Formal Complaint, the Title IX Coordinator will determine which procedure applies.

The Formal Resolution process is overseen by the Title IX Coordinator and will be conducted in a prompt and equitable manner, pursuant to the time frames set forth in Section XIII. Throughout the Formal Resolution process, all responsible personnel will maintain a commitment to impartiality.

a. Evidentiary Standard and Burden of Proof

Until a finding is made under this Policy, the Respondent is presumed not responsible for allegations of Prohibited Conduct. A Respondent will be found responsible for violating this Policy only when such a finding is supported by the Preponderance of the Evidence (as defined above). Moody, not the Parties, has the burden of proof and the burden of gathering evidence sufficient to reach a finding of responsibility.

b. Investigation and Adjudication Procedures

Appendix A outlines the procedures for the resolution of reports of Title IX Prohibited Conduct in violation of this Policy. Appendix B outlines the procedures for the resolution of reports of Non-Title IX Prohibited Conduct.

XI. SANCTIONS

Sanctions for students who are found to have violated this Policy include eviction from campus housing, dismissal, expulsion, disciplinary probation(s), warning(s), community service, fines, formal reprimand, warning status, withdrawal, loss of privilege, restitution/reconciliation, developmental/educational assignments, referral for counseling and/or assessment, or an agreement governing the student's behavior.

Sanctions for employees (including faculty) who are found to have violated this Policy include a letter of warning, official reprimand, probation, referral to a required counseling program, suspension from employment with pay, suspension from employment without pay, termination from employment, or training on Prohibited Conduct.

XII. APPEALS

Both the Complainant and the Respondent may appeal the Title IX Coordinator's dismissal of a Formal Complaint or any allegations therein or the determination of responsibility following a hearing or on the following grounds:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made that could affect the outcome of the matter;
- The Title IX Coordinator, Investigator, or Decision Maker had a conflict of interest or bias for or against complainants or respondents generally or the individual Complainant or Respondent that affected the outcome of the matter; or
- Sanctions or Remedies imposed are clearly unreasonable in light of the finding made.

A Party may commence an appeal by notifying the Title IX Coordinator of their desire to appeal and by submitting a written statement to the Title IX Coordinator within five (5) business days of the issuance of the final determination of responsibility or the dismissal of the Formal Complaint. The appeal statement must set forth:

- the determination(s) being appealed,
- the specific ground(s) for the appeal, and
- the facts supporting the grounds.

The appeal statement will be limited to 2,500 words. Failure to submit an appeal and statement within the five (5) business days or any approved extension constitutes waiver of the right to appeal.

A copy of the appeal statement will be provided to the other Party, who, within five (5) business days may submit a written response to the Title IX Coordinator. The response should address both the specific ground(s) for appeal set forth in the appealing Party's statement and the specific facts asserted by the appealing Party. The response will be limited to 2,500 words.

The Title IX Coordinator will submit the appeal and response, if any, to the appellate panel, ("Appeal Panel") which will be comprised of individuals appointed by the Title IX Coordinator. The panel members will not be the Title IX Coordinator, the Investigator, Decision Maker, or any Title IX team members assigned to the case that is being appealed.

The Appeal Panel will establish a reasonable schedule for issuing a written decision, typically no later than ten (10) business days after receipt of the non-appealing Party's submission or the time for submission has expired.

The Appeal Panel may affirm the decision or sustain any of the above-specified grounds for appeal, in which case the Appeal Panel may:

- reverse a decision or finding;
- change a sanction or remedy;

- remand a decision of dismissal to the Title IX Coordinator;
- remand a case to the original Decision Maker for clarification or reconsideration consistent with the Appeal Panel’s decision, if doing so would assist with a timely, practicable, and efficient resolution of the case;
- remand a case for a new hearing to either the original Decision Maker or a newly assigned Decision Maker; or
- remand a case for a new or additional investigation, followed by an adjudication consistent with these procedures, to either the original Investigator or to a new Investigator.

If the Appeal Panel reverses a finding of not responsible and finds the Respondent responsible for Prohibited Conduct, the Appeal Panel must also determine and describe appropriate sanctions and remedies in their written decision. If the Appeal Panel calls for the admission of new evidence, if possible, it will remand the case to the Decision Maker from which it originated for a new hearing or review. Upon remand from the Appeal Panel, as necessary and possible, a Decision Maker may remand a case to the Investigator from which it originated for further investigation.

The decision of the Appeal Panel will be final and binding on all Parties.

XIII. TIME FRAMES

Moody seeks to resolve all reports of Prohibited Conduct pursuant to the following time frames

- Informal Resolution: typically completed within 30-60 calendar days.
- Formal Resolution: typically completed within 90-120 calendar days.

The Title IX Coordinator may extend the time frames for good cause. Good cause for extension may include the unavailability of the Parties or their Advisors, concurrent law enforcement investigation, the complexity of the allegations, or other extenuating circumstances. Any extension, and the reason(s) therefore, will be shared with the Parties, in writing.

XIV. TRAINING

The Title IX Coordinator, Investigators, Decision Makers, Appeal Panel members, and informal resolution facilitators, shall, at a minimum, receive all training and education required pursuant to Title IX, the Violence Against Women Act, and Illinois State Law.

XV. RECORD KEEPING

Moody will maintain the following records:

- Records of reports of Prohibited Conduct under this Policy and any actions taken in response to the reports, including the issuance of supportive measures and educational efforts;
- Records related to each Formal Resolution process;
- Records related to each Informal Resolution process;
- Materials used to train and educate the Title IX Coordinator, Investigator, Decision Makers, Appeal Panel members, and Facilitators of Informal Resolution.

This information will be used by the Title IX Coordinator to monitor patterns and areas of concern. In general, records will be kept for seven (7) years after the date the reported incident is resolved. Certain records may be retained longer in Moody's sole discretion, including for active employees.

XVI. CONFLICTS OF INTEREST

Moody personnel who administer this Policy and the related Complaint Resolution Procedures must be free of conflicts of interest and bias that could affect the outcome of a particular report or Formal Complaint. All Moody personnel involved in a particular matter are required to self-determine whether they have a conflict of interest or bias and, if so, report the issue to the Title IX Coordinator so that a different person may be assigned to the matter. If any Party believes that Moody personnel have a conflict of interest or bias with respect to a particular report or Formal Complaint, the Party should report the concern to the Title IX Coordinator within three (3) business days.

XVII. RELIGIOUS LIBERTY

Moody is a private, evangelical Christian Bible college that qualifies as a religious educational institution entitled to protection for religious liberty under the U.S. Constitution, Title IX, Title VII, and relevant state law. Nothing in this Policy will undermine the integrity of Moody's status as a religious educational institution. Therefore, conduct by a member of the Moody Community that is in conformity with Moody's Christian beliefs (as those beliefs are determined by Moody) will not be deemed to violate this Policy, notwithstanding the definitions of Prohibited Conduct. Furthermore, nothing in this Policy shall require Moody to take any action, or fail to take any action, inconsistent with its religious beliefs.

Appendix A: Procedures for the Formal Resolution of Formal Complaints of Title IX Prohibited Conduct

I. SCOPE OF THESE PROCEDURES

The procedures set forth below will guide the investigation and adjudication of Formal Complaints of Title IX Prohibited Conduct, as defined in Section VI(1).

II. INITIATION OF THE INVESTIGATION

An investigation under these procedures will be initiated at the Title IX Coordinator's direction after the filing of a Formal Complaint and the issuance of a Notice of Allegations to the Parties.

III. THE INVESTIGATION

1. Overview of the Investigation

The investigation is a neutral evidence-gathering process. During the investigation, the Parties will have an equal opportunity to be heard, to submit evidence, to identify witnesses who have relevant information, including fact and expert witnesses, and to submit questions that they believe should be directed by the Investigator to each other or to any witness. The Investigator will also seek to obtain relevant evidence identified during the investigation, including relevant evidence that has not been offered by either Party. Moody may continue an investigation without the participation of any Party.

2. The Investigator

Investigations will be conducted by one or more appropriately trained individuals appointed by the Title IX Coordinator. The Investigator will be impartial and will conduct a prompt, thorough, and fair investigation. The Investigator may be a Moody employee or an external party.

3. Evidence Collection

a. Testimonial Evidence Collection: Investigative Interviews

Testimony is evidence. Thus, throughout the investigation, the Investigator will endeavor to interview the Parties and other individuals (witnesses) who have information that is relevant or directly related to the allegations in the Formal Complaint, including fact and expert witnesses identified by the Parties. The Investigator will provide written notice of the date, time, and location of the interview, with sufficient time for the participants to prepare. Investigative

interviews may be conducted in person, or via telephone or video conference. Following the investigative interview, the Investigator will prepare a full written summary of the interview ("Interview Summary").

If a Party or witness declines to participate in investigative interviews deemed necessary by the Investigator, the Party or witness, as the case may be, will be unable to provide testimony at the hearing absent a showing of good cause.

b. Non-Testimonial Evidence Collection

During the investigative interview process, the Investigator will gather other available evidence and information that is directly related to the allegations in the Formal Complaint, including, without limitation, electronic and other records of communications between the Parties or witnesses (via voicemail, text message, audio messages, email, or social media sites), photographs and videos, medical records (subject to required consent), and records generated by public safety or law enforcement.

c. Evidence Collection Logs

The Investigator will maintain a log of all testimonial and non-testimonial evidence obtained and the source of such evidence. The Investigator will also maintain a log of all testimonial and non-testimonial evidence offered or sought, but not obtained, and the reason such evidence was not obtained. These logs will be made a part of the evidence file.

4. Review of the Draft Evidence File

a. The Draft Evidence File

At the conclusion of the investigation, the Investigator will compile all the evidence that is directly related to the allegations in the Formal Complaint, including the interview summaries, evidence that is both inculpatory and exculpatory, and evidence upon which the Investigator does not intend to rely. This compilation of evidence will be referred to as the "Draft Evidence File."

b. Review and Opportunity to Respond

Upon completion, the Investigator will share the Draft Evidence File with the Parties and their Advisors electronically, or by hard copy. The Parties will then be afforded ten (10) business days to review the Draft Evidence File and to submit an optional written response, which may include responses to the evidence and requests that the Investigator accept, seek, or obtain additional evidence or conduct follow up inquiries of the other Party or witnesses. The Parties' responses

may also include challenges to the Investigators' assessment of relevance. Any responses submitted by the Parties will be shared with the other Party and made a part of the Final Evidence File (the "Final Evidence File").

c. Additional Evidence Collection

The Investigator will consider the written responses of the Parties, if any, and will determine in their sole discretion, whether further investigative steps are required. If additional investigative steps are taken that result in collection of additional evidence, such additional evidence will be included in the Draft Evidence File. The new evidence will be shared with the Parties and their Advisors electronically, or by hard copy. The Parties will be provided with a final opportunity to respond, in writing. The Investigator will determine the length of this review period. Any additional responses submitted will be shared with the other Party and made a part of the Final Evidence File.

d. Prohibition of Evidence Not Offered During the Investigation

In the absence of good cause, information that was able to be discovered through the exercise of due diligence that is not provided to the Investigator during the investigation or during this designated review and response period will not be considered in the hearing process or in the Written Determination of responsibility for a violation of the Policy

5. Final Evidence File and Final Investigative Report

At the conclusion of the investigation process and the review periods, as described in this Procedure, the Investigator will prepare a Final Evidence File and Final Investigative Report.

a. The Final Evidence File

The Final Investigative File will include all the evidence that was contained in the Draft Evidence File and any responses submitted by the Parties during the evidence review period.

b. The Final Investigative Report

The Final Investigative Report will be prepared by the Investigator and will fairly summarize all of the relevant evidence obtained during the investigation. Relevance determinations are generally guided by the principles set forth below in Section V of this Procedure. The Final Investigative Report will also contain a timeline of all procedural steps taken by Moody from the time of the filing of the Formal Complaint to the conclusion of the investigation.

c. Submission of the Final Evidence File and Final Investigative Report to the Parties

The Final Evidence File and Final Investigative Report will be simultaneously provided to the Parties and their Advisors in electronic format or hard copy, at least ten (10) business days prior to a hearing. The Parties will have five (5) business days to submit a written response to the Final Evidence File and Final Investigative Report.

IV. THE HEARING

1. Overview

Upon conclusion of the Investigation, a hearing will be held to determine whether the Respondent is responsible for the alleged Prohibited Conduct in the Formal Complaint. As set forth in Section X of this Policy, the Respondent is presumed not responsible. A Respondent will be found responsible for violating this Policy only when such a finding is supported by the preponderance of the evidence. The hearing is a private proceeding. The only people present will be the Parties, their Advisors, the Decision Maker, witnesses (when invited to participate), and any staff necessary for conducting the hearing.

2. Hearing Participants

a. Decision Maker

Moody will designate the Decision Maker for the moderation of the hearing and determination of finding and sanction. This may take the form of a single Decision Maker or a three-member panel at the Title IX Coordinator's discretion. With a panel, one of the three members will be appointed as Chair (the "Hearing Chair") by the Title IX Coordinator and will be responsible to make discretionary decisions as the primary Decision Maker in the following subsections. The Decision Maker may not be the Title IX Coordinator, a facilitator of Informal Resolution, or the Investigator.

Upon receipt of the notice of the Decision Maker, the Parties will have three (3) business days to object to the appointment of a Decision Maker in accordance with Section XVI of this Policy, on the basis of demonstrated bias or conflict of interest.

b. The Parties

The Parties are permitted to participate in the entirety of the hearing, portions thereof, or they can decline to participate in the hearing entirely, and the Decision Maker will not draw an adverse

inference against a Party based solely on their decision not to participate in all or some of the hearing proceedings.

In accordance with Section III(3)(a) of these Complaint Resolution Procedures, if a Party declined to participate in investigative interviews deemed necessary by the Investigator, the Party will not be permitted the opportunity to provide testimony at the hearing absent a showing of good cause.

If a Party who has so declined to participate in investigative interviews later seeks to participate in a hearing, upon a finding that there was good cause for the non-participation, the Decision Maker, in their discretion, may permit the Party to participate. If the Decision Maker permits the Party to participate in the hearing, the Decision Maker will first reschedule or adjourn the hearing for the Investigator to interview the Party and, as necessary, conduct any follow-up investigation and supplement and revise the evidence file and the investigative report.

c. Advisors

The Parties have the right to have an Advisor of their choice present at the hearing in accordance with Section VIII(3) of this Policy. If a Party does not have an Advisor of choice, the Title IX Coordinator will appoint an Advisor to that Party for the sole purpose of conducting cross examination of the other Party and witnesses. In the absence of their advisee, a Party's Advisor of choice or an Advisor appointed by the Title IX Coordinator may continue to participate in the hearing for the sole purpose of conducting cross examination.

Advisors may not speak on behalf of the Parties or otherwise participate in, or in any manner delay or disrupt the hearing. If an Advisor fails to comply with the Complaint Resolution Procedures or the established Rules of Decorum, Moody reserves the right to exclude the Advisor from further participation in the process. The Title IX Coordinator and/or appointed Decision Maker(s) is responsible for interpreting and applying this provision.

d. Witnesses

The Decision Maker will determine, in their sole discretion, which witnesses will be invited to participate at the hearing. Witnesses who are invited to participate in the hearing will be permitted to attend the hearing only when providing testimony. In accordance with Section III(3)(a) of these Complaint Resolution Procedures a witness who declined to participate in an investigative interview will not be permitted to provide testimony at the hearing absent a showing of good cause.

If a witness who declined to participate in investigative interviews later seeks to participate in a

hearing, upon a finding that there was good cause for the nonparticipation, the Decision Maker, in their discretion, may permit the witness to participate. If the Decision Maker permits the witness to participate in the hearing, the Decision Maker will first reschedule or adjourn the hearing for the Investigator to interview the Party and, as necessary, conduct any follow-up investigation and supplement and revise the evidence file and the investigative report.

e. Hearing Facilitators

The orderly administration of hearings will be supported by Hearing Facilitators, who are individuals either internal or external to Moody and appointed by the Title IX Coordinator. The Title IX Coordinator may not serve as a Decision Maker in the matter but may serve as a Hearing Facilitator if their previous role(s) in the matter do not create a conflict of interest. Otherwise, a Designee may fulfill this role.

3. Notice of Hearing

The Title IX Coordinator will notify the Parties in writing of the date, time, and location/format of the hearing. The notice will include the charges at issue; a brief summary of the alleged Prohibited Conduct; and the applicable Complaint Resolution Procedures under this Policy. All efforts will be made to provide the Notice of Hearing no later than seven (7) business days prior to the hearing and to schedule the hearing as soon as practicable.

Either Party may request to have a hearing rescheduled. The request may be granted at the discretion of the Title IX Coordinator. Absent extenuating circumstances, requests to reschedule must be submitted at least five (5) business days prior to the hearing. A request to reschedule a hearing must be supported by a compelling reason. Given the number of individuals involved in a hearing, and the attendant difficulty of scheduling and rescheduling them in a timely manner, it may not be possible to accommodate all scheduling requests. The Title IX Coordinator may also reschedule a hearing, without a request by the Parties, when there is reasonable cause to do so.

4. Hearing Format

The hearing will be live and will provide the Parties an opportunity to address the Decision Maker in person. Participants may be physically present in the same geographic location, or at Moody's discretion, some or all of the hearing may be conducted remotely, using virtual platforms (i.e., video conferencing). Upon request to the Title IX Coordinator, a Party may participate in the hearing remotely. Such requests for remote participation should be made at least two (2) business days in advance of the scheduled hearing.

5. Pre-Hearing Conferences

Prior to the hearing, the Hearing Facilitator and the Decision Maker will meet with the Parties and their Advisors, separately, for the purposes of conducting a pre-hearing conference. At the pre-hearing conference, the Decision Maker will review these Complaint Resolution Procedures, the rules of decorum, and the proposed hearing schedule. The Parties will be permitted to ask questions. The Decision Maker will not discuss matters of evidence with the Parties during the pre-hearing conference.

6. Impact/Mitigation Statements

The Parties will be permitted, but not required, to prepare a written Impact/Mitigation Statement relevant to any sanctions. The Parties may submit the statement to the Title IX Coordinator up until the start of a hearing. The statements are distributed to the Decision Maker and the Parties only if the Decision Maker finds the Respondent responsible. The Title IX Coordinator will provide the Impact/Mitigation Statements to the Parties with a copy of the Decision Maker's written decision.

7. Hearing Procedures

Typically, the format of the hearing will be as follows:

- a. Opening Prayer
- b. Opening Instructions

The hearing will begin with opening instructions by the Decision Maker or the Hearing Chair (if by Panel). The Parties will be afforded the opportunity to ask questions about the format of the hearing and these procedures at the conclusion of the opening instructions.

- c. Cross Examination

The Decision Maker will determine the order of question and answer. The Decision Maker will question the Party or witness first, followed by cross examination of a Party by the other Party's Advisor. In the case of witness testimony, the Decision Maker will question the witness first, followed by cross examination of the witness, first by Complainant's Advisor and next, by the Respondent's Advisor.

During cross examination, the Party's Advisor will be permitted to ask the opposing Party and any witnesses all relevant questions and follow-up questions, including those challenging credibility. Before a Complainant, Respondent, or witness responds to a question by a Party's Advisor, the Decision Maker must first determine whether the question is relevant and explain any decision to exclude a question as not relevant.

The Decision Maker retains authority to ask questions at any time during testimony, including during cross examination by the Advisors.

d. Closing Remarks

At the conclusion of testimony, the Decision Maker/Chair will conclude the proceedings with brief closing remarks.

8. Determination Regarding Responsibility and Notice of Outcome

The Decision Maker will determine whether the Respondent is responsible for the alleged Prohibited Conduct by a majority vote (if by Panel) based upon a preponderance of the evidence standard. The Decision Maker retains discretion regarding the weight or credibility to assign the evidence. If the Decision Maker makes a finding of responsibility, the Decision Maker will determine the appropriate sanctions and remedies, in accordance with Section XI of this Policy by a majority vote. The Decision Maker may consult with other Moody officials, in its discretion, when determining the appropriate sanctions and remedies to issue. In matters where a finding of responsibility is made, the Decision Maker will consider the Impact/Mitigation statements of the Parties prior to determining sanctions.

The Decision Maker will issue a written determination of findings that will include the procedural steps taken during the investigation, the specific Prohibited Conduct for which the Respondent was found responsible and not responsible with identification of the allegations potentially constituting Title IX Prohibited Conduct, the findings of fact and the rationale for the Decision Maker's determinations regarding both responsibility and sanctions, whether remedies designed to restore or preserve equal access to Moody's Education Programs and Activities will be provided by Moody to the Complainant, sanctions and remedies if the Respondent is found responsible, and instructions and time limits for appeals.

The written determination may incorporate and reference any portions of the proceedings, including the evidence file and investigative report, as the Decision Maker deems appropriate. Both the Complainant and the Respondent will be simultaneously provided with a notice of outcome and the Decision Maker's Written Determination.

9. Hearing Record

A video/audio recording will be made of all hearings, but not of deliberations. The Parties may view and listen to the recording of the hearing. Access will be facilitated in a manner deemed appropriate by the Title IX Coordinator. Individuals appearing before the Decision Maker,

whether as a Party or witness, are prohibited from recording any portion of the hearing. The Decision Maker is also prohibited from recording any portion of the hearing.

The Decision Maker has access to the hearing record. The hearing record will include: the recording and any written transcript of the hearing, the Decision Maker's final determination, the final evidence file and investigative report, the Parties' Impact/Mitigation Statements, if there is a determination of responsibility, and information concerning any prior misconduct by the Respondent.

V. EVIDENTIARY CONSIDERATIONS

1. Relevance

Evidence is relevant if it has any tendency to make any material fact more or less probable. Determinations regarding relevance of any proffered evidence will be subject to the following requirements:

a. Prior Sexual History of Complainant

Evidence and questions about the Complainant's sexual predisposition or prior sexual behavior are considered irrelevant unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

b. Prior or Subsequent Conduct

Prior or subsequent conduct of a Respondent may be considered in determining pattern, knowledge, intent, motive, or absence of mistake. For example, evidence of a pattern of conduct prohibited by this Policy by a Respondent, either before or after the incident in question, regardless of whether there has been a finding of a Policy violation, may be deemed relevant to a determination of responsibility.

c. Mental Health Condition, Treatment, or Diagnosis

Generally, during both the investigation and any hearing to determine responsibility, evidence of the party's mental health diagnosis or treatment is irrelevant.

d. Privilege

The Investigator and Decision Maker will not allow, rely upon, or otherwise permit questions or evidence that is protected by a legally recognized privilege, unless the person holding such privilege has waived the privilege.

2. Newly Offered Evidence

If, after the issuance of the Final Evidence File and Final Investigative Report and prior to the issuance of the Decision Maker's decision, including at the hearing, a Party or the Investigator seeks to present a witness or introduce evidence not offered prior to the hearing and not disclosed to the Investigator, the Decision Maker may grant admission of the evidence only upon a showing of good cause, which may include that the evidence could not have reasonably been discovered with due diligence.

Where the Decision Maker permits a Party to introduce a newly discovered witness or evidence, the Decision Maker will reschedule or adjourn the hearing for the Investigator to investigate the newly discovered witness or evidence and, if appropriate, to amend the Final Evidence File and Final Investigative Report.

Appendix B: Procedures for the Formal Resolution of Formal Complaints of Non-Title IX Prohibited Conduct

I. SCOPE OF THESE PROCEDURES

The procedures set forth below will guide the investigation and adjudication of Formal Complaints of Non-Title IX Prohibited Conduct, as defined in Section VI(2).

II. INITIATION OF THE INVESTIGATION

An investigation under these procedures will be initiated at the Title IX Coordinator's direction after the filing of a Formal Complaint and the issuance of a Notice of Allegations to the Parties.

III. THE INVESTIGATION

1. Overview of the Investigation

The investigation is a neutral evidence-gathering process. During the investigation, the Parties will have an equal opportunity to be heard, to submit evidence, to identify witnesses who have relevant information, including fact and expert witnesses, and to submit questions that they

believe should be directed by the Investigator to each other or to any witness. The Investigator will also seek to obtain relevant evidence identified during the investigation, including relevant evidence that has not been offered by either Party. Moody may continue an investigation without the participation of any Party.

2. The Investigator

Investigations will be conducted by one or more appropriately trained individuals appointed by the Title IX Coordinator. The Investigator will be impartial and will conduct a prompt, thorough, and fair investigation. The Investigator may be a Moody employee or an external party.

3. Evidence Collection

a. Testimonial Evidence Collection: Investigative Interviews

Testimony is evidence. Thus, throughout the investigation, the Investigator will endeavor to interview the Parties and other individuals (witnesses) who have information that is relevant or directly related to the allegations in the Formal Complaint. The Investigator will provide written notice of the date, time, and location of the interview, with sufficient time for the participants to prepare. Investigative interviews may be conducted in person, or via telephone or video conference. Following the investigative interview, the Investigator will prepare a full written summary of the interview ("Interview Summary").

If a Party or witness declines to participate in investigative interviews deemed necessary by the Investigator, the Party or witness, as the case may be, will be unable to provide testimony within the written hearing absent a showing of good cause.

b. Non-Testimonial Evidence Collection

During the investigative interview process, the Investigator will gather other available evidence and information that is directly related to the allegations in the Formal Complaint, including, without limitation, electronic and other records of communications between the Parties or witnesses (via voicemail, text message, audio messages, email, or social media sites), photographs and videos, medical records (subject to required consent), and records generated by public safety or law enforcement.

c. Evidence Collection Logs

The Investigator will maintain a log of all testimonial and non-testimonial evidence obtained and the source of such evidence. The Investigator will also maintain a log of all testimonial and non-

testimonial evidence offered or sought, but not obtained, and the reason such evidence was not obtained. These logs will be made a part of the evidence file.

4. Evidence File and Investigative Report

At the conclusion of the fact gathering process, the Investigator will prepare an Evidence File and Investigative Report.

a. The Evidence File

The Investigative File will include all the evidence that is directly related to the allegations in the Formal Complaint, including the interview summaries, evidence that is both inculpatory and exculpatory, and evidence upon which Moody does not intend to rely.

b. Final Investigative Report

The Final Investigative Report will be prepared by the Investigator and will fairly summarize all the relevant evidence obtained during the investigation. Relevance Determinations are generally guided by the principles set forth below in Section V of this Procedure. The Final Investigative Report will also contain a timeline of all procedural steps taken by Moody from the time of the filing of the Formal Complaint to the conclusion of the investigation.

c. Submission of the Final Investigative Report and Evidence File to the Parties

The Investigative Report and Evidence File will be simultaneously provided to the Parties and their Advisors in electronic format or hard copy. The Parties will have five (5) business days to submit a written response to the Final Investigative Report and Evidence File. The Parties' written response may include responses to the evidence and requests that the Investigator accepts, seeks, or obtains additional evidence or conduct follow up inquiries of the other Party or witnesses. The Parties' responses may also include challenges to the Investigators' assessment of relevance.

d. Additional Evidence Collection

The Investigator will consider the written responses of the Parties, if any, and will determine in their sole discretion, whether further investigative steps are required. If additional investigative steps are taken that result in collection of additional evidence, such additional evidence will be included in the Evidence File. The new evidence will be shared with the Parties and their Advisors electronically, or by hard copy. The Parties will be provided with a final opportunity to respond, in writing. The Investigator will determine the length of this review period.

e. Prohibition of Evidence Not Offered During the Investigation

In the absence of good cause, information discoverable through the exercise of due diligence that is not provided to the Investigator during the investigation or during this designated review and response period will not be considered in the determination of responsibility for a violation of the Policy and will not be considered during the hearing process.

IV. THE HEARING

1. Overview

After the review and response period has ended, a written hearing will be held to determine whether the Respondent is responsible for the Prohibited Conduct alleged in the Formal Complaint. The written hearing consists of a Decision Maker, designated by the Title IX Coordinator, reviewing the Evidence File, Final Investigative Report, and any responses by the Parties along with applicable Moody policies and relevant federal, state, and local law, rules, and ordinances to determine if a Policy violation occurred. As set forth in Section X of this Policy, the Respondent is presumed not responsible. A Respondent will be found responsible for violating this Policy only when such a finding is supported by the Preponderance of the Evidence.

2. Notice of Decision Maker

The Title IX Coordinator will provide to the parties written notice of the identity of the Decision Maker at least five (5) business day prior to the written hearing. Upon receipt of the notice of the Decision Maker, the Parties will have three (3) business days to object to the appointment of a Decision Maker in accordance with Section XVI of this Policy, on the basis of demonstrated bias or conflict of interest.

3. Impact/Mitigation Statements

The Parties will be permitted, but not required, to prepare a written Impact/Mitigation Statement relevant to any sanctions. The Parties may submit the statement to the Title IX Coordinator within five (5) business days after receiving the Final Investigative Report and Evidence File. The statements are distributed to the Decision Maker and the Parties only if the Decision Maker finds the Respondent responsible. The Title IX Coordinator will provide the Impact/Mitigation Statements to the Parties with a copy of the Decision Maker's written decision.

4. Determination Regarding Responsibility and Notice of Outcome

The Decision Maker will determine whether the Respondent is responsible for the alleged Prohibited Conduct based upon a preponderance of the evidence standard. The Decision Maker retains discretion regarding the weight or credibility to assign the evidence. If the Decision Maker makes a finding of responsibility, the Decision Maker will determine the appropriate sanctions and remedies, in accordance with Section XI of this Policy. The Decision Maker may consult with other Moody officials, in its discretion, when determining the appropriate sanctions and remedies to issue.

In matters where a finding of responsibility is made, the Decision Maker will consider the Impact/Mitigation statements of the Parties prior to determining sanctions.

The Decision Maker will issue a written determination of findings that will include the procedural steps taken during the investigation, the specific Prohibited Conduct for which the Respondent was found responsible and not responsible with identification of the allegations potentially constituting Non-Title IX Prohibited Conduct, the findings of fact and the rationale for the Decision Maker's determinations regarding both responsibility and sanctions, whether remedies designed to restore or preserve equal access to Moody's Education Programs and Activities will be provided by Moody to the Complainant, sanctions and remedies if the Respondent is found responsible, and instructions and time limits for appeals.

The written determination may incorporate and reference any portions of the proceedings, including the evidence file and investigative report, as the Decision Maker deems appropriate. Both the Complainant and the Respondent will be simultaneously provided with a notice of outcome and the Decision Maker's Written Determination.

V. EVIDENTIARY CONSIDERATIONS

1. Relevance

Evidence is relevant if it has any tendency to make any material fact more or less probable. Determinations regarding relevance of any proffered evidence will be subject to the following requirements:

a. Prior Sexual History of Complainant

Evidence and questions about the Complainants sexual predisposition or prior sexual behavior are considered irrelevant unless such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents

of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

b. Prior or Subsequent Conduct

Prior or subsequent conduct of a Respondent may be considered in determining pattern, knowledge, intent, motive, or absence of mistake. For example, evidence of a pattern of conduct prohibited by this Policy by a Respondent, either before or after the incident in question, regardless of whether there has been a finding of a Policy violation, may be deemed relevant to a determination of responsibility.

c. Mental Health Condition, Treatment, or Diagnosis

Generally, during both the investigation and any hearing to determine responsibility, evidence of the party's mental health diagnosis or treatment is irrelevant.

d. Privilege

The Investigator and Decision Maker will not allow, rely upon, or otherwise permit questions or evidence that is protected by a legally recognized privilege, unless the person holding such privilege has waived the privilege.

2. Newly Offered Evidence

If, after the issuance of the Evidence File and Investigative Report and prior to the issuance of the Decision Maker's written determination, a Party or the Investigator seeks to present a witness or introduce evidence not previously offered and not disclosed to the Investigator, the Decision Maker may grant admission of the evidence only upon a showing of good cause, which may include that the evidence could not have reasonably been discovered with due diligence.

Where the Decision Maker permits a Party to introduce a newly discovered witness or evidence, the Decision Maker will allow for the Investigator to investigate the newly discovered witness or evidence and, if appropriate, to amend the Evidence File and Investigative Report.

Appendix C: Resources for Support

Confidential Resources

Chicago, Illinois On-Campus Resources

1. Health Service
Smith 2nd Floor
312-329-4417
healthservice@moody.edu
2. Counseling Services
Smith 3rd Floor
312-329-4194
counselingservices@moody.edu
3. Moody Bible Institute Ombudsman
Person to be appointed by president

Chicago, Illinois Off-Campus Resources

1. Domestic Violence Legal Clinic
555 W Harrison Street
Suite 1900
Chicago, IL 60607
312-325-9155
<http://www.dvlcchicago.org/>
2. Cook County Domestic Violence Resources
Richard Daley Center, Room 1001
50 West Washington Street
Chicago, IL 60602
312-603-5031
www.cookcountyclerkofcourt.org

Plymouth, Michigan Campus Resources

Intermissions Counseling Clinic
Dr. John Restum
41550 E Ann Arbor Trail
Plymouth, MI 48170
734-207-5207
434-207-9581 x328
john.restum@moody.edu

Spokane, Washington Campus Resources

Moody Aviation Confidential Resource
Jodi Appleby
6719 E Rutter Ave #68
Spokane, WA, 99212
jodi.appleby@moody.edu

Spokane, Washington Off-Campus Resources

Genesis Institute
1220 N. Howard St.
Spokane, WA 99201
Tel: 509-467-7913
<http://genesisinstitute.org/>

National Resource

RAINN (Rape, Abuse & Incest National Network)
24-hour National Sexual Assault Hotline:
(800) 656-HOPE - Chat online at hotline.rainn.org.

Community Resources

Chicago, Illinois Off-Campus Resources

1. Clerk of the Circuit Court Cook County
555 West Harrison
Chicago, IL 60607
312-325-9500 or 312-325-9467
Additional/Specific Resources found
online:
<http://www.cookcountyclerkofcourt.org>
2. Cook County Domestic Violence Resources
Richard Daley Center, Room 1001
50 West Washington Street
Chicago, IL 60602
312-603-5031
www.cookcountyclerkofcourt.org
3. Domestic Violence Legal Clinic
555 W. Harrison Street
Suite 1900
Chicago, IL 60607
312-325-9155
www.dvlcchicago.org

Plymouth, Michigan Campus Off-Campus Resources

1. WC SAFE (Wayne County Sexual Assault Forensic Examiners Program)
2727 Second Avenue, Suite 120
Detroit, Michigan 48201
Office: 313-964-9701
Crisis Pager: 313-430-8000
2. First Step (Sexual Assault Services, Domestic Violence Services)
44567 Pinetree Drive
Plymouth, MI 48170
<http://www.firststep-mi.org>
Primary Crisis Line: 888-453-5900
3. Plymouth Police Department
201 S. Main
Plymouth, MI 48170
734-453-1234
4. St. Mary Mercy Hospital
36475 Five Mile Road
Livonia, MI 48154
734-655-4800

Spokane, Washington Campus Off-Campus Resources

Sexual Assault & Family Trauma (SAFeT) Response Center
24hr Hotline: (509) 624-7273
Office: (509) 747-8224
<http://www.lcsnw.org/spokane/SAFeT.html>

12.1

External Agencies

Chicago, Illinois Campus:

1. Office for Civil Rights Chicago Office
U.S. Department of Education
Citigroup Center
500 W. Madison Street, Suite 1475
Chicago, IL 60661-4544
Telephone: 312-730-1560
FAX: 312-730-1576; TDD: 877-521-2172
Email: OCR.Chicago@ed.gov
<http://www.ed.gov/>
2. Chicago Rape Crisis Hotline
Telephone: 1-888-293-2080
<https://ywcachicago.org>

Plymouth, Michigan Campus:

Office for Civil Rights Cleveland Office
U.S. Department of Education
1350 Euclid Avenue, Suite 325
Cleveland, OH 44115-1812
Telephone: 216-522-4970
FAX: 216-522-2573; TDD: 800-877-8339
Email: OCR.Cleveland@ed.gov

Spokane, Washington Campus:

Office for Civil Rights Seattle Office
U.S. Department of Education
915 Second Avenue Room 3310
Seattle, WA 98174-1099
Telephone: 206-607-1600
FAX: 206-607-1601; TDD: 800-877-8339
Email: OCR.Seattle@ed.gov

National Suicide Prevention Hotline

800-273-8255
<https://suicidepreventionlifeline.org/>

US National Domestic Violence Hotline

800-799-7233

Resources for Employees

Chicago, Illinois Campus:

1. Equal Employment Opportunity Commission
Chicago District Office
500 West Madison Street, Suite 2000
Chicago, Illinois 60661
312-353-2713
TTY: 312-353-2421
www.eeoc.gov
2. Illinois Department of Human Rights
James R. Thompson Center
100 W. Randolph Street, Suite 10-100
Chicago, Illinois 60601
Phone Number: 312-814-6200
TDD: 312-263-1579
www.state.il.us/dhr

Plymouth, Michigan Campus:

1. Equal Employment Opportunity Commission
Detroit Field Office
Patrick V. McNamara Building
477 Michigan Avenue
Room 865
Detroit, MI 48226
Phone Number: 800-669-4000
Fax: 313-226-4610
2. Michigan Department of Civil Rights
Detroit Executive Office
Cadillac Place
3054 West Grand Boulevard, Suite 3-600
Detroit, MI 48202
Phone: 313-456-3700
Fax: 313-456-3791

Spokane, Washington Campus:

1. Equal Employment Opportunity Commission
Seattle Field Office
810 3rd Ave., Ste. 750
Seattle, WA 98104-1627
Phone Number: 206-684-4500
Fax: 206-684-0332
2. Washington State Human Rights Commission (FEPA)
711 South Capitol Way, Suite 402
P.O. Box 42490
Olympia, WA 98504-2490
Phone Number: 360-753-6770
Fax: 360-586-2282

Reporting to Law Enforcement Authorities

Call 911 as soon as possible if someone is in immediate danger or needs immediate medical attention. If you believe that you have experienced or witnessed Sexual Harassment and Sexual Violence, you may file a police report directly with your local police department, you may seek assistance from Moody's Public Safety Department or Title IX Coordinator to make a police report, or you may decline to notify authorities. Moody's Public Safety Department may be reached by calling 312-329-HELP (4357), by emailing public.safety@moody.edu, or in person in the Lower Level of Crowell Hall. A police report may be filed utilizing the contact information listed below:

Chicago, Illinois Campus

Chicago Police Department
18th District
1160 N. Larrabee St.
Chicago, IL 60610
312-742-5870
Call 911 for Emergencies
Call 311 for Non-Emergencies

Plymouth, Michigan Campus

Plymouth Police Department
City Hall
201 S Main
Plymouth, MI 48170
734-453-1234 ext 219
Call 911 for Emergencies
Call 734-453-8600 for Non-Emergencies

Spokane, Washington Campus

Spokane C.O.P.S.
1100 West Mallon Avenue
Spokane, WA 99260
509-835-4572
Call 911 for Emergencies
Call Crime Check at 509-456-2233 for Non-Emergencies

Reporting to Resources for Child Abuse Protections

Chicago, IL

Illinois Department of Children and Family Services (DCFS)
Hotline: 800-252-2873

Plymouth, MI

Michigan Department of Human Services (DHS)
For report of child abuse or neglect, call 855-444-3911

Spokane, WA

Washington State Department of Social and Health Services
For reports of child abuse or neglect, call 866-363-4276

Addendum No. 1

Chicago Municipal Code Addendum to The Moody Bible Institute of Chicago Sexual Harassment and Sexual Violence Response Policy

This Addendum (this “Addendum”), effective as of June 24, 2022, is a supplement to and modifies The Moody Bible Institute of Chicago (“Moody”) Sexual Harassment and Sexual Violence Response Policy dated January 27, 2022, as may be amended and supplemented from time to time, (collectively, the “Policy”) to the extent required by amendments to the Municipal Code of Chicago, which are effective July 1, 2022. For the purposes of compliance with the Municipal Code of Chicago, if there is any inconsistency between the terms of this Addendum and the Policy, the terms of this Addendum shall control for any conduct subject to the jurisdiction of the City of Chicago, Illinois.

1. **Enhanced Definition of Sexual Harassment** - Moody’s definition of Non-Title IX Sexual Harassment now explicitly includes the following, as defined by Municipal Code of Chicago 6-010-02:

“Sexual harassment” means any (i) unwelcome sexual advances or unwelcome conduct of a sexual nature; (ii) requests for sexual favors or conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment; or (2) submission to or rejection of such conduct by an individual is used as the basis for any employment decision affecting the individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment; or (iii) sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual’s employment position.

2. **Written Policy Requirements and Posted Written Notice Requirements** - Under Moody’s Policy:

- a. Sexual Harassment, as defined in this Addendum is illegal in Chicago.
- b. Retaliation for reporting Sexual Harassment is illegal in Chicago.
- c. Moody has the following training requirements:
 - i. All employees participate in sexual harassment prevention training annually;
 - ii. Employees shall participate in a minimum of one hour of sexual harassment prevention training annually;
 - iii. Anyone who supervises or manages employees shall participate in a minimum of two hours of sexual harassment prevention training annually; and
 - iv. All employees must participate in one hour of bystander training annually.
- d. Examples of prohibited conduct that constitute Sexual Harassment are found in Section VI of Moody’s Policy.
- e. Information on how to report an allegation of sexual harassment is contained in Section VIII of Moody’s Policy.
- f. Legal services, including governmental, available to employees who may be victims of Sexual Harassment are found in Appendix C of Moody’s Policy and also include: Chicago Commission on Human Relations **In person:** 740 N. Sedgwick, 4th floor, Chicago, IL 60654; **Online:** www.chicago.gov/cchr **By Email:** cchrfilings@cityofchicago.org

- g. Moody's Policy will be available in an employee's primary language within the first calendar week of starting employment. Additionally, Moody will display a poster advising of the prohibition on sexual harassment where employees can see it.

12.3 Title IX and VAWA Educational Programs

Moody Bible Institute's Title IX and VAWA education programs are intended to promote awareness of the crimes of dating violence, domestic violence, sexual assault, and stalking. These education programs include, but are not limited to, the following:

Primary Prevention and Awareness Programs

- In-person training for new students at orientation.
- Moody Bible Institute provided supplemental training regarding Title IX. For Chicago undergraduate students who were new to campus, an in-person discussion-based curriculum was used.
- Employees received online training in Sexual Harassment Prevention in March 8, 2024.

Ongoing Prevention and Awareness Campaigns

- Mandatory annual comprehensive Title IX training geared for each population returning to campus, including Faculty, Staff, Residence Life, and students.
- Moody Bible Institute provided supplemental training regarding Title IX.
- At the start of the 2024 fall semester, supplemental Title IX training was provided to all Resident Assistants at the Chicago campus.

In both its primary prevention and awareness programs for new students and employees and ongoing prevention awareness campaigns for current students and employees, Moody Bible Institute provides:

- A statement that Moody Bible Institute's Sexual Harassment and Sexual Violence Response Policy states that its core purpose "is the prohibition of all forms of Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Sexual Exploitation and Stalking"
- A description of safe and positive options for bystander intervention (i.e., safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking).
- Information on risk reduction (i.e., options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence).
- Information related to Moody Bible Institute's Sexual Harassment and Sexual Violence Response Policy.
- As articulated in Section III., the definitions for consent (in reference to sexual activity), dating violence, domestic violence, sexual assault and stalking for the applicable state jurisdiction.

12.4 Victim Confidentiality

Moody Bible Institute's publicly available recordkeeping includes an electronic daily crime log (see Section 20 below), annual crime statistics (see Section 4 above), and timely warnings (see Section 8.1 above and Section 19 below). The Department of Public Safety compiles and disseminates this information as required without including personally identifying information about victims as defined in section 40002(a)(20) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a)(20)).

Moody Bible Institute also maintains as confidential any accommodations or protective measures provided to victims, to the extent that maintaining such confidentiality would not impair Moody Bible Institute's ability to provide the accommodations or protective measures. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by Moody Bible Institute in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, Moody Bible Institute will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

12.5 Notification of Campus and Community Resources and Interim Measures

Moody Bible Institute will provide written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and other services available for victims, both within the institution and in the community.

Moody Bible Institute will also provide written notification to victims about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures, regardless of whether the victim chooses to report the crime to the Department of Public Safety or local law enforcement.

12.6 Rights of Victims

Moody Bible Institute distributes to students information regarding the rights of victims and Moody's Bible Institute's role and responsibilities for issuing and enforcing orders of protection, "no contact" orders, or similar lawful orders by a court or Moody Bible Institute itself.

12.7 Information for Crime Victims About Disciplinary Proceedings

In accordance with federal law (Higher Education Opportunity Act § 493 (a)(1)(A), as amended), Moody Bible Institute will, upon written request, disclose to the alleged victim of any crime of violence, or a

non-forcible sex offense, the results of any disciplinary proceeding conducted by Moody Bible Institute involving a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of the crime or offense, the information will be provided to the next of kin of the alleged victim.

13. Policy on Registered Sex Offender Information

Employees and students, who are required to register as sex offenders, must provide notice to the State and the Department of Public Safety that they are complying with all State and Federal laws in regard to their attending, working at or carrying a vocation at Moody Bible Institute, an Institution of higher education, including the Chicago, Michigan, and Spokane campuses.

Chicago Campus

Moody Bible Institute's website provides a link to the Illinois State Police Sex Offender Registry, in compliance with the Campus Sex Crimes Prevention Act of 2000 (CSCPA) requiring institutions of higher education to issue a statement advising the on-campus community where law enforcement information provided by the State of Illinois concerning registered sex offenders may be located. This information is maintained at the website <https://isp.illinois.gov/Sor>.

Plymouth Campus

Below is a link to the Michigan State Police Sex Offender Registry, provided in compliance with the Campus Sex Crimes Prevention Act of 2000 (CSCPA) requiring institutions of higher education to issue a statement advising the on-campus community where law enforcement information provided by the State of Michigan concerning registered sex offenders may be located. Information on Michigan sex offenders can be obtained via the State of Michigan Sex Offender Registry located at <https://www.michigan.gov/msp/services/sex-offender-reg>. The foregoing information is posted to Moody Bible Institute's website by way of its inclusion in this report.

Spokane Campus

A link to the Washington State Police Sex Offender Registry can be found on the Spokane Police Department website in compliance with the Campus Sex Crimes Prevention Act of 2000 (CSCPA) requiring institutions of higher education to issue a statement advising the on-campus community where law enforcement information provided by the State of Washington concerning registered sex offenders may be located. This information is maintained at the website <https://my.spokanecity.org/police/prevention/sex-offenders-database/>. The foregoing information is posted to Moody Bible Institute's website by way of its inclusion in this report.

14. Anti Hazing Policy

The Moody Bible Institute of Chicago Statement of Policy and Prevention Program on Hazing

I. Policy Statement

Consistent with the Stop Campus Hazing Act (Public Law 118-173), The Moody Bible Institute of Chicago (MBI) prohibits Hazing, as defined below, in all MBI programs and activities. This policy applies to Hazing in any form and committed by any person in a MBI program or activity (defined below), including faculty, staff, individual students, Student Organizations (defined below), volunteers, and others.

II. Definitions

“Hazing” means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that:

- a. is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- b. causes or creates a risk, above the reasonable risk encountered in the course of participation (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including:
 - i. whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity;
 - ii. causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
 - iii. causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
 - iv. causing, coercing, or otherwise inducing another person to perform sexual acts;
 - v. any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
 - vi. any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
 - vii. any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Hazing can also result in violation of state criminal laws. In each state where MBI has a campus hazing is a crime. However, each state also defines hazing differently, specifically:

Illinois: A person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution, if:

- (1) the act is not sanctioned or authorized by that educational institution; and
- (2) the act results in bodily harm to any person.

720 ILCS 5/12C-50(a).

Michigan: "Hazing" means an intentional, knowing, or reckless act by a person acting alone or acting with others that is directed against an individual and that the person knew or should have known endangers the physical health or safety of the individual, and that is done for the purpose of pledging, being initiated into, affiliating with, participating in, holding office in, or maintaining membership in any organization. Subject to subsection (5) [activity that is normal and customary in an athletic, physical education, or similar program sanctioned by the educational institution], hazing includes any of the following that is done for such a purpose:

- (i) Physical brutality, such as whipping, beating, striking, branding, electronic shocking, placing of a harmful substance on the body, or similar activity.
- (ii) Physical activity, such as sleep deprivation, exposure to the elements, confinement in a small space, or calisthenics, that subjects the other person to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
- (iii) Activity involving consumption of a food, liquid, alcoholic beverage, liquor, drug, or other substance that subjects the individual to an unreasonable risk of harm or that adversely affects the physical health or safety of the individual.
- (iv) Activity that induces, causes, or requires an individual to perform a duty or task that involves the commission of a crime or an act of hazing.

Michigan Penal Code 750.411t(7)(b).

Washington: "Hazing" includes any act committed as part of a person's recruitment, initiation, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any pastime or amusement engaged in with respect to such an organization, athletic team, or living group that causes, or is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student or other person attending a public or private institution of higher education or other postsecondary educational institution in this state, including causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance which subjects the

person to risk of such harm, regardless of the person's willingness to participate. "Hazing" does not include customary athletic events or other similar contests or competitions.

Revised Code of Washington - RCW 28B.10.900.

"MBI programs and activities" means programs or activities on MBI's campus, or otherwise within the context of MBI-sponsored educational programs and activities, regardless of whether they are on or off an MBI campus, including MBI sponsored online educational programs or activities.

"Student Organization" means an organization (such as a student group, council, club, community, society, fellowship, association, team, ministry group, band, choir, or ensemble) in which two or more of the members are students enrolled at MBI, whether or not the organization is established or recognized by MBI.

III. Amnesty for Student Misconduct

MBI recognizes that an individual may be hesitant to report Hazing, either as an unwitting participant or bystander. To encourage reporting, MBI will not take disciplinary action under student conduct policies against a student who makes a good faith report of Hazing or any suspected Hazing, or against a student who is an alleged victim of the Hazing reported, provided that the conduct violations occurred at the same time and in connection with the reported incident, were not egregious, and did not constitute a criminal act or cause serious physical harm to any other person. MBI may, however, require such students to participate in non-punitive measures intended to prevent the recurrence of such conduct in the future, such as counseling, training, or a behavior plan. MBI's commitment to amnesty does not prevent action by local police or other legal authorities for violations of the law. Regardless of whether amnesty applies, a student's participation and cooperation in an investigation of Hazing will be considered a mitigating factor in determining appropriate disciplinary measures for violations of student conduct policies.

IV. Reporting and Investigation of Hazing

Reporting Hazing

Hazing presents a serious risk to the health and safety of the campus community. To create a community free of Hazing, it is imperative that anyone with knowledge of known or suspected Hazing to report it to the MBI Department of Public Safety by calling 312-329-4357 (HELP). If Hazing results in serious physical injury or someone needs immediate medical attention, call 9-1-1 as soon as possible.

Incidents of Hazing can also be reported to a coach, a faculty member, the Athletic Director, Resident Assistant, Resident Director, Dean for Residence Life, Dean for Student Engagement, Dean of Student Care and Concern, the Vice President and Dean of Student Life, or a Faculty Advisor. Any person that receives a report of Hazing shall immediately notify the Dean of Care and Concern and the Chief of Public Safety.

Hazing that includes activity that involves sexual harassment or sexual violation, as set forth in MBI's Sexual Harassment and Sexual Violence Response & Title IX Policy, can be reported to the Title IX Office <http://www.moody.edu/titleIX/>. The Title IX Coordinator investigates all such complaints.

Reporting to Law Enforcement Authorities

If you believe that you have experienced or witnessed Hazing, you may file a police report directly with your local police department, you may seek assistance from MBI's Public Safety Department to make a police report, or you may decline to notify authorities. MBI's Public Safety Department may be reached by calling 312-329-4357 (HELP), by emailing public.safety@moody.edu, or in person in the Crowell Hall Lower Level. A police report may be filed utilizing the contact information listed below:

Chicago, Illinois Campus Chicago Police Department 18th District
1160 N. Larrabee St. Chicago, IL 60610
312-742-5870
Call 911 for Emergencies Call 311 for Non-Emergencies

Plymouth, Michigan Campus Plymouth Police Department City Hall
201 S Main
Plymouth, MI 48170
734-453-1234 ext 219
Call 911 for Emergencies
Call 734-453-8600 for Non-Emergencies

Spokane, Washington Campus
Spokane C.O.P.S.
1100 West Mallon Avenue Spokane, WA 99260
509-835-4572
Call 911 for Emergencies
Call Crime Check at 509-456-2233 for Non-Emergencies

Determining Violations and Sanctions

The Dean of Care and Concern is responsible for investigating reports and determining violations of this Policy. Reports under this policy will be investigated and adjudicated, including determination of applicable consequences or sanctions, pursuant to the procedures in the Student Conduct Process as set forth in the Student Life Guide. . Student Organizations found responsible for violating this policy may also be subject to organization-level sanctions which may include, but are not limited to: loss of recognition as a student organization; loss of MBI privileges, such as funding, access to campus facilities, and use of MBI's name; and/or prohibition from operating on campus.

V. Hazing Prevention and Awareness: Research Informed Campus Prevention Strategies

“Hazing is a complex issue that can interfere with the health and safety of students and impede the development of a positive campus climate.” Although MBI is a Christian institution and students agree to live according to standards of the Student Life Covenant, MBI should not consider itself immune from the occurrence of Hazing.

Effective Hazing prevention strategies require implementation of a holistic Institute-wide approach. Primary prevention strategies, at a minimum, include direct knowledge and skill building programming directed at students, student organizations, and appropriate faculty and staff at the beginning of each academic year and additional prevention strategies throughout each academic year, which will be described in more detail and published on an annual basis.

The Chief of Public Safety shall oversee Hazing prevention strategies, which may include, but are not limited to:

- Faculty and all MBI staff shall annually be trained on MBI’s Hazing policy, including requirements to report, using the following forums:
 - o Faculty meetings
 - o Town Hall meetings
- Students and student leaders, shall be trained on MBI’s Hazing policy, expectations, reporting and investigation process in the following forums:
 - o New student orientation each semester
 - o Residence hall meetings
 - o Athlete meetings
 - o Training for student organization leaders
- Training for campus security authorities
- As determined appropriate for Institute-wide communication, through Moody Weekly or all Institute assembly such as President’s Chapel
- Granting amnesty, when appropriate, for Hazing reports
- Identifying acceptable strategies for building group cohesion, i.e.:
 - o Group community or Institute service project
 - o Peer mentorship for group leadership roles
 - o Pizza or ice cream parties

- o Attend special events together, i.e. movie night
- Annual review of Prevention Strategies

VI. Campus Hazing Transparency Report

The Stop Campus Hazing Act requires MBI to release a Campus Hazing Transparency Report and to include Hazing in its Annual Security Report. The Chief of Public Safety is responsible for preparing and publishing the Campus Hazing Transparency Report described below.

Campus Hazing Transparency Report

The Campus Hazing Transparency Report (“CHTR”) shall be released December 1st and May 1st and shall be published on MBI’s Campus Security webpage. The CHTR shall state whether there was a finding of Hazing violation for the reporting period. For each finding of a Hazing violation, the CHTR shall also include:

- The name of the Student Organization involved in the Hazing
- A general description of the violation that resulted in the Hazing finding, including:
 - o whether the violation involved the abuse or use of illegal alcohol or drugs;
 - o the findings supporting the determination;
 - o any sanctions placed on the Student Organization; and
- The dates on which:
 - o the incident was alleged to have occurred
 - o the investigation into the incident was initiated
 - o the investigation ended with a finding that a violation occurred
 - o the institution provided notice to the Student Organization that the incident resulted in a hazing violation

The CHTR shall not include personally identifiable information, including any information that would reveal personally identifiable information, about an individual student in accordance with section 444 of the Family Educational Rights and Privacy Act of 1974.

Annual Security Report and Timely Warning Notice

Hazing incidents shall be included in MBI’s Annual Security Report (ASR) when:

- Hazing is reported by a campus security authority or to local police

- Hazing occurred within Campus geography as defined in the ASR
- The incident meets the definition of Hazing

All Hazing incidents will be reviewed to determine whether there is a serious or ongoing threat which would require the issuance of a Timely Warning Notice under the Policy on Timely Warnings.

15. Emergency Response and Evacuation Procedures

Moody Bible Institute's Emergency Operations Plan includes information about incident response teams, operating status parameters, incident priorities and performance expectations regarding shelter-in-place and evacuation guidelines and local agency interoperability planning. Emergency response placards are placed throughout the Institute and provide instructions for appropriate responses to the following three emergencies: lockdown, shelter in place and evacuation. An example emergency response placard can be found in Appendix B.I.

See section 22.3 for the Annual Evacuation Drill Log and Appendix B.I for the evacuation procedures. All emergency drills are documented in the Annual Evacuation Drill Log ("AEDL"). The AEDL provides, at a minimum, the following information: a description of the exercise, the date, time, and whether the test was announced or unannounced.

An annual test of the emergency notification systems is conducted at least once each year. This test is always announced beforehand.

In 2024, the Moody Alert emergency notification system was tested using email, text, and app push notifications. The Chicago campus test was conducted at 9:45 AM on September 17, 2024. The test successfully reached 2,127 contacts. The Plymouth campus test was conducted at 4:00 PM CST on September 24, 2024. The test successfully reached 209 contacts. The Spokane Campus test was conducted at 4:30 PM CST on September 24, 2024. The test successfully reached 247 contacts.

Public Safety officers on the Chicago campus and specific executive staff have received training in Incident Command and the National Incident Management System. When a serious incident occurs that causes an immediate threat to the campus, the first responders to the scene are usually the on-duty Public Safety officers. Responding officers will evaluate the emergency and determine if there is an active or potential threat to the physical well-being to persons. If that determination is made, Public Safety officers will summon additional city resources by calling 911 or contacting the office of Emergency Management via 2-way radio. Once additional city resources have been contacted and depending on the nature of the incident, other department managers and supervisors could be involved in responding to the incident.

General information about the emergency response and evacuation procedures are publicized each year as part of the Moody Bible Institute's Clery Act compliance efforts, including by conducting the annual test of emergency notification systems described above. That information can also be found on the Moody website. Detailed information about and updates to the Emergency Operations Plan are kept on file as internal documents for the campus community to access via the student/staff portal.

The Department of Public Safety has the responsibility of responding to and summoning the appropriate resources to mitigate, investigate, and document any situation that may cause a significant emergency or dangerous situation on campus. Additionally, the Department of Public Safety has a responsibility to respond to such incidents to determine if the situation does, in fact, pose a threat to the community. Federal Law requires that the Institute immediately notify the campus community or the appropriate segments of the community that may be affected by the situation.

15.1 Emergency Notifications Policy to the Campus

In the event that Public Safety confirms a significant emergency or dangerous situation exists on campus involving an immediate threat to the health or safety of members of the campus community (including students or employees), Moody Bible Institute will, without delay, and taking into account the safety of the campus community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, (1) compromise efforts to assist a victim, or (2) compromise efforts to contain, respond to or otherwise mitigate the emergency. Depending upon the nature of a particular circumstance, Public Safety will confirm that there is a significant emergency or dangerous situation by consulting some or all of the following resources: Moody Bible Institute leadership, local law enforcement, public health officials, or other resources. Some or all of the systems described below will be used to communicate the threat to the campus community. Even if the threat is limited to a particular building or segment of the population, the entire campus community may be notified of the threat. Public Safety will determine the scope of the threat and work with Marketing and Strategic Communications to determine the need for more targeted communications. In the event that notification of an immediate threat is to be issued to the campus community, Moody Bible Institute has various systems in place for communicating and they will be activated, as needed. These methods include network emails, phone calls and text message through the Rave/Guardian app and its components; building specific public address (PA) systems; external PA systems; Moody Bible Institute portable radio systems; emergency telephone communication to all building lobby security desks; and broadcasting messages via portable bullhorns. Public Safety staff, including dispatchers, officers, and supervisors, will initiate emergency notifications. While every situation is different, generally a generic “dangerous situation” message will be disseminated via Moody Alert via email, telephone calls, and text messages to the entire Moody Bible Institute campus affected by the emergency or dangerous situation. Public Safety in conjunction with the Crisis Response Team will determine the content of the message by assessing the details of the situation. This message will serve as the notification to the Crisis Response Team, who will be required to oversee the incident and disseminate additional emergency messages via Moody Alert and other communication methods. The Crisis Response Committee is responsible for providing adequate follow-up information to the community as needed.

The Crisis Response Committee is responsible for carrying out these actions. The Crisis Response Committee consists of two groups, the Crisis Response Team and the Executive Team. The Crisis Response Team includes leaders from the President’s Office, Strategic Marketing, Student Life, Human Resources, Facilities Management, Information Technology Services, and Public Safety. The Executive Team consists of the Vice President and General Counsel, the Chief Operations Officer, the Provost and Dean of Education, the Chief Financial Officer, and the President.

15.2 Emergency Evacuation

New students are provided instructions about emergency responses, including evacuation during new student orientation at the beginning of each semester. New employees are provided with instructions about emergency response, including evacuation during new employee orientation. Reminders about emergency evacuations are sent via email to all students prior to our annual spring drills via Student Life email. Reminders about emergency evacuations are sent via email to all employees via the Moody Weekly prior to our annual spring drills. In addition, Public Safety posts and maintains emergency

response placards throughout campus, with at least one posted on each floor of every building on campus (see appendix).

In Chicago, Public Safety administrators provide annual training to Residence Life staff to facilitate evacuations of all student housing facilities. The training was held on August 21, 2024. Public Safety administrators provide annual training to select employees from each department on campus to facilitate evacuations of all administrative and educational facilities.

15.3 Notification to Community

In the event of an emergency on campus, if the city emergency responders are not already present, Public Safety will contact such emergency responders by calling “911” to ensure appropriate notification to the community.

16. Crime Statistics on Liquor/Drug/Weapons

Moody Bible Institute annually discloses both the number of arrests and the number of times persons are referred for disciplinary action for: Illegal weapons possession, Drug Law violations and Liquor Law violations. These statistics are included in the Table of Annual Crime Statistics in Section 4.

17. Crime Statistics on Hate Crimes

Moody Bible Institute includes, in its Annual Security Report, any of the required offenses and any other crime involving bodily injury reported the Department of Public Safety or the local police, in which the victim was intentionally selected because of the perpetrator's bias against the victim's real or perceived race, gender, religion, sexual orientation, gender identity, ethnicity/national origin or disability.

These offenses are identified by the Federal Bureau of Investigation UCR code as Hate Crimes and proper reporting requires that the Department of Public Safety secure manifest evidence that identifies the category of prejudice.

Recent updates to this section have expanded the list of reportable Hate Crime offenses to include: larceny – theft, simple assault, intimidation, and destruction, damage or vandalism of property.

18. Crime Statistics for Off-Campus/Public Property

Chicago Campus

Moody Bible Institute obtains and reports crime statistics from local police agencies by providing a link on the Moody Bible Institute website to the Chicago Police CLEAR Map at

<https://gis.chicagopolice.org/>. Information on monthly crime statistics is made available through “Police Beat Summary” at the bottom of the page. Moody Bible Institute’s beat number is 1832.

The Moody Bible Institute Chicago campus is in the 18th District and police headquarters is located at:

Chicago Police Department, 18th District

1160 North Larrabee Avenue

Chicago, IL 60610

Phone: (312) 742-5870

The nearest Chicago Fire Department is located at:

Chicago Fire Department

55 W. Illinois Street

Chicago, IL 60610

Phone: (312) 744-5742

In addition to providing a link to the monthly Chicago Alternative Policing Strategy (CAPS) crime information, the Public Safety obtains annual Clery crime statistics from the Chicago Police Department 18th District, which has jurisdiction over the Clery geography of Moody Bible Institute. These crime statistics are included in the table of annual Clery crime statistics as they relate to on-campus and/or public property crimes that were not otherwise reported to Public Safety during the calendar year.

Plymouth Campus

Moody Bible Institute obtains and reports crime statistics from local police agencies. Crime statistics for off campus and public property around the Michigan campus are available directly from the Plymouth Township Police Department.

Plymouth Police and Fire Department

9955 N Haggerty Rd, Plymouth MI 48170

734-354-3250

Spokane Campus

Moody Bible Institute—Spokane obtains and reports crime statistics from local police agencies.

The Moody Bible Institute Spokane campus is located near police headquarters located at:

1100 West Mallon Avenue, Spokane, WA 99260

Phone: 509-835-4500

The closest Spokane Fire Department office is located:

Spokane Valley Fire Station 2

9111 E Frederick
Millwood, WA 99206
Phone: 509-924-0960

19. Separate Crime Statistics for Each Campus

Moody Bible Institute is made up of three separate and distinct campuses:

Moody Bible Institute – Chicago Campus
820 N. La Salle Blvd.
Chicago, IL 60610

Moody Aviation
6719 E Rutter Ave, Bldg 68
Spokane, WA 99212

Moody Theological Seminary – Michigan
41550 E. Ann Arbor Trail
Plymouth, MI 48170

In compliance with reporting mandates, separate crime statistics and local police crime statistics are completed and submitted for each of the above listed campuses and included in the table in Section 4 of this ASR for all campuses.

20. Policy on Timely Warnings

Timely warnings are defined by the Clery Act as alerts made to the campus community of certain crimes in a manner that is timely and that withholds as confidential the names and other identifying information of victims, and that will aid in the prevention of similar crimes. The intent of a warning regarding a criminal incident is to provide information that will enable people to protect themselves from becoming victims of the same or similar crimes; thus, it is critically important that the warnings be issued as soon as the pertinent information is available. Moody Bible Institute is not required to provide a timely warning with respect to crimes reported to a professional counselor serving in that capacity. Moody Bible Institute does not have pastoral counselors.

At a minimum, timely warnings will include the nature of the crime, the date and location it is reported to have occurred, suspect descriptions if available, and any details deemed appropriate to assist students and staff in order to help them avoid being victimized by similar crimes on or near campus.

Moody Bible Institute makes timely warnings to the campus community of crimes for which such timely warning is required by the Clery Act to the extent they occur on Moody Bible Institute's Clery geography (as defined in Appendix A of this report), are considered by Moody Bible Institute to represent a serious or continuing threat to students and employees, and that are reported to the Department of Public Safety, CSAs as described in Section 10, or local police authorities. Notwithstanding the foregoing, Moody Bible Institute may not make a timely warning if it follows its emergency notification procedures (as set forth in Section 14.1) based on the same circumstances, but in such circumstances, Moody Bible Institute will provide adequate follow-up information to the community as needed. Timely notifications are sent primarily through Moody Alert, specifically via mass email to Moody Bible Institute email accounts and personal email accounts if provided by the student or employee. Moody Bible Institute has discretion to issue timely warnings in other situations as well when it is determined that such timely warning is in the best interest of the campus community.

Timely Warnings are generally segmented to include only those attending and/or working at the campus in which the crime took place, though students and employees may self-select to receive Timely Warning notifications for all campuses. Prior to sending a Timely Warning the Chief of Public Safety or his designee will confirm that there is a significant emergency, based on the criteria listed above. The content of Timely Warnings is initiated by the Chief of Public Safety and/or his designee and reviewed according to the nature of the crime, its geography, and circumstances as to whether it meets the criteria as a Timely Warning. Once the content is finalized, the Chief of Public Safety or his designee will send the alert.

The Chicago campus' Public Safety department regularly interacts with the Chicago Police in an effort to maintain lines of communication. The Institute's patrol officers monitor and have access to the Chicago Police Department's Zone 4 radio channel. The Institute's patrol officers listen for calls and incidents occurring near campus, with the ability to use that channel to communicate back with the Chicago Police. In addition, Chicago Police beat officers regularly park near or stop by campus to communicate needs and concerns to Moody Bible Institute's Public Safety officers. On an administrative level, Public Safety staff may attend bimonthly luncheons with local security professionals working in higher education, along with representatives from the Chicago Police

Departments 1st and 18th districts. In addition, the Chicago Police Department 18th District holds regular community awareness meetings to discuss local crime and incidents. The meetings are open to the general public and were held virtually via Zoom.

21. Policy on Daily Crime Log

Public Safety maintains an electronic daily crime log, which records all crimes reported to occur on campus, in or on a non-campus building or property, on public property adjacent to campus, or on private property near campus that may have an impact on campus within the patrol jurisdiction of Public Safety. This log includes the date the crime was reported, the date and time the crime occurred, the nature of the crime, the general location of the crime and the disposition of the complaint, if known. Both the Chief of Public Safety and the Public Safety Lieutenant are trained to maintain the crime log. All web-based logs are backed up at database level and can be restored in the event of a technical problem.

Entries to the Daily Crime Log are made within two business days of the report of the information unless the disclosure is prohibited by law or would jeopardize the confidentiality of the victim. Information is withheld if there is clear and convincing evidence that the release of the information would jeopardize an ongoing criminal investigation or the safety of an individual, cause a suspect to flee or evade detection, or result in the destruction of evidence. Once the adverse effect is no longer likely to occur, the information is disclosed as required.

The Daily Crime Log for the most recent 60 days is open to public inspection during normal business hours. Portions of the log older than 60 days are available for public inspection within two business days of a request.

The Department of Public Safety lets students and staff know that the log is available, what it contains, and where it is located. The log can be accessed by contacting Public Safety at public.safety@moody.edu.

22. Policy on Missing Student Notifications

Moody Bible Institute provides on-campus student housing only on its Chicago campus. Accordingly, this Section 22 is applicable to the Chicago campus only.

The Moody Bible Institute's Chicago campus has established notification procedures for reports of missing students. Residence Life, Student Life, and the Public Safety departments have been designated to receive reports of missing students. Students, employees, or other individuals who have reason to believe that a student has been missing for 24 hours should report such information to one of the aforementioned departments. It is further required that any missing student report be referred immediately to the Department of Public Safety. These requirements do not preclude students, employees, or other individuals from reporting, or Moody Bible Institute from making a determination, that a student is missing before he or she has been missing for a full 24 hours.

Students are given the option of identifying a contact person or persons whom the institution will notify within 24 hours if the student is determined to be missing. This contact information is kept on file in the Student Life office and is registered confidential, accessible only to authorized campus officials, and not disclosed except to law enforcement personnel in furtherance of a missing person investigation.

Students are made aware that Moody will notify the Chicago Police within 24 hours if they are determined to be missing. If a missing student has identified a contact person, Moody will notify that contact person within 24 hours. If a student is under 18 years of age and not emancipated, Moody will notify a custodial parent or guardian, in addition to any designated contact person listed by the student, within 24 hours when the student is determined to be missing.

The Department of Public Safety will alert the Crisis Response Team whenever a student has been reported to local police as missing. Moody personnel will also designate a contact person with the Chicago Police Department to facilitate communication, cooperation, and access to information resources on all missing student cases. The Crisis Response Team will be updated on the investigation on a regular basis and convene when it is determined that additional resources and manpower are needed to respond.

Moody Bible Institute does not provide on or off-campus student housing on the Plymouth or Spokane campuses.

23. Policy on Fire Safety Report and Log

Moody Bible Institute provides on-campus student housing only on its Chicago campus. Accordingly, this Section 23 is applicable to the Chicago campus only.

Moody Bible Institute compiles an Annual Fire Safety Report which addresses each of its on-campus student housing facilities. The report provides a description of each housing facility fire safety system, including the fire sprinkler system, the number of fire drills held during the previous calendar year, policies or rules on electrical appliances, smoking, and open flames, and procedures for evacuation.

Emergency response placards are placed throughout Moody, including in student housing facilities, and provide instructions for appropriate responses to an evacuation. An example emergency response placard can be found in Appendix B.I.

Electrical appliances which may be used in a residence hall room include small personal refrigerators, bread machines, coffee makers, curling irons, electric blankets, electric razors, fans, hair dryers, and humidifiers. Other appliances for food preparation must be used in the kitchen areas only. Personal refrigerators should not exceed 3.0 cubic feet. Refrigerators must be plugged directly into a surge protector.

Smoking and open flames are prohibited in residence hall rooms.

Policies regarding fire safety education and training programs provided to students, including the procedures students and employees should follow in the case of a fire, are also included in the Annual Fire Safety Report, as follows:

- Moody posts Emergency Response Placards in or near all elevator lobbies and classrooms around campus, including in student housing facilities, conspicuously identifying procedures for evacuation in the event of a fire (see Appendix B.I).
- All students and employees are required to participate in annual evacuation drills.
- Student leaders receive annual fire safety training at the beginning of each academic year from Public Safety. At least two times each year, the Department of Public Safety sets up a booth in a public venue on Moody Bible Institute's Chicago campus and provides a representative to distribute fire safety information and emergency response information.
- Annually, the Department of Public Safety publicizes information about the emergency response and evacuation procedures, with regard to fire safety, by hosting numerous emergency preparedness exercises. These include unannounced drills that evaluate our community's ability to respond appropriately and timely to both evacuations and lock downs.

Moody Bible Institute recognizes that the purpose of including fire statistics in its Annual Security Report helps to promote fire safety and prevent what is one of the most common of all threats to the lives of campus students. To help combat this life safety threat, students and employees should report all fires, no matter how small, to their Resident Assistant, Resident Supervisors, Coordinator of Residential Services, Student Life managers, faculty, or their immediate supervisor and the Department of Public Safety. Reports of such fires will be included in Moody's Annual Fire Safety Report.

By working together, each member of the campus community can help address the risks and identify future improvements to our campus fire safety program. Moody Bible Institute continually evaluates its fire safety program.

23.1 Fire Log

Moody Bible Institute maintains an annual log that identifies each student housing facility by name and street address and discloses: the number of and causes of each fire, the number of persons who received fire related injuries that resulted in treatment at a medical facility, the number of deaths related to that fire and the value of property damage related to that fire. Students and employees should report any applicable fires to Public Safety by calling 312-329-4357, by emailing public.safety@moody.edu, or in person in the Crowell Lower Level.

Fire Log for the 2024 Fire Safety Report - Moody Bible Institute - Chicago, IL

Statistics and Related Information Regarding Fires in Residential Facilities

Residential Facilities	Total number of fires in each building	Fire Case Number	Exact Location	Nature or Cause of Fire	Number of Fire-Related Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire	Date/Time Incident Reported	Date/Time Incident Occurred
Culbertson Hall 160 W Chicago Ave	0								
Houghton Hall 810 N LaSalle Blvd	0								
Smith Hall 830 N LaSalle Blvd	0								

Note: There were no fires in residential facilities in 2024. Dryer Hall was not used as a residential facility in 2024.

Fire Log for the 2023 Fire Safety Report - Moody Bible Institute - Chicago, IL

Statistics and Related Information Regarding Fires in Residential Facilities

Residential Facilities	Total number of fires in each building	Fire Case Number	Exact Location	Nature or Cause of Fire	Number of Fire-Related Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire	Date/Time Incident Reported	Date/Time Incident Occurred
Culbertson Hall 160 W Chicago Ave	0								
Houghton Hall 810 N LaSalle Blvd	0								
Smith Hall 830 N LaSalle Blvd	0								
Dryer Hall 930 N LaSalle Blvd	0								

Note: There were no fires in residential facilities in 2023.

Fire Log for the 2022 Fire Safety Report - Moody Bible Institute - Chicago, IL

Statistics and Related Information Regarding Fires in Residential Facilities

Residential Facilities	Total number of fires in each building	Fire Case Number	Exact Location	Nature or Cause of Fire	Number of Fire-Related Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire	Date/Time Incident Reported	Date/Time Incident Occurred
Culbertson Hall 160 W Chicago Ave	0								
Houghton Hall 810 N LaSalle Blvd	0								
Smith Hall 830 N LaSalle Blvd	0								

Note: There were no fires in residential facilities in 2022. Dryer Hall was not used as a residential facility in 2022.

Public Safety maintains a daily fire log that records, by the date that the fire was reported, any fire that occurred in an on-campus student housing facility. This log includes the nature, date, time, and general location of each fire. All reported fires are entered into this log within two business days of when the event is reported to Public Safety. This fire log is made available upon request from the Public Safety Office in the basement of Crowell Hall, 820 N LaSalle Blvd. Chicago, IL 60610.

23.2 Fire Safety Systems in Residential Facilities

Building	Classification	Sprinkler System	Voice Notification System	Smoke detection	Fire Extinguisher Devices	Posted Evacuation Plans
Culbertson Hall	Dormitory	X	X	X	X	X
Houghton Hall	Dormitory	X	X	X	X	X
Smith Hall	Dormitory	X	X	X	X	X

23.3 Fire Safety Systems in Residential Facilities Annual Evacuation Drill Log

Building	Culbertson Hall	Houghton Hall	Smith Hall	Sweeting Center	Fitzwater Hall	Doane Memorial	Solheim Center
Building Classification	Dormitory / Administrative	Dormitory	Dormitory / Administrative	Classroom	Classroom	Classroom	Classroom
Drill Date(s) for Calendar Year 2024	April 22, 2024	April 22, 2024	April 22, 2024	April 23, 2024	April 23, 2024	April 23, 2024	April 23, 2024
Announced?	No	No	No	No	No	No	No

Moody Bible Institute does not provide on-campus housing on the Plymouth or Spokane campuses and therefore does not address those campuses in this section.

Appendix A

Definitions (Including Definitions set forth in 34 CFR 668.46(a) and the Federal Bureau of Investigation's (FBI) Uniform Crime Reporting (UCR) program) – The following definitions are applicable to Moody's 2024 Clery Act Annual Security Report and Annual Fire Safety Report, except as otherwise provided in the Report.

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

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

Burglary: the unlawful entry of a structure to commit a felony or a theft.

Business day: Monday through Friday, excluding any day when the institution is closed.

Campus: (1) any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph (1) of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or other retail vendor).

Campus security authority: (1) a campus police department or a campus security department of an institution. (2) any individual or individuals who have responsibility for campus security but who do not constitute a campus police department or a campus security department under paragraph (1) of this definition, such as an individual who is responsible for monitoring entrance into institutional property. (3) any individual or organization specified in an institution's statement of campus security policy as an individual or organization to which students and employees should report criminal offenses. (4) an official of an institution who has significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings. If such an official is a pastoral or professional counselor as defined below, the official is not considered a campus security authority when acting as a pastoral or professional counselor.

Clery geography: (1) Clery geography includes (A) buildings and property that are part of the institution's campus; (B) the institution's noncampus buildings and property; and (C) public property within or immediately adjacent to and accessible from the campus. (2) For the purposes of maintaining the crime log in Section 20, Clery geography includes, in addition to the locations in paragraph (1) of this definition, areas within the patrol jurisdiction of the campus security department.

Dating Violence: 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 shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. For the purposes of this definition, Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse, but Dating Violence does not include acts covered under the definition of Domestic Violence.

Destruction, Damage or Vandalism of Property: to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Domestic Violence: a felony or misdemeanor crime of violence committed by: (1) a current or former spouse or intimate partner of the reporting party; (2) a person with whom the reporting party shares a child in common; (3) a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (4) a person similarly situated to a spouse of the reporting party under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (5) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Drug Abuse Violations: the violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of state and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

Federal Bureau of Investigation's (FBI) Uniform Crime Reporting (UCR) program: a nationwide, cooperative statistical effort in which city, university and college, county, State, Tribal, and federal law enforcement agencies voluntarily report data on crimes brought to their attention. The UCR program also serves as the basis for the definitions of crimes in the Clery Act and the requirements for classifying crimes therein.

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

Hate Crime: a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. 34 CFR 668.46(a) identifies categories of bias as "the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability."

Incest: sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

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

Larceny – Theft: the unlawful taking, carrying, leading or riding away of property from the possession or constructive possession of another, where constructive possession means the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Liquor Law Violations: the violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Manslaughter by Negligence: the killing of another person through gross negligence.

Motor Vehicle Theft: the theft or attempted theft of a motor vehicle.

Murder and Non-Negligent Manslaughter: the willful (non-negligent) killing of one human being by another.

Noncampus building or property: (1) any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Pastoral counselor: a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling and is functioning within the scope of that recognition as a pastoral counselor.

Professional counselor: a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of the counselor's license or certification.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking:

(i) Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault, and stalking that—

(A) Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome; and

(B) Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

(ii) Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed at students and employees.

Public property: all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

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. This offense includes the rape of both males and females.

Referred for campus disciplinary action: the referral of any person to any campus official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

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

Sexual assault: an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

Sexual Assault with an Object: the use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses – Forcible: any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

Sex Offenses – Non-Forcible: unlawful, non-forcible sexual intercourse.

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

Stalking: engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (1) fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress. For purposes of this definition: course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property; reasonable person means a reasonable person under similar circumstances and with similar identities to the victim; and substantial emotional distress

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

Statutory Rape: sexual intercourse with a person who is under the statutory age of consent.

Test: regularly scheduled drills, exercises, and appropriate follow-through activities, designed for assessment and evaluation of emergency plans and capabilities.

Weapons: Carrying, Possessing, etc. (or “Weapon Law Violations”): the violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons. This classification encompasses weapons offenses that are regulatory in nature.

Moody Bible Institute prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as defined in the Clery Act. Additionally, these behaviors may be crimes in states where our campuses are located. Because state law definitions of crimes may vary from Clery definitions, the state law definitions of the VAWA-related crimes in each jurisdiction where Moody has a campus are as follows:

Illinois State Laws

For a complete description of these and other **Illinois state laws**, please visit:

<https://www.ilga.gov/legislation/ilcs/using.asp>

Statute	Term	Definition
750 ILCS 60/103(1), (3),(7), (9),(10), (14), (15)	Domestic Violence	Physical abuse, harassment, intimidation of a dependent, interference with personal liberty or willful deprivation but does not include reasonable direction of a minor child by a parent or person in loco parentis “Physical abuse” includes sexual abuse and means any of the following: i. knowing or reckless use of physical force, confinement or restraint; ii. knowing, repeated and unnecessary sleep deprivation; or iii. knowing or reckless conduct which creates an immediate risk of physical harm. “Harassment” means knowing conduct which is not necessary to accomplish a purpose that is reasonable under the circumstances; would cause a reasonable person emotional distress; and does cause emotional distress to the petitioner. Unless the presumption is rebutted by a preponderance of the evidence, the following types of conduct shall be presumed to cause emotional distress: i. creating a disturbance at petitioner’s place of employment or school; ii. repeatedly telephoning petitioner’s place of employment, home or residence; iii. repeatedly following petitioner about in a public place or places; iv. repeatedly keeping petitioner under surveillance by remaining present outside his or her home, school, place of employment, vehicle or other place occupied by petitioner or by peering in petitioner’s windows; v. improperly concealing a minor child from petitioner, repeatedly threatening to improperly remove a minor child of petitioner’s

		from the jurisdiction or from the physical care of petitioner, repeatedly threatening to conceal a minor child from petitioner, or making a single such threat following an actual or attempted improper removal or concealment, unless respondent was fleeing an incident or pattern of domestic violence; or vi. threatening physical force, confinement or restraint on one or more occasions. “Intimidation of a dependent” means subjecting a person who is dependent because of age, health or disability to participation in or the witnessing of: physical force against another or physical confinement or restraint of another which constitutes physical abuse, regardless of whether the abused person is a family or household member. “Interference with personal liberty” means committing or threatening physical abuse, harassment, intimidation or willful deprivation so as to compel another to engage in conduct from which she or he has a right to abstain or to refrain from conduct in which she or he has a right to engage. “Willful deprivation” means willfully denying a person who because of age, health or disability requires medication, medical care, shelter, accessible shelter or services, food, therapeutic device, or other physical assistance, and thereby exposing that person to the risk of physical, mental or emotional harm, except with regard to medical care or treatment when the dependent person has expressed an intent to forgo such medical care or treatment. This paragraph does not create any new affirmative duty to provide support to dependent persons. [750 ILCS 60/103] Domestic Battery a. A person commits domestic battery if he or she knowingly without legal justification by any means: 1. causes bodily harm to any family or household member; 2. makes physical contact of an insulting or provoking nature with any family or household member. “Family or household members” include spouses, former spouses, parents, children, stepchildren, and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers. For purposes of this Article, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship. [720 ILCS 5/12-3.2, 720 ILCS 5/12-0.1]
105 ILCS 5/27–240	Dating Violence	Dating violence as it relates to adults is not defined by IL statute Teen dating violence means either of the following: (1) A pattern of behavior in which a person uses or

		occasion: (1) follows that same person or places that same person under surveillance; and (2) transmits a threat of immediate or future bodily harm, sexual assault, confinement or restraint to that person or a family member of that person. (a-7) A person commits stalking when he or she knowingly makes threats that are a part of a course of conduct and is aware of the threatening nature of his or her speech. (c) Definitions. For purposes of this Section: 1. "Course of conduct" means 2 or more acts, including but not limited to acts in which a defendant directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about, a person, engages in other non-consensual contact, or interferes with or damages a person's property or pet. A course of conduct may include contact via electronic communications. 2. "Electronic communication" means any transfer of signs, signals, writings, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, 68 electromagnetic, photoelectric, or photo-optical system. "Electronic communication" includes transmissions by a computer through the Internet to another computer. 3. "Emotional distress" means significant mental suffering, anxiety or alarm. 4. "Family member" means a parent, grandparent, brother, sister, or child, whether by whole blood, half-blood, or adoption and includes a step-grandparent, step-parent, step-brother, step-sister or step-child. "Family member" also means any other person who regularly resides in the household, or who, within the prior 6 months, regularly resided in the household. 5. "Follows another person" means (i) to move in relative proximity to a person as that person moves from place to place or (ii) to remain in relative proximity to a person who is stationary or whose movements are confined to a small area. "Follows another person" does not include a following within the residence of the defendant. 6. "Non-consensual contact" means any contact with the victim that is initiated or continued without the victim's consent, including but not limited to being in the physical presence of the victim; appearing within the sight of the victim; approaching or confronting the victim in a public place or on private property; appearing at the workplace or residence of the victim; entering onto or remaining on property owned, leased, or occupied by the victim; or placing an object on, or delivering an object to, property owned, leased, or occupied by the victim. 7. "Places a person under surveillance" means: (1) remaining present outside the person's school, place of employment, vehicle, other place occupied by the person, or residence other than the residence of the defendant; or (2) placing an electronic tracking device on the person or the person's property. 8. "Reasonable person" means a person in the victim's situation. 9. "Transmits a threat" means a verbal or written threat or a threat implied by a pattern of conduct or a combination of verbal or written statements or conduct. (d) ... [720 ILCS 5/12-7.4]
720 ILCS 5/11-0.1; 720 ILCS 5/11-1.70(c)	Consent	"Consent" means a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent. (c) A person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual

		"Family or household member" includes any of the following: (i) A spouse or former spouse. (ii) An individual with whom the person resides or has resided. (iii) An individual with whom the person has or has had a dating relationship. (iv) An individual with whom the person is or has engaged in a sexual relationship. (v) An individual to whom the person is related or was formerly related by marriage. (vi) An individual with whom the person has a child in common. (vii) The minor child of an individual described in subparagraphs (i) to (vi). - falls under domestic violence (see MCL 750.81)
MCL 750.520(a)-(e)	Sexual Assault	In Michigan, sexual assault falls under the Criminal Sexual Conduct Act, MCL 750.520. Criminal Sexual Conduct is forcing or coercing an individual to engage in any non-consensual sexual contact or sexual penetration. Michigan criminal laws regarding sexual assault are separated into four degrees of criminal sexual conduct. For each of those criminal offenses, the following definitions apply: • "Sexual contact" includes the intentional touching of the victim's or actor's intimate parts or the intentional touching of the clothing covering the immediate area of the victim's or actor's intimate parts, if that intentional touching can reasonably be construed as being for the purpose of sexual arousal or gratification, done for a sexual purpose, or in a sexual manner for: (i) revenge, (ii) to inflict humiliation, or (iii) out of anger. • "Sexual penetration" means sexual intercourse, cunnilingus, fellatio, anal intercourse, or any other intrusion, however slight, of any part of a person's

MCL 750.520b		body or of any object into the genital or anal openings of another person's body, but emission of semen is not required. 1) A person is guilty of criminal sexual conduct in the first degree if he or she engages in sexual penetration with another person and if any of the following circumstances exists: (a) That other person is under 13 years of age. (b) That other person is at least 13 but less than 16 years of age and any of the following: (i) The actor is a member of the same household as the victim. (ii) The actor is related to the victim by blood or affinity to the fourth degree. (iii) The actor is in a position of authority over the victim and used this authority to coerce the victim to submit. (iv) The actor is a teacher, substitute teacher, or administrator of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled. (v) The actor is an employee or a contractual service provider of the public school, nonpublic school, school district, or intermediate school district in which that other person is enrolled, or is a volunteer who is not a student in any public school or nonpublic school, or is an employee of this state or of a local unit of government of this state or of the United States assigned to provide any service to that public school, nonpublic school, school district, or intermediate school district, and the actor uses his or her employee, contractual, or volunteer status to gain access to, or to establish a relationship with, that other person. (vi) The actor is an employee, contractual service provider, or volunteer of a child care organization, or a person licensed to operate a foster family home or a foster family group home in which that other person is a resident, and the sexual penetration occurs during the period of that other person's residency. As used in this subparagraph, "child care organization", "foster family home", and "foster family group
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		home" mean those terms as defined in section 1 of 1973 PA 116, MCL 722.111
MCL 750.411h(1)(e)	Stalking	"stalking" means a willful course of conduct involving repeated or continuing harassment of another individual that would cause a reasonable person to feel terrorized, frightened, intimidated, threatened, harassed, or molested and that actually causes the victim to feel terrorized, frightened, intimidated, threatened, harassed, or molested.

Washington State Laws

For a complete description of **Washington state laws**, please visit:

<https://apps.leg.wa.gov/rcw/>.

Statute	Term	Definition
RCW 9A.44.010(2)	Consent	Consent means that at the time of the act of sexual intercourse or sexual contact there are actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact.
RCW 10.99.020(4)	Domestic Violence	"Domestic violence" includes but is not limited to any of the following crimes when committed either by (a) one family or household member against another family or household member, or (b) one intimate partner against another intimate partner: (i) Assault in the first degree (RCW 9A.36.011); (ii) Assault in the second degree (RCW 9A.36.021); (iii) Assault in the third degree (RCW 9A.36.031); (iv) Assault in the fourth degree (RCW 9A.36.041); (v) Drive-by shooting (RCW 9A.36.045); (vi) Reckless endangerment (RCW 9A.36.050); (vii) Coercion (RCW 9A.36.070); (viii) Burglary in the first degree (RCW 9A.52.020);

		(ix) Burglary in the second degree (RCW 9A.52.030); (x) Criminal trespass in the first degree (RCW 9A.52.070); (xi) Criminal trespass in the second degree (RCW 9A.52.080); (xii) Malicious mischief in the first degree (RCW 9A.48.070); (xiii) Malicious mischief in the second degree (RCW 9A.48.080); (xiv) Malicious mischief in the third degree (RCW 9A.48.090); (xv) Kidnapping in the first degree (RCW 9A.40.020); (xvi) Kidnapping in the second degree (RCW 9A.40.030); (xvii) Unlawful imprisonment (RCW 9A.40.040); (xviii) Violation of the provisions of a restraining order, no-contact order, or protection order restraining or enjoining the person or restraining the person from going onto the grounds of or entering a residence, workplace, school, or day care, or prohibiting the person from knowingly coming within, or knowingly remaining within, a specified distance of a location, a protected party's person, or a protected party's vehicle (chapter 7.105 RCW, or RCW 10.99.040, 10.99.050, 26.09.300, *26.10.220, 26.26B.050, 26.44.063, 26.44.150, or 26.52.070, or any of the former RCW 26.50.060, 26.50.070, 26.50.130, and 74.34.145); (xix) Rape in the first degree (RCW 9A.44.040); (xx) Rape in the second degree (RCW 9A.44.050); (xxi) Residential burglary (RCW 9A.52.025); (xxii) Stalking (RCW 9A.46.110); and (xxiii) Interference with the reporting of domestic violence (RCW 9A.36.150).
RCW 7.105.010(8)	Dating Violence	Not defined by state statute "Dating relationship" means a social relationship of a romantic nature. Factors that the court may consider in making this determination include: (a) The length of time the relationship has existed; (b) the

		nature of the relationship; and (c) the frequency of interaction between the parties. -falls under domestic violence
RCW 70.125.030(7)	Sexual Assault	"Sexual assault" means one or more of the following: (a) Rape or rape of a child; (b) Assault with intent to commit rape or rape of a child; (c) Incest or indecent liberties; (d) Child molestation; (e) Sexual misconduct with a minor; (f) Custodial sexual misconduct; (g) Crimes with a sexual motivation; (h) Sexual exploitation or commercial sex abuse of a minor; (i) Promoting prostitution; or (j) An attempt to commit any of the aforementioned offenses.
RCW 9A.46.110(1)	Stalking	(1)(a) A person commits the crime of stalking if, without lawful authority the person : (i) Intentionally and repeatedly harasses another person; (ii) Intentionally and repeatedly follows another person; (iii) Intentionally contacts, follows, tracks, or monitors, or attempts to contact, follow, track, or monitor another person after being given actual notice that the person does not want to be contacted, followed, tracked, or monitored; or (iv) Knowingly and without consent installs or monitors an electronic tracking device, or causes an electronic tracking device to be installed, placed, or used, to track the location of another person; and (b) The person being harassed, followed, tracked, or monitored suffers substantial emotional distress or is placed in fear that the stalker intends to injure him or her, or another person, or his or her property or the property of another person, or, in the circumstances identified in

		(a)(iv) of this subsection, the victim's knowledge of the tracking device would reasonably elicit substantial emotional distress or fear. The feeling of substantial emotional distress or fear must be one that a reasonable person in the same situation would experience given the totality of the circumstances.
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Appendix B

Supplemental Documents

- I. *Emergency Response Placard:* Below is an example of the emergency response instructions that are posted on each floor of student housing facilities and throughout campus buildings for students and employees.

EMERGENCY	
First dial 911	
Then call HELP (x4357) Campus Security	
If non-emergency, just call HELP (x4357)	
Building Name	Floor
Building Address	Sign Location
Emergency Evacuations:	
1. Leave lights on 2. Open Blinds 3. Leave door unlocked 4. Stay with your group, class or floor 5. Do not use elevators 6. Calmly proceed to the nearest stairwell exit 7. Remain 30 feet away from the building until the 'all clear' is stated 8. Follow Floor Monitors (wearing orange vest) and emergency personnel's directions	
Lock Down:	
1. Lock all doors 2. Move all individuals and items out of view 3. Remain quiet – Silence all electronic devices 4. Open exterior blinds and turn lights off 5. If a phone is in a secure area, call 911 then call HELP (x4357) and inform them of your location and the number of people in the area (use land line if possible)	
Shelter in Place:	
1. Go to the lowest level, innermost hallway or enclosed area 2. Stay away from windows 3. Avoid auditoriums, gymnasiums, or other large rooms 4. If outside, seek shelter indoors	

- II. *Alcohol and Drug Free Policy:* Below is the version of Moody Bible Institute's Alcohol and Drug Free Schools and Communities Act Policy Statement and Notification in effect during the 2024 calendar year. The statement and notification below is annually updated and distributed to students. A current version of the statement and notification is available in the Student Life department and at the following link: <https://www.moody.edu/about/consumer-information/alcohol-and-drug-free-schools-and-communities-policy/>.