

Annual Security Report for The Seattle School of Theology & Psychology, For the Calendar Year of 2017

Introduction

Each September, in compliance with the Clery Act, The Seattle School publishes an Annual Security Report for our campus from the previous calendar year. This report includes crime statistics that are compiled from reports made to the responsible members of The Seattle School staff, including the Dean of Students & Alumni and the Institutional Support Manager. In addition, statistics are requested for crimes reported to the Seattle Police Department that occurred on our campus property.

The Seattle Police department provides statistics for our campus geography. In some years past, this level of detailed statistics specific to our campus geography was unavailable. For this reason, previous annual reports show a breakdown of crimes by category for our campus as well as crimes for the Belltown neighborhood which is tracked as beat M1 of the Seattle Police Department's West Precinct. Current and historic detailed neighborhood crime statistics are available online at <https://www.seattle.gov/police/information-and-data/crime-dashboard>.

These statistics are made available to all students, employees, and the board of directors through a direct link to the public location on our website. The link is: <http://theseattleschool.edu/community/safety/>. Printed copies of these statistics are available upon request from Institutional Support.

In addition, this report contains detailed information about The Seattle School's policies and procedures for emergency management, emergency notifications, crime reporting and prevention, sexual harassment & sexual violence reporting and prevention, substance abuse policies, and measures The Seattle School is taking to educate students about their rights and responsibilities for a safe learning environment.

All of these and additional safety resources are available in the Student Handbook, in the Comprehensive Emergency Management Plan, and on the Safety section of The Seattle School website. This report is made available here and is available in print form by request from the Institutional Support Department, frontdesk@theseattleschool.edu.

Any questions or concerns regarding this report or related matters may be directed to ism@theseattleschool.edu.

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Campus Crime Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on our campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2017 calendar year.

Reported Crimes on The Seattle School Campus & Immediately Adjoining Public Property

	On Campus	Adjacent Public Property
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses (e.g. rape, fondling)	0	0
Non-Forcible Sex Offenses (e.g. statutory rape, incest)	0	0
Robbery	0	1
Aggravated Assault	0	0
Burglary	0	6
Motor Vehicle Theft (Does <i>not</i> include theft <i>from</i> a Motor Vehicle)	0	0
Arson	0	0
Domestic Violence	0	3
Dating Violence	0	0
Stalking	0	0
Other Offenses		
Theft Other	0	11
Malicious Harassment	0	1
Simple Assault	0	3
Vandalism	0	2

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Trespass	0	4
Other Offenses, Cont'd.		
Collision/Traffic	0	8
Disturbance - Other	0	1
Found Property	0	1
Warrant Arrest	0	1
Family Disturbance	0	2

(Figures are based on reports filed with The Seattle School or the Seattle Police Department)

The Seattle Police Department does not currently make available statistics for domestic violence by neighborhood. Citywide, in 2013, domestic violence accounted for 30% of all recorded aggravated assaults.

Reported Hate Crimes** on The Seattle School Campus & Immediately Adjoining Public Property

	On Campus	Adjacent Public Property
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses (e.g. rape, fondling)	0	0
Non-Forcible Sex Offenses (e.g. statutory rape, incest)	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft (Does <i>not</i> include theft <i>from</i> a Motor Vehicle)	0	0
Arson	0	0
Domestic Violence	0	0
Dating Violence	0	0

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Continued - Reported Hate Crimes* on The Seattle School Campus & Immediately Adjoining Public Property		
Stalking	0	0
Malicious Harassment	0	1*

*Classified as *Anti-Sikh*, case# available upon request, ism@theseattleschool.edu

**Crimes are classified as a hate crime when there is evidence that a victim was intentionally selected on the basis of gender, sexual orientation, race, religion, ethnicity, or disability. If a hate crime occurs, it will be identified by nature of the discrimination (i.e. gender, religion, etc.).

The City of Seattle does not currently distinguish hate crimes in its available crime statistics sorted by neighborhood.

Additional statistics for the 2011 - 2016 calendar years are included as an appendix at the end of this document.

The Seattle School Safety Policies and Procedures

Notifications and Evacuation

The Seattle School's emergency response and evacuation information are available in full, online in our Comprehensive Emergency Management Plan (CEMP), located at: <http://theseattleschool.edu/docs/Comprehensive+Emergency+Management+Plan.pdf>. This document is also available in print by request from the Institutional Support Manager. The following policies can be found in the CEMP.

Timely Warnings and Emergency Notifications

Whenever there is an active, ongoing threat to the safety of individuals on or in the vicinity of The Seattle School campus, members of the Emergency Response Team are responsible for distributing clear information to all students, faculty, and staff in a timely manner so that each person can make adequately informed decisions about their personal safety. These are known as Timely Warnings and are issued to all constituents of The Seattle School campus (all students, faculty, staff, and board members).

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- Depending on the nature of the emergency, timely warnings will include the use of email notification via campus email addresses, building intercom systems, fire evacuation alarms, and newsletter announcements. In certain circumstances, text may be used instead or in addition to email, but only with permission.
- Non-emergency but ongoing safety concerns will be communicated to all constituents through safety updates in weekly newsletters and/or special all-campus emails as necessary.

Evacuation Plan

In the event of an emergency requiring evacuation, The Seattle School staff will announce an evacuation using the building's P.A. (public address) system or the automated fire alarm system. If these systems are not working, staff members who are able to safely do so, will perform a walk-through of the building and provide verbal notification of evacuation.

When an evacuation is announced everyone inside the building is required to leave immediately and proceed to one of the following two areas:

Assembly Area #1: The sidewalk across Wall St and along Elliott Ave – Elliott & Wall. First priority is to quietly gather in this area and await further instructions. In the unlikely event that Assembly Area #1 is compromised, proceed directly to Assembly Area #2: On Alaskan Way – across the railroad tracks on the sidewalk and near the bus stop. As above, quietly await further instructions. If neither Assembly Area is available, faculty and staff are to use their discretion in directing people at least 50 feet away from the building.

Once at the Assembly Area, an "Area Captain" will be selected. The Area Captain will then commence taking a written roll call of all present, and assist in meeting emergency medical needs. This list will be delivered to the Emergency Response Team as soon as possible. All students and staff must remain in the Assembly Area until roll call is completed. This is vital information, as it will be used to determine those in need, as well as to reassure families of the safety of their loved ones.

Building and Safety Policies

These policies may be found in the Student Handbook, available online at <http://theseattleschool.edu/wp-content/uploads/2018/08/2018-2019-Student-Handbook-082618.pdf>, or in print, by request from the office of the Registrar.

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Building Hours

Weekday: During the week the building will open at 7:30a and closes at 9:00p (8:00a - 5:00p on Fridays). The front door will be locked at dusk or by 6:00 p.m. – a student must present his/her Seattle School Identification card at the front desk to be allowed entrance if they are not known by the front desk staff.

Weekend: When classes are meeting the building is open on Saturdays from 11:00a – 3:30p. and closed on Sunday unless there are intensive courses or conferences scheduled.

Building hours are shortened (generally 8:00a – 4:30p, Monday-Friday) when classes are not in session. Reminder of these shortened hours are on the website and in the newsletter.

Campus Security/Crime Awareness

Students, staff, and faculty are encouraged to report any criminal or suspicious activity, and are made aware of the need for everyone to be responsible for their own security and the security of others. To file a report, contact the Director of Institutional Support (206-876-6152). When a person files a complaint or applies for assistance, all pertinent information is obtained and is officially documented by the completion of an Accident/Injury/Crime Incident Report.

The Clery Act – Campus Security and Crime Statistics

The federal government mandates that every college or institution that provides Title IV Financial Aid to its students must comply with the Clery Act; the new name for the Student Right-to-Know and Campus Security Act. The Seattle School crime statistics are compiled on a yearly basis from daily records maintained by the Director of Institutional Support. Data from local law enforcement is also included when applicable in an effort to ensure that all crimes are reported. The Seattle School Security Report is posted on the website. Printed versions of this report are readily available from the Institutional Support Department at the front desk.

Fire

In the case of a fire:

- Pull the nearest fire alarm to alert other persons to exit the building.
- At any campus phone dial 9-911.
- Give specific information as to the nature of the fire and its specific location.

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- The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100.

Contact front desk staff to locate nearest fire extinguisher and follow directions on the extinguisher. The three basic ways to put out a fire are (1) take away its fuel, (2) take away its air (smother it), and (3) cool it with water or fire extinguishing chemicals. Never use water on an electrical fire; rather use only fire extinguishing chemicals.

Health

If a situation is obviously life-threatening, such as heart attack, choking, or severe injury: at any campus phone dial 9-911. Give specific information as to the nature of the problem and the specific location of the injured person. The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100.

First-Aid kits are located on all floors: 2nd/Ground floor kit is at the front desk, the 3rd floor kit is located just outside the Large Classroom and the 4th floor kit is located in the Northwest corner in the kitchen area. A list of First-Aid Certified employees is posted on each First Aid station. If a situation is not life-threatening: contact the Front Desk, ext. 100.

AED units - Automated External Defibrillators - The Seattle School building has two (2) registered AED units, one is mounted on the post by the front desk, just inside the main entry and the second is mounted on the 4th floor in the Northwest corner, near the kitchen. Contact the front desk immediately (ext. 100) if an AED is required or requested.

Persons Exhibiting Threatening Behavior

The Seattle School strives to have an environment free from intimidation, threats or violent acts. Such conduct includes any form of intimidating, threatening or hostile behavior, physical altercations, vandalism, arson, sabotage, use or display of weapons, carrying weapons onto school property, or any other act which The Seattle School deems inappropriate under this policy. Likewise, jokes or offensive comments about violence or weapons are not tolerated. Such conduct may result in discipline, including suspension, termination or expulsion.

If a stranger is menacing, threatening, out of control, displaying a weapon, etc.: from any campus phone, dial 9-911. Give specific information to the police as to the nature

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of the situation and its specific location. The campus address is 2501 Elliott Avenue, Seattle, WA 98121, and the phone number is (206) 876-6100.

Contact administrative staff immediately. Do not attempt to resolve the situation alone.

Student Entrances and Exits

Students may enter/exit the building by using the main Seattle School entrance. During the school week, the main entrance is open from 8 a.m. until 6 p.m. To access the building before or after hours, you must contact the Facilities Manager, Jose de los Santos, jdelossantos@theseattleschool.edu, and **only** in case of emergency. To access stairwells and elevators during business hours, the student must use his/her Seattle School identification card. Should a student need to see an administrator or faculty member, he/she should check in at the front desk, located in the lobby at the main Seattle School entrance.

Weapons & Violence Policy

The Seattle School has a zero-tolerance policy regarding firearms or weapons on campus. Specifically students, employees, faculty and others performing services for the school (including, but not limited to, temporary employees, consultants, contractors and vendors) are prohibited from carrying, possessing or using guns or other dangerous weapons or devices for any purpose at any time on school premises.

Weapons and other dangerous devices are also prohibited off school premises while on Seattle School related business or at The Seattle School-sponsored events. People who carry a concealed-weapon permit are not allowed to carry a weapon while on school premises or while representing The Seattle School.

Anyone who has knowledge of someone violating this policy should immediately report the incident to the Institutional Support Manager. The complainant should be prepared to provide any relevant information that prompted him/her to observe or suspect violation. The front desk staff or any school administrator has the right to confiscate weapons from people in violation of this policy. Failure to adhere to the weapons policy or failure to cooperate in an investigation is grounds for disciplinary action, up to and including suspension, termination or expulsion.

Weather Closures

For closures because of weather or natural disaster, The Seattle School voicemail greeting will convey the message if the business office is closed and if classes are

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cancelled for the day. The website will also list closures. These messages will be posted by 6:00 a.m.

Search Policy

The Seattle School wishes to discourage theft or unauthorized possession of school property and/or property of staff, faculty, students, and visitors. To facilitate enforcement of this policy, a school representative may inspect not only desks and offices, but also persons entering and/or leaving the premises, and any packages or other belongings. Any student who wishes to avoid inspection of any articles or materials should not bring such items onto school premises.

Smoking

Washington State law prohibits smoking in all places of employment. You may smoke outside provided you are not standing within 25 feet of a building entrance or exit, windows that open, or air intake equipment. Employees who observe a guest or visitor who is in violation of this policy should promptly and politely advise the individual of the policy. Any employee who violates this policy shall be subject to disciplinary action.

Solicitation and Sales

The Seattle School policy prohibits distributing material or soliciting students, faculty, or staff on company premises at any time unless approved by the Chief Financial Officer. Solicitation for any purpose or cause may include requests for subscriptions, donations, pools, gifts, charities, memberships, or other forms of requests.

The Student Directory, staff and/or faculty rosters and classroom time may not be used for purposes of solicitation; such use is expressly forbidden.

Statement of Student Rights & Responsibilities

All students enrolled at The Seattle School assume an obligation to conduct themselves at all times as responsible members of the campus community, to respect the personal and property rights of others, and to support the educational mission of The Seattle School. The Seattle School insists that its students demonstrate personal and professional integrity in addition to academic excellence.

The Seattle School's administrators, faculty, and staff encourage student involvement in decision making. Student participation and input on institutional committees and teams are not only valued and encouraged at The Seattle School, but considered to be missionally imperative.

Nondiscrimination, Harassment, Sexual Harassment, and Sexual Violence Prevention and Title IX Policies

The Federal Campus Sexual Assault Victims' Bill of Rights

- Survivors shall be notified of their options to notify law enforcement.
- Accuser and accused must have the same opportunity to have others present.
- Both parties shall be informed of the outcome of any disciplinary proceeding.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations.

The Campus Sexual Assault Victims' Bill of Rights was signed into law by President George Bush in July of 1992. This law requires that all colleges and universities (both public and private) participating in federal student aid programs afford sexual assault victims certain basic rights. Schools found to have violated this law can be fined up to \$35,000 or lose their eligibility to participate in federal student aid programs. Complaints about schools that have failed to comply with this law should be made to the U.S. Department of Education.

These policies may be found in the Student Handbook, available online at <http://theseattleschool.edu/wp-content/uploads/2018/08/2018-2019-Student-Handbook-082618.pdf>, or in print, by request from the office of the Registrar.

Federal Law

To the extent required by federal law, it is the policy of The Seattle School of Theology & Psychology (The Seattle School) not to discriminate on the basis of race, color, national origin, sex, age, religion (except in the case of employment), disability, or genetic information in its admissions, educational programs or activities, or employment. Consistent with federal law, The Seattle School will provide reasonable accommodations to persons with disabilities. As a religious educational organization, The Seattle School reserves the right to prefer employees and prospective employees on the basis of religion. The phrase “**educational programs or activities**” includes instruction, grading, financial aid, training programs, internships, externships, social and recreational activities, and other aspects of the educational programs or activities

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at The Seattle School. Discrimination in employment prohibited by this policy includes discrimination in hiring, compensation, promotion, transfer, retirement, evaluation, discipline, benefits, termination, and other employment practices.

“**Discrimination**” is defined below. “**Harassment**” is a form of discrimination, and is also prohibited by this policy.

Other Prohibited Discrimination and Harassment

It is also the policy of The Seattle School not to discriminate against its students and student applicants in its admissions or other educational programs or activities on the basis of sexual orientation, marital status, or honorably discharged veteran or military status. The term “**sexual orientation**” means heterosexuality, homosexuality, bisexuality, and gender expression or identity. As defined by the Washington Law Against Discrimination, the term “**gender expression or identity**” means “having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.”

Prohibition Against Sexual Harassment and Sexual Misconduct

Although covered above by the prohibition against sex discrimination, The Seattle School emphasizes that it prohibits sexual harassment, which is a form of sex discrimination. Sexual harassment also includes sexual misconduct, which is also prohibited by this policy. Both of these terms are defined below, and those sections include examples of sexual harassment and sexual misconduct.

No Retaliation

The Seattle School not only prohibits discrimination and harassment (including sexual harassment), but it also prohibits retaliation against any person for making a complaint about discrimination or harassment; assisting, testifying, or otherwise participating in any discrimination or harassment investigation; or otherwise opposing discrimination or harassment prohibited by this policy. This includes any retaliation against any witness or bystander who reports or provides any information about alleged discrimination or harassment, or who intervenes to stop or attempt to stop any discrimination, harassment, or sexual misconduct. “**Retaliation**” means any adverse action that might dissuade or deter a reasonable person from making or supporting a complaint of discrimination or harassment. Examples of retaliation include intimidation, threats, coercion, termination of employment, unjustified negative grades or evaluation, reduction in pay, denial of a promotion, physical assault,

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and any other conduct that constitutes prohibited discrimination or harassment under this policy. Retaliation against any person thought to have engaged in any activity protected by this section, whether or not the person actually engaged in any protected activity, is also prohibited by this policy.

Reporting Violations; Discrimination Grievance Procedures

Where to File a Complaint

Any student or employee who believes he or she has suffered discrimination, harassment (including sexual harassment or sexual misconduct), or retaliation in violation of this policy, should contact one of the following individuals to file a complaint:

Title IX Coordinators:

Manager of Student Life Programs (currently Rebecca Shirley) (206) 876-6137
rshirley@theseattleschool.edu
2501 Elliott Avenue
Seattle, WA 98121

Director of Human Resources (currently Kartha Heinz) (206) 876-6131
kheinz@theseattleschool.edu
2501 Elliott Avenue
Seattle, WA 98121

Discrimination Grievance Procedures

Violations of this policy will be addressed through the Discrimination Grievance Procedures. Hard copies of the Discrimination Grievance Procedures are also available from the Title IX Coordinator and the Director of Human Resources.

Consequences of Violating this Policy

Consequences for violating this policy will depend on the facts and circumstances of each particular situation.

A. Sanctions and corrective action could include the following: a requirement not to repeat or continue the discriminatory, harassing, or retaliatory conduct; a reprimand; a no-contact order; denial of a merit pay increase; reassignment; removal from class;

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suspension; termination or expulsion, or other appropriate sanction, remedy, or response.

B. The severity of the sanction or corrective action may depend on the frequency and severity of the offense and any history of past discriminatory, harassing, or retaliatory conduct.

C. A finding of discrimination, harassment that creates a hostile environment or resulted in any tangible action (either in the employment or educational setting), or sexual misconduct may be cause for disciplinary action, up to and including discharge in the case of an employee and expulsion in the case of a student. The Seattle School may also report any criminal conduct to a law enforcement agency.

D. The Seattle School may take immediate steps to protect the complainant from further discrimination, harassment, or retaliation before completion of its investigation or the process outlined in the Discrimination Grievance Procedures. For example, in the case of a sexual harassment or sexual misconduct complaint, The Seattle School may take steps to separate the accused harasser from the complainant.

E. The Seattle School may also take appropriate action even if it does not find discrimination or harassment that creates a hostile environment or results in a tangible action, but The Seattle School finds that the respondent engaged in disruptive behavior or determines that action is necessary or appropriate to prevent the creation of a hostile environment or a situation that may result in a tangible action or other form of unlawful discrimination or harassment.

Off-Campus Conduct

Conduct that occurs off campus can be the subject of a complaint or report and will be evaluated to determine whether it violates this policy. For example, if off-campus discrimination or harassment has continuing effects that create a hostile environment on campus, then the discrimination or harassment violates this policy. Allegations of off-campus sexual misconduct are of particular concern and should be brought to the attention of The Seattle School.

Mandatory Reporting by Employees of any sex-based discrimination, sexual harassment, or sexual misconduct involving students

The Seattle School wants to stop and respond effectively to instances of sex-based discrimination, sexual harassment, and sexual misconduct involving its students. Therefore, any employee receiving any information about any alleged or possible sex-based discrimination, sexual harassment, or sexual misconduct involving students, must report that information to the Title IX Coordinator or the Director of Human Resources (each a "Complaint Officer") within 24 hours of receiving that information. Employees who are statutorily prohibited from reporting that

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information are exempt from this reporting requirement, including any licensed counselor who receives the information in his or her capacity as a licensed counselor. After receiving a report of alleged or possible sex-based discrimination, sexual harassment, or sexual misconduct, the Complaint Officer will evaluate the information received and determine what further actions should be taken. The Complaint Officer will follow the procedures described in the Discrimination Grievance Procedures. The Complaint Officer will take steps, either directly with the complainant or through a reporting employee, to provide information about the Discrimination Grievance Procedures, as well as available health and advocacy resources and options for criminal reporting (if applicable).

Voluntary Reporting by Students

The Seattle School strongly encourages its students to report instances of sex-based discrimination, sexual harassment, and sexual misconduct involving students.

Substance Abuse Policy and Prevention Program

The Seattle School's Substance Abuse Policy and Prevention Program reflects a broad commitment to a healthy school community marked by standards that reflect personal accountability and responsibility; demonstrate regard for the safety, security, and health of others; and maintain the atmosphere needed for study and reflection. The misuse of alcohol and other drugs subverts the school's ability to achieve its central mission—the ability to serve God and neighbor through transforming relationships.

The Seattle School recognizes explicitly that students, faculty, and staff are adults, which means that they are expected to obey the laws and take personal responsibility for their conduct. Individuals are accountable for their choices and behavior. Careful attention to this information will help students, faculty, and staff promote the school's compliance with the Drug-Free Schools and Communities Act of 1989. Unlawful possession, use, or distribution of illicit drugs and alcohol by students on its property or as part of any of its activities is specifically prohibited and is a violation of the laws of the City of Seattle, the State of Washington, and the United States. The Seattle School will support all local, state, and federal laws relating to drug and alcohol abuse, including referral to local authorities for prosecution. The courts will determine penalties for violations of these laws.

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Policy on Drug or Alcohol Use by Students

The Seattle School prohibits the illegal and irresponsible use of alcohol and other drugs by students. Students have the responsibility to conduct themselves in a lawful and appropriate manner consistent with the mission of the school. Each student has the responsibility to know the risks associated with the use and abuse of alcohol and other drugs and to assist the school in creating an environment that promotes health-enhancing attitudes and activities.

Drugs

- 1.The school strictly prohibits the manufacture, sale, possession, distribution, dispensing, or use by a student of a controlled or illegal substance not medically authorized.
- 2.The school strictly prohibits the manufacture, sale, possession, distribution, or dispensing by a student of drug paraphernalia.

Alcohol

1. The possession, sale, distribution, and consumption of alcoholic beverages on the school's campuses or in connection with school-sponsored or related events is permitted only within the limits prescribed by Washington state and federal laws, and in accordance with the Campus Policy for Alcohol Use at Events (below). In addition, no open containers of alcohol are permitted on school property at any time, except within the area covered by a valid liquor permit.
- 2.The school strictly prohibits students from appearing on campus obviously under the influence of alcohol. Alcohol will not be allowed to interfere with co-curricular activities, campus safety or security, or classroom learning.
3. The school will not excuse acts of misconduct committed by students whose judgment is impaired by consumption of alcohol or drugs. Students are expected to assume responsibility for their own behavior and must understand that being under the influence of drugs or alcohol in no way lessens their accountability. Violations of the law or school rules or policies relating to drug or alcohol use will result in disciplinary sanctions up to and including dismissal as described in the Student Code of Conduct. In general, students will be disciplined if their use of alcohol or drugs is illegal or threatens to create public disorder, public disturbances, danger to themselves or others, or property damage. In addition, the school has the right to refer suspected unlawful drug or alcohol-related incidents to appropriate federal, state, or local legal authorities.

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Campus Policy on Alcohol Use at Events

To serve alcohol on campus, the event sponsor must complete an Alcohol Service Request Form (available on Google Drive) or by request of the Director of Institutional Support, ism@theseattleschool.edu and submit it to the Executive Council for approval at least **two weeks prior** to the event. The Seattle School reserves the right to deny authorization at any time. If approval is granted, the event's sponsor is responsible for providing a licensed vendor/caterer to provide and serve the alcohol. The event sponsor is responsible, along with individuals directed to serve the alcohol, for compliance with all applicable laws, ordinances, and school policies pertaining to the use, furnishing, or possession of alcohol.

Alcohol may not be served to any person under the age of 21. A separate alcohol serving area is required at events where persons under 21 will be present. The event's sponsor will also be required to devise a system by which picture identification will be checked to verify legal age.

Alcohol must be served and monitored and may not be left unattended so to allow free access. Event sponsors and the individuals directed to serve the alcohol are responsible and obligated to refuse alcohol to anyone whom they believe has had too much to drink. All service of alcohol to guests must stop 60 minutes prior to the ending time of the event. No served alcohol is allowed beyond the doors of the building. Non-alcoholic beverages and food must be available and featured prominently at the event.

Health Risks of Alcohol and Other Drug Use

Alcohol and illicit drug use can pose many health risks to students, faculty, and staff. Use may result in impaired judgment and coordination; physical and psychological dependence; damage to vital organs such as the heart, stomach, liver and brain; inability to learn and remember information; psychosis and severe anxiety; unwanted or unprotected sex resulting in pregnancy and sexually transmitted diseases (including HIV and AIDS); and injury and death. Negative consequences of alcohol and other drug use can be immediate.

Resources for Education and Treatment

Faculty and staff who suspect they may have a drug or alcohol abuse problem are encouraged to seek assistance through their own efforts before the problem affects their employment status. The school provides benefit-eligible employee access to an independent, confidential Employee Assistance Program (EAP) that offers

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confidential assessment, counseling, and referral assistance in areas that include alcohol and drug abuse. The EAP can be reached by calling 1-800-316-2796. Please contact the Human Resources Office, hr@theseattleschool.edu for further information.

Community Services

A variety of community organizations in the greater Seattle area can be resources for students, faculty or staff. They are organized into three categories for ease of

Emergency Numbers		
Alcohol & Drug 24-hour Helpline	(206) 722-3700; 1-800-562-1240 (Washington State)	
Domestic Violence Hotline	1-800-562-6025	
HIV/AIDS Hotline	1-800-272-2437	
24-Hour Crisis Line	(206) 461-3222 ; 1-800-621-4636 (Washington state)	
King County Sexual Assault Resource Center	(425) 226-5062 ; 1-800-825-7273	
Local Self-Help Groups		
Alanon/Alateen/Alatot	(206) 625-0000	
Alcoholics Anonymous (AA)	(206) 587-2838	
Marijuana Anonymous	(206) 548-9034	
Naranon	(206) 626-7171	
Narcotics Anonymous	(206) 790-8888	
Alcohol and Drug Treatment Resources		
Auburn Youth Resources	816 F St. SE, Auburn, WA 98002	(253) 939-2202
Catholic Community Services	100 23rd Ave. South, Seattle, WA 98122	(206) 328-5097
Central Seattle Recovery Center	1401 E Jefferson, #300, Seattle, WA 98122	(206) 322-2970
Central Youth & Family Services	1901 Martin Luther King Jr. Way South, Seattle, WA 98144	(206) 322-7676
Consejo Counseling and Referral	3808 South Angeline, Seattle, WA 98118	(206) 461-4880
Eastside Recovery Center Inc.	1412 140th PI NE, Bellevue, WA 98005	(425) 747-7892
Group Health Cooperative	1730 Minor Ave, Suite 1600, Seattle, WA 98101	1-800-562-6300 206-326-3000
Lakeside Milan Recovery Center Inc.	10322 NE 132nd St., Kirkland, WA 98034	(425) 823-3116
Providence Recovery Program	916 Pacific Ave, Everett, WA 98206	(425) 258-7390
Residence XII (women only)	12029 113th Ave. NE, Kirkland, WA 98034	425-823-8844
Seattle Indian Health Board	611 12th Ave South, Seattle, WA 98144	(206) 324-9360
Swedish Medical Center Addiction Recovery Services	5300 Tallman Ave. NW, Seattle, WA 98107	(206) 781-6209
Therapeutic Health Services	1116 Summit, Seattle, WA 98101	(206) 323-0930
Valley General Hospital Alcoholism & Drug Recovery Center	14701 179th Ave SE, Monroe, WA 98272	(360) 794-7497 1-800-533-3046
Veterans Administration Medical Center	1660 S. Columbian Way, Seattle, WA 98108	(206) 762-1010 1-800-329-8387
Women's Recovery Center	4649 Sunnyside Ave. N., Suite 200, Seattle.	(206) 547-1955

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reference: 24-hour emergency numbers; self- help groups; and alcohol and drug treatment programs. *These resources have not been screened by The Seattle School and the school makes no specific endorsement of or recommendations to any one program.*

Education and Programming for Campus Safety and Violence Prevention

In addition to the publication of an Annual Security Report, The Seattle School has instituted a campus safety and Title IX training for all students during our annual fall (Re)Orientation. Each student is provided with a copy of this report and informed of their rights and responsibilities afforded by the Clery Act, the Department of Education, Title IX, and the policies of The Seattle School.

The Seattle School is committed to ongoing review of our emergency management, safety, and violence prevention policies and procedures to ensure compliance with the guidelines of the Department of Education. We conduct annual employee safety trainings, fire drills, and tests of our Comprehensive Emergency Management Plan in order to ensure ongoing preparedness and compliance with local, state, and federal laws.

If you have questions or concerns about any of these policies, please contact the Director of Institutional Support.

You may request a printed copy of the Student Handbook, the Comprehensive Emergency Management Plan, and the Annual Security Report in person, by phone at 206.876.6152, or by email at ism@theseattleschool.edu.

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Appendix: Previous Years' Crime Statistics

The following tables are taken from our 2011, 2012, 2013, 2014, 2015, and 2016 Annual Security Reports. With changes to the Clery Act, some categories of crimes have been added and expanded, resulting in different categories being included in more recent years. In addition, these data sets are limited by the availability and categorization of crimes by the Seattle Police Department, from whom The Seattle School receives data about neighborhood crimes.

2011 Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2011 calendar year. In addition, we have included statistics for the surrounding Belltown neighborhood which are collected from the [Seattle Police Department website](#).

Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0

Crimes Reported to the Seattle Police Department in the Belltown Neighborhood of Seattle.

	Incidents Occurring in West Precinct- Beat M1 "Belltown" in 2011 Calendar Year
Robbery	45
Aggravated Assault	61
Burglary	84
Motor Vehicle Theft	33
Homicide	1
Rape	3

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2012 Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2012 calendar year. In addition, we have included statistics for the surrounding Belltown neighborhood which are collected from the [Seattle Police Department website](#).

Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

Crimes Reported to the Seattle Police Department in the Belltown Neighborhood of Seattle.

	Incidents Occurring in West Precinct- Beat M1 "Belltown" in 2012 Calendar Year
Robbery	21
Aggravated Assault	180
Burglary	82
Motor Vehicle Theft	31
Non-Motor Vehicle Theft/Larceny	316
Homicide	1
Rape	3

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2012 Statistics Continued

Reported Hate Crimes* on The Seattle School Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

*Crimes are classified as a hate crime when there is evidence that a victim was intentionally selected on the basis of gender, sexual orientation, race, religion, ethnicity, or disability. If a hate crime occurs, it will be identified by nature of the discrimination (i.e. gender, religion, etc.).

The City of Seattle does not currently distinguish hate crimes in its available crime statistics sorted by neighborhood.

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2013 Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2013 calendar year. In addition, we have included statistics for the surrounding Belltown neighborhood which are collected from the [Seattle Police Department website](#).

Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	1	2
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

(Figures based on reports filed with The Seattle School and may or may not correspond to reports filed with police.)

Crimes Reported to the Seattle Police Department in the Belltown Neighborhood of Seattle

	Incidents Occurring in West Precinct- Beat M1 "Belltown" in 2013 Calendar Year
Robbery	32
Aggravated Assault	40
Burglary	131
Motor Vehicle Theft	37
Non-Motor Vehicle Theft/Larceny	316
Homicide	0
Rape	2

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2013 Statistics Continued

The Seattle Police Department does not currently make available statistics for domestic violence by neighborhood. Citywide, in 2013, domestic violence accounted for 30% of all recorded aggravated assaults.

Reported Hate Crimes* on The Seattle School Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

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2014 Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2014 calendar year. In addition, we have included statistics for the surrounding Belltown neighborhood which are collected from the [Seattle Police Department website](#).

Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

(Figures based on reports filed with The Seattle School and may or may not correspond to reports filed with police.)

Crimes Reported to the Seattle Police Department in the Belltown Neighborhood of Seattle

	Incidents Occurring in West Precinct- Beat M1 "Belltown" in 2014 Calendar Year
Robbery	44
Aggravated Assault	62
Burglary	77
Motor Vehicle Theft	65
Non-Motor Vehicle Theft/Larceny	1082
Homicide	1
Rape	4

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2014 Statistics Continued

The Seattle Police Department does not currently make available statistics for domestic violence by neighborhood.

Reported Hate Crimes* on The Seattle School Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

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2015 Statistics

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Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	2
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

(Figures based on reports filed with The Seattle School and may or may not correspond to reports filed with police.)

Crimes Reported to the Seattle Police Department in the Belltown Neighborhood of Seattle

	Incidents Occurring in West Precinct- Beat M1 "Belltown" in 2015 Calendar Year
Robbery	23
Aggravated Assault	39
Burglary	157
Motor Vehicle Theft	43
Non-Motor Vehicle Theft/Larceny	872
Homicide	2
Rape	2
Arson	0

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2015 Statistics Continued

The Seattle Police Department does not currently make available statistics for domestic violence by neighborhood.

Reported Hate Crimes* on The Seattle School Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

*Crimes are classified as a hate crime when there is evidence that a victim was intentionally selected on the basis of gender, sexual orientation, race, religion, ethnicity, or disability. If a hate crime occurs, it will be identified by nature of the discrimination (i.e. gender, religion, etc.).

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2016 Statistics

The following statistics represent data collected by The Seattle School of Theology & Psychology from reports made to The Seattle School and the Seattle Police Department concerning crimes occurring on campus geography (defined as our building and immediately adjoining public property: sidewalks and streets) in the 2015 calendar year. In addition, we have included statistics for the surrounding Belltown neighborhood which are collected from the [Seattle Police Department website](#).

Crimes reported to The Seattle School on Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	2
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

(Figures based on reports filed with The Seattle School and may or may not correspond to reports filed with police.)

Reported Hate Crimes* on The Seattle School Campus & Immediately Adjoining Public Property

	On Campus	Public Property
Burglary/Theft	0	0
Robbery	0	0
Aggravated Assault	0	0
Burglary	0	0
Motor Vehicle Theft	0	0
Arson	0	0
Murder & Non-Negligent Manslaughter	0	0
Negligent Manslaughter	0	0
Forcible Sex Offenses	0	0
Non-Forcible Sex Offenses	0	0
Domestic Violence	0	0
Dating Violence	0	0
Stalking	0	0

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2016 Neighborhood Statistics

See Neighborhood (West Precinct, MCPP - M1: Belltown) Crime Statistics as reported on Seattle Police Department's Data Driven Dashboard.

Crimes Reported to the Seattle Police Department in the Belltown Neighborhood of Seattle

	Incidents Occurring in West Precinct- Beat M1 "Belltown" in 2016 Calendar Year
Robbery	40
Aggravated Assault	59
Burglary	125
Motor Vehicle Theft	38
Non-Motor Vehicle Theft/Larceny	765
Homicide	1
Rape	4
Arson	1

The City of Seattle does not currently distinguish hate crimes in its available crime statistics sorted by neighborhood.