UNIVERSITY of WISCONSIN
GREEN BAY

Annual Security and Fire Safety Report
Academic Year 2025 – 2026

University of Wisconsin-Green Bay

Annual Security and Fire Safety Report

2024

The University of Wisconsin – Green Bay is a multi-campus university in Green Bay, Manitowoc, Marinette, and Sheboygan. As a safety leader among Wisconsin college campuses, we work hard to keep safety a priority on all of our campus locations. We encourage our staff, students, and visitors to become informed members of our campus communities to help keep UW-Green Bay a welcoming place.

Report Preparation: The Annual Security and Fire Safety Report is prepared by the University Police Department in accordance with federal regulations. This report includes vital information about safety, security, crime, crime prevention, housing fire safety policies, training and any fires that occurred in -campus student housing. No additional information regarding fire statistics are required or recorded other than what is presented in this report. This report aims to offer a transparent overview of incidents that have occurred within our jurisdiction and those areas immediately adjacent to campus in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

This document also contains points of contact and resources, and incorporates crime statistics, arrest data, and referral information from multiple University sources, such as University Police Department, Dean of Students Office, Housing and Residential Education, University Athletics, Title IX Authorities, and local law enforcement agencies. Our campus collaboration ensures an accurate representation of campus safety and security matters. This collaboration allows for a more complete picture of campus safety, enabling the University community to make informed decisions regarding their personal safety and security.

A Copy of this Document will be Available upon Request to the:

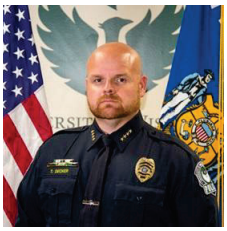
University of Wisconsin-Green Bay
UW-Green Bay Police Department
Instructional Services, IS 1024
2420 Nicolet Dr.
Green Bay, WI 54311-7001
(920) 465-2300 ext. 2
police@uwgb.edu

UW-Green Bay Welcome

Chancellor's Welcome

The University of Wisconsin-Green Bay is committed to providing a safe campus environment. We expect every member of our campus community to act in a manner that respects the health, safety, and wellness of others. We have undertaken many important institutional efforts to address campus safety including the production of our annual security report. Thank you for familiarizing yourself with its contents. You will find helpful information about reporting crimes as well as procedures to protect members of our University community. The safety of our students, faculty, staff and volunteers is our highest priority and we are well served by an excellent University Police Department. However, we all need to work together to provide the greatest degree of campus safety possible. Thank you for your attention to this important document.

Chief of Police and Director of University Police



On behalf of the staff of the University Police Department, I extend our greetings. We are pleased to provide you with our Annual Security Report and Annual Fire Report (ASR). We encourage you to read this document, provided in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. In the report you will find information regarding our efforts to ensure the safety and security of our campus community.

Every member of University Police is committed to personal and professional excellence, uncompromising integrity and continuous improvement. University Police is dedicated to providing efficient safety, security and law enforcement services. We take pride in our accomplishments, our teamwork, and in all that we do to ensure the safety of all. Creating and maintaining a safe campus environment for students, staff, faculty, alumni and visitors is of paramount importance to the college and always our primary concern.

We take the issue of campus safety seriously, and we are determined to continue our efforts to ensure our campus is a place individuals feel safe to learn, work and visit. To do so requires the efforts, cooperation and understanding of every member of our campus community with a shared commitment to a safe campus community. A truly safe campus can only be achieved through the cooperation of its students, faculty and staff. Our goals are driven by principles of responsibility and respect, values that are essential to the foundation of a successful and productive campus community. We are indeed thankful for the cooperation and support given to us by the University Leadership and the University community.

UW-GREEN BAY POLICE DEPARTMENT
Tony Decker
Chief of Police and Director of University Police
Instructional Services, Room 1032
2420 Nicolet Drive
Green Bay, WI 54311-7001
Phone: 920-465-2300
Homepage: http://www.uwgb.edu/police

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Quick View of Resources

Reporting Emergencies

Call 911 in ALL emergencies or 920-465-2300 (x2300 from campus phone)

WHEN REPORTING AN EMERGENCY:

- Stay on the line with the dispatcher.
- Provide the address, location and a description of the emergency.
- Provide the phone number at your location.
- Provide a thorough description of the incident to assure appropriate resources are dispatched.

Reporting Behavior Concerns

If you are a concerned community member (student, faculty, staff or visitor) who is in crisis or contemplating harming themselves or others, ***or*** about actions you believe may be bias motivated, contact one of the following:

Incident	Office	Phone
Student Behaviors	Dean of Students Office	920-465-2152
Employee Behaviors	Human Resources	920-465-2390
If you suspect possible immediate harm	University Police	920-465-2300 or 911

Wellness Center

The Wellness Center……..……920-465-2380

Counseling Services at Manitowoc Campus ...920-924-0614

Counseling Services at Marinette Campus …920-465-2380

Counseling Services at Sheboygan Campus ..920-924-0614

Medical Services for Manitowoc Campus
Prevea Manitowoc Health Center
4810 Expo Drive
Manitowoc, WI 54220
920-717-0800

Medical Services for Marinette Campus
Prevea Marinette Health Center
1409 Cleveland Ave
Marinette, WI 54143
715-732-0832

Medical Services for Sheboygan Campus
Prevea Sheboygan Health Center
1411 N Taylor Drive
Sheboygan, WI 53081
920-457-4858

Green Bay Off Campus Resources

Sexual Assault Center (24 hours)
300 Crooks Street, Green Bay, WI
920-436-8899

Brown County Crisis Center (24 hours)
3150 Gershwin Dr, Green Bay, WI 54311
920-436-8888

Golden House
(Domestic Abuse Program and Shelter- 24 hours)
1120 University Ave, Green Bay, WI
920-435-0100

AODA Services
3150 Gershwin Dr, Green Bay, WI
920-391-4720

St. Vincent Hospital
835 S Van Buren St, Green Bay, WI
920-433-0111

Bellin Hospital
744 S Webster Ave, Green Bay, WI
920-433-3500

Aurora Hospital
2845 Greenbrier Rd, Green Bay, WI
920-288-8000

Green Bay Police Department (24 hours)
307 S. Adams Street, Green Bay, WI
920-448-3200

Brown County Sheriff Department (24 hours)
2684 Development Drive, Green Bay, WI
920-448-4219

Manitowoc Off Campus Resources

In Courage 24/7 DV/SA Helpline
920-684-5770

Manitowoc County Human Services Crisis Support 24/7
920-683-4230
After Hours 888-552-6642

Manitowoc City Police Department (24 hours)
910 Jay Street, Manitowoc, WI 54220
920-686-6500

Marinette Off Campus Resources

Sexual Assault Center (24 hours)
1907 Ella Court, Marinette, WI 54143
715-732-7300

Rainbow House Domestic Abuse Services (24 hours)
1530 Main Street, Marinette, WI 54143
715-735-6656

Adapt (Crisis Line) (24 hours)
715-732-7760

Marinette Police Department (24 hours)
1905 Hall Ave, Marinette, WI 54143
715-732-5200

Sheboygan Off Campus Resources

Safe Harbor (Sexual Assault/ Domestic Violence) (24 hours)
929 Niagara Avenue, Sheboygan, WI 53081
920-452-7640

Sheboygan Co. Mental Health Crisis Center (24 hours)
1202 North 31st Street, Sheboygan, WI 53081
(Meetings at this location by appointment only)
920-459-3151

Sheboygan Police Department (24 hours)
1315 N 23rd Street, Sheboygan, WI 53081
920-459-3333

Campus Offices for Help

Dean of Students Office
SS2000
2420 Nicolet Drive, Green Bay, WI 54311-7001
920-465-2152

Housing & Residential Education
Hendrickson Community Center
3350 Leon Bond Drive, Green Bay, WI 54311-7001
920-465-2040

UW-Green Bay Police
IS 1024
2420 Nicolet Drive, Green Bay, WI 54311-7001
920-465-2300

Human Resources
CL 710
2420 Nicolet Drive, Green Bay, WI 54311-7001
920-465-2390

International Student Services
SS 1160
2420 Nicolet Drive, Green Bay, WI 54311-7001
920-465-2694

Bursar
SS 1300
2420 Nicolet Drive, Green Bay, WI 54311-7001
920-465-2224

The Wellness Center
SS 1400
2420 Nicolet Drive, Green Bay WI 54311-7001
920-465-2380

UW-Green Bay Manitowoc Campus
705 Viebahn Street, Manitowoc, WI 54220
920-683-4700

UW-Green Bay Marinette Campus
750 W Bay Shore Street, Marinette, WI 54143
715-735-4300

UW-Green Bay Sheboygan Campus
One University Drive, Sheboygan, WI 53081-7001
920-469-6633

Non-Emergency Phone Numbers

The following phone numbers are provided for non-emergency situations. Use of these numbers will still provide a prompt response from the responsible agency and keep 911 lines free for emergencies. All 911 calls are voice and TTY.

Office	Phone
UW-Green Bay Police	920-465-2300
Safety and Risk Management	920-465-2210
Facilities Management	920-465-2394
Green Bay Police	920-448-3200
Brown County Sheriff	920-448-4200
Manitowoc Police	920-686-6500
Marinette Police	715-732-5200
Sheboygan Police	920-459-3333

Student Affairs

Gail Sims-Aubert, Assistant Chancellor for Student Affairs

2420 Nicolet Drive, Green Bay, WI 54311-7001

920-465-2152

Human Resources

Melissa Nash, Director of Human Resources /AA Officer

CL 710

2420 Nicolet Drive, Green Bay, WI 54311-7001

920-465-2103

Athletics

Kassondra Wagner, Senior Associate Admin

Kress Event Center

2420 Nicolet Drive, Green Bay, WI 54311-7001

920-465-2625

Clery Act

Christopher C. Paquet, Clery Compliance Officer

CL 830

2420 Nicolet Drive, Green Bay, WI 54311-7001

920-465-2210

Interdisciplinary Team

Contact	Title	Phone
Dawn Crim	Vice Chancellor of Advancement and Community Engagement	920-465-2018
Mark Olkowski	Associate Dean of Students	920-465-5045
Tony Decker	Chief of Police	920-465-2300
Jen Jones	Asst. Vice Chancellor for Enrollment Management	920-465-2165
Kassondra Wagner	Senior Associate, Athletics	920-465-2387
Michelle Gauger	Executive Director of University Wellness and Student Counseling Services	920-465-2380
Gail Sims-Aubert	Assistant Chancellor for Student Affairs	920-465-2152
Jess Lambrecht	Executive Officer, Continuing Education & Workforce Training	920-465-2222
Kate Burns	Provost & Vice Chancellor for Academic Affairs	920-465-5161

Emergencies

Campus Safety, Security and Law Enforcement

Enforcement Authority

In accordance with s. 36.11 (2), Wisconsin Statutes, University Police is staffed by police officers who meet the standards of the Wisconsin Law Enforcement Standards Board and have the power to arrest and bring before the proper courts, persons violating the law on university property. The University Police officers cooperate with local police authorities in the exercise of their responsibilities. Local police respond when requested. It is the policy of University Police to encourage accurate and prompt reporting of all crimes to University Police and the appropriate local police authorities, which includes Green Bay Police Department (920-448-3200), Brown County Sheriff Department (920-448-4200), Manitowoc Police Department (920-686-6500), Marinette Police Department (715-732-5200) and Sheboygan Police Department (920-459-3333). UW-Green Bay Police ***patrols facilities and grounds on the Green Bay campus 24 hours every day.***

Emergency Response

University Police or local law enforcement for additional campus locations will respond to all emergencies, crimes, complaints or situations that may cause a significant emergency or dangerous situation in accordance with established

law enforcement/University Police procedures to confirm, mitigate, investigate, document and summon appropriate resources as necessary. Assistance from local Police, Fire, Ambulance or other emergency services is provided upon request. The Richard Mauthe Center located at 2418 Leon Bond Drive Green Bay is non-campus property located within the campus geography and the listed emergency procedures do not apply.

Making a Report

Emergencies:

Call 911 in ALL emergencies.

What Is An Emergency?

An emergency is any threat to life and/or property that requires immediate response from police, fire or ambulance. Some examples of emergencies are crimes in progress, any kind of fire or a serious injury or illness. If you are not sure if an incident falls into an emergency classification, feel free to call 911 when an immediate response is needed.

When Reporting an Emergency:

- Stay on the line with the dispatcher.
- Provide the address, location and a description of the emergency.
- Provide the phone number at your location.
- Provide a thorough description of the incident to assure appropriate resources are dispatched.

Reporting Crimes

All members of the campus community are urged to immediately report crimes, suspicious actions, fires, or other emergencies occurring on the campus to University Police. This includes crimes as defined by the Violence Against Women Act the (sexual assault, stalking, domestic violence, dating violence). A sworn law enforcement officer will actively investigate all allegations of criminal acts, UWS violations, and incidents or service related calls that occur on University Lands to ensure safety of persons on University Lands. The investigation must be fair, objective, and specific. Clery reported crimes or policy violations involving students will be documented and forwarded to the appropriate campus stakeholders such as the Dean of Students Office. Crimes involving continued emergency threats or emergency situations can also result in timely or emergency notifications. Verification of the emergency threat or emergency situation will be made by UW-Green Bay Police independently or in conjunction with other emergency services providers who process information required to make the determination of the existence of an emergency.

In response to an emergency the university may draw upon the resources of the Green Bay Police Department, Brown County Sheriff's Department, Green Bay Metro Fire Department, Brown County Emergency Management, Manitowoc Police Department, Marinette Police Department, Sheboygan Police Department, Wisconsin State

Patrol, UW-Police Departments and will make a request for law enforcement mutual aid if necessary. The coordination of these additional resources will be made through UW-Green Bay Police.

For an emergency or for a crime in progress students, staff and campus visitors can call 911, elevator emergency telephones or by calling University Police at 920-465-2300. All other reports may be made by calling University Police at 920-465-2300, or by reporting in person to UW-Green Bay Police Office, located in the Instructional Services Building, Room 1024.

Reporting Suspicious Activity

One of the most effective ways to assist law enforcement would be to report suspicious activities to University Police. Persons seeing suspicious individuals or activities can call 920-465-2300 and speak with qualified personnel.

Inform University Police personnel of the incident, time and location. (i.e. a description of person or vehicle.)

- Remain calm
- Speak clearly
- Give as many details as possible

Voluntary Reporting

Victims or witnesses may report a crime or sexual misconduct on a voluntary basis to the Dean of Students Office (920-465-2152), Housing & Residential Education (920-465-2040) or online on the Phoenix Cares website. More contact information is included in the Resources for Help section below. Reports of this nature are filed with University Police for inclusion in the annual security report and the university's crime statistics. There will be no formal University investigation of the incident unless requested, or if the report creates a safety concern for self or others.

Confidential Reporting

Victims or witnesses may report a crime or sexual misconduct on a confidential basis to counselors at the Wellness Center (920-465-2380), or Counseling Services at the Manitowoc, Marinette and Sheboygan campus locations are the only professional counselors on campus as defined under the Clery Act. UW-Green Bay does not have pastoral counselors on any campus location for Clery purposes. More contact information is included in the Resources for Help section below. Reports of this nature are filed with University Police for inclusion in the annual security report and the university's crime statistics. There will be no formal University Police investigation of the incident unless requested, or if the report creates a safety concern for self or others. Counselors at the Wellness Center and on the additional campus locations, informed by persons being counseled of a crime, are encouraged to inform the client that crimes can be reported to them or to the Dean of Students Office on a voluntary basis for inclusion in the university's crime statistics.

When to call 911 or University Police (2300)

Call	When	Example	Responding Agency
Call 911	In an emergency where there is an immediate threat to life or property that requires immediate response from ambulance, fire or police.	• An accident with possible injuries, or road blockage • Crimes in progress (one taking place right now or just took place) such as an assault, burglary, robbery, theft, etc. • Any situation where someone is seriously injured, ill or in immediate danger	Calling 911 puts you in contact with the local Public Safety Communications Center. They will in turn send the appropriate emergency services, including UWGB Police. They may ask you questions like: • The nature of the emergency? • Where is the emergency? (building, room number, what is it near) • Is anyone injured, ill or in danger? • When did it happen? • Does anyone have access to any weapons? • Your name? • What phone number can you be reached at if we need to call you back? While the call taker is asking you information they are also entering the information into the computer aided dispatch (CAD) system, which allows another dispatcher to instantly process the call and send help.
Call 2300 and Press 1	To report a non-emergency crime that is not in progress, or a motor vehicle accident with no injuries	• Report a non-emergency crime that is not in progress (is not happening or did not just happen) • Motor vehicle accident with no injuries • It is not meant to be used for routine requests for assistance or service	Pressing 1 puts you in contact with local Public Safety Communications Center. They will in turn send the appropriate services, including UWGB Police. They may ask you questions like: • The nature of the crime or accident? • Where did it happen? (building, room number, what is it near) • Is anyone injured, ill or in danger? • When did it happen? • Does anyone have access to any weapons? • Your name? • What phone number can you be reached at if we need to call you back? • Where are you? While the call taker is asking you information they are also entering the information into the computer aided dispatch (CAD) system, which allows another dispatcher to instantly process the call and send help.
Call 2300 and Press 2	For all other assistance, such as building access, or to speak with an officer or other staff	• Speak with an officer or staff • Keys • Workers Compensation	Pressing 2 puts you in contact with • Normal Business Hours - UW Green Bay Police • After normal business hours – Housing & Residential They will in turn send the appropriate assistance. They may ask you questions like: • The nature of the incident or assistance requested? • Where? • When? • Your name? • What phone number can you be reached at if we need to call you back?

Emergency Response

University Police or University Communication will immediately notify the campus community upon the confirmation of significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus by one or more of the following: public address system, GB Alert emergency text messaging system, university computer network pop up message system, e-mail, emergency website at www.emergency.uwgb.edu, and/or the University's main website at www.uwgb.edu.

The university will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Immediately upon report of a significant emergency, University Police or local authorities will be dispatched to assess and respond to the situation and shall make an initial determination if a significant emergency exists. If a significant emergency exists, University Police in consultation with one or more of the following offices: Marketing and University Communications, Assistant Chancellor for Compliance, Facilities & Safety, Chancellor's Office and the Assistant Chancellor for Student Affairs, will immediately determine the content and send out an initial emergency notification as indicated by the nature of the emergency. Policy and Protocols are available in Appendix "A."

Emergency information is disseminated to the larger community by University Marketing and Communication to news media outlets, email distribution groups, University websites and by University Police through the joint Brown County countywide Public Safety Communication Center.

Emergency Communication

Timely and accurate communication during an emergency is important. Depending upon the nature of the emergency, the University community will be alerted through the use of one or more of the following:

- Campus public address system
- Campus e-mail
- Computer network pop-up messages for those logged on to a UW-Green Bay networked computer
- University's website (www.uwgb.edu)
- Phone
- GB Alert text notification
- Other means available
- When appropriate, the local media will also be notified. Periodic updates will be provided through the same means.

If the University releases an emergency warning or notification, we ask you pass this information on to friends and family if it is safe to do so. It is our desire to use as many sources as possible to keep the community informed and you play a vital role in this communication process.

Emergency Actions

Shelter in Place

If instructed to ***Shelter in Place*** **(Tornado, Severe Weather, Building Intruder, etc.)**

- Do not exit building.
- If you are in a classroom when the "shelter in place" directive is given, remain in the classroom.
- If you are in a hallway or office area when the "shelter in place" directive is given, move to an interior, windowless room if possible.
- Close all doors and windows.
- Seek shelter in a room with no windows, in the interior of the building if possible. Note the room number. ***Call 911, if it is a building intruder and*** answer all the dispatcher's questions and they will relay your location to first responders.

Building Evacuation

Evacuate a Building When:

- An alarm sounds.
- If notified by emergency personnel, or by other means inclusive of emergency notification.

In Case of Building Evacuation

- DO NOT USE ELEVATORS during an evacuation. Emergency personnel may use an elevator for evacuation after review of the circumstances.
- Walk quickly to the nearest marked exit and ask others to do the same.
- Once outside, move clear of the building allowing others to exit. Keep streets and walkways clear for emergency vehicles and crews.
- DO NOT return to an evacuated building until advised by emergency personnel.
- Be aware of people with disabilities who may require assistance in an emergency evacuation.
- EXIT the building immediately using the most direct route.
- If unable to do so on your own – Ask for assistance to the nearest EXIT or
- Ask someone leaving the building to notify emergency personnel of your location so that you can get the assistance you need.
- If a phone is available, call 920-465-2300 ext. 2, or 911.
- Answer all the dispatcher's questions and they will relay your location to first responders.

- In a fire, as soon as practical move into the stairwell and await fire personnel to assist you.
- In all other cases, if in imminent danger and no one can assist you - evacuate by any means possible.

Persons with Disabilities:

- Individuals who need assistance during an evacuation should identify and discuss with someone, in advance, who might assist them in leaving the building and/or who will inform emergency personnel of their presence and where they are located so that further assistance can be provided.
- It is suggested that people with disabilities prepare for emergencies by learning the locations of exit corridors and enclosed stairwells and by informing co-workers, faculty, and/or classmates of the best way to assist during an emergency.
- For more information about Persons with Disabilities and Planning for Emergency Situations, contact Student Accessibility Services at 920-465-2841, or stop by their office located in Student Services Room 1700 on Green Bay Campus.

If You Have a Disability and Are Unable to Evacuate:

- Stay calm and take steps to protect yourself. If there is a working telephone, call (920) 465-2300 and tell the dispatcher where you are or where you will be going.
- Move to an enclosed stairwell.
- Request persons exiting by stairwell to notify University Police or Emergency Personnel of your location.
- As soon as practical, move onto the stairway and wait for University Police or Emergency Personnel.

Types of Emergencies

Criminal Activity

If you observe a crime in progress or behavior that you suspect is criminal, immediately notify University Police by calling ***911***.

To report a non-emergency crime that is not in progress ***call (920) 465-2300 ext. 2***

Please be prepared to provide as much of the following information as possible:

- Where is it happening?
- What is the person doing?
- How many people are involved?
- Physical and clothing description of those involved.
- Are weapons involved?
- Vehicle description and license plate number.
- Direction of travel if known.
- Has anyone been injured?

DO NOT approach or attempt to apprehend the person(s) involved. Stay on the phone with the police dispatcher to provide additional information, until the police arrive.

Report things that are unusual or suspicious!

If you are dealing with a suspicious person:

- Remain calm, have a supervisor or co-worker assist you.
- If you need assistance, call University Police at 920-465-2300 ext. 1.
- If threatened, call 911.

If a hostile person(s) is actively causing death or serious bodily injury or the threat of imminent death or serious bodily injury to person(s) within the building:

- If possible to do so safely, exit building, moving away from danger.
- If directly involved and exiting the building is not possible:
  - Seek cover and stay out of open areas.
  - Close doors and lock; if not possible, consider barricading the door.
  - Turn off lights and remain quiet.
  - Move out of sight, seek cover under or behind objects, e.g. desk, table, etc.

Behavior Concerns

If you are Concerned:

- A community member (student, faculty, staff or visitor) is in crisis or
- Contemplating harming themselves or others, ***or***
- About actions you believe may be bias motivated

Concerns should be reported to:

Incident to Report	Office	Phone
Student Behaviors	Dean of Students Office	920-465-2152
Employee Behaviors	Human Resources	920-465-2390
If you suspect possible immediate harm	University Police	920-465-2300 or 911

Examples of Behaviors to Report Include:

- Causing self-injury or threatening suicide
- Erratic and/or threatening behavior towards others
- Bias motivated incidents, which may include but not be limited to the use of degrading language or slurs, spoken or written.

If you are unsure as to whether or not the behavior warrants reporting, we ask that you still call.

The Dean of Students Office, Housing & Residential Education, Wellness Center, Human Resources and University Police work together as a team to provide assistance or early intervention and to address threatening behavior to help prevent incidents. Equally important is to help those in difficult times, and in crisis. Additional information is located on the Dean of Students, Human Resources and UW-Green Bay Police Department websites.

Faculty and Staff — Student Confrontation

A confrontation with a student can occur inside or outside the classroom, in person or electronically.

- If the situation is critical, someone is threatening to injure themselves or others, immediately call 911.
- If the situation has you concerned, but is not critical and you would like to discuss the incident and possible follow-up, consult with your unit chair, the appropriate academic dean's office or the Dean of Students office.
- If the confrontation constitutes a student disruption, which needs to be addressed, or possible violence or threat, the Dean of Students office is available to discuss options and next steps.

Bomb Threats

If you receive a bomb threat by telephone, here are some helpful things to keep in mind:

1. **Remain calm**. When bomb threat is received, the person taking the call must remain calm and obtain as much information as possible.
    a. **DO NOT HANG UP, even if caller is no longer on the line.**
    b. **If possible, have someone call 911, while you are on the phone.**
    c. **DO NOT put the caller on hold.**
    d. DO NOT attempt to transfer the call.
2. Pay close attention to the caller and his/her words and speech:
    a. Does the caller have any distinguishing voice characteristics such as an accent, stuttering, mispronunciation?
    b. Is the caller angry, excited, irrational or agitated?
    c. Is the caller a man or woman, young, middle-aged, old?
    d. If you have caller ID, please note the phone number of the caller.
3. Listen for background noises (traffic, train whistle, music, radio, TV, children, etc.).
4. It is important that you document all that you know and hear. This should include filling out a Bomb Threat Checklist.
5. If caller hangs up, **DO NOT** hang up your phone. Use another phone line to immediately notify Police at 911, the designated emergency response number.

The Bomb Threat Checklist is available in Appendix "B" or the Emergency Procedures Bomb Threat Checklist.

Active Shooter/Active Killer

Chances are, you'll never face an active shooter situation. But if you do, you need to be prepared.

An active shooter is an individual(s) actively engaged in killing or attempting to kill people in a confined space or other highly populated area. In most cases, active shooters use firearms and display no pattern or method for selection of their victims. An active shooter's objective is that of mass murder.

Active shooter situations are dynamic and evolve rapidly, demanding immediate response by the community and immediate deployment of law enforcement resources to stop the shooting and prevent further harm to the community.

What you do matters, and we encourage you to remember these three key steps: RUN, HIDE, and FIGHT.

RUN

If there is an accessible escape path, attempt to immediately evacuate the premises.

1. Pay attention to your surroundings.
2. Have an exit plan.
3. Move away from the threat as quickly as possible.
4. The more distance and barriers between you and the threat, the better.

HIDE

If evacuation is not possible, find a secure place to hide where the shooter is less likely to find you.

1. Keep distance between you and the threat.
2. Create barriers to prevent or slow down the threat from getting to you.
3. Turn off the lights.
4. Remain out of sight and quiet by hiding behind large objects and silencing your phone.

FIGHT

As a last resort — and only when your life is in imminent danger — attempt to disrupt and/or incapacitate the active shooter.

1. Be aggressive, yell, and commit to your actions—your survival depends on it.
2. Throw items and use improvised weapons.
3. Do not fight fairly — this is about survival.

What to Expect from Responding Police Officers

Police officers responding to an active shooter are trained to proceed immediately to the area in which shots were last heard in order to stop the shooting as quickly as possible. The first responding officers may be in teams; they may be

dressed in normal patrol uniforms, or they may be wearing external ballistic vests and Kevlar helmets or other tactical gear. The officers may be armed with rifles, shotguns or handguns. Expect to see different uniforms and/or plainclothes officers, as units might be deployed from different departments.

Do exactly as the officers instruct. The first responding officers will be focused on stopping the active shooter and creating a safe environment for medical assistance to be brought in to aid the injured.

The objectives of responding police officers are:

- Immediately engage or contain the active shooter(s) in order to stop the life-threatening behavior.
- First, make sure the environment safe, and then help injured people.
- Identify victims to facilitate medical care, interviews and counseling.

Officers will take command of the situation by shouting orders and/or physically directing individuals to a safe place or the ground.

Auto Accidents

- If you have an accident involving damage or injuries, notify the police immediately.
- Give location, number of vehicles and names of the parties involved.
- Exchange names, addresses, phone numbers, insurance information and license plate numbers.

Medical Emergencies

Remember!

- **DO NOT** approach persons injured by electrocution or toxic exposure unless they are clearly away from the hazard.
- **DO NOT** move a seriously injured person unless he or she is in an unsafe area. If the victim must be moved, move as a unit, always supporting the head and neck.
- **DO NOT** bend or twist the injured person's body.

Call 911

Be Prepared to Give the 911 Dispatcher the Following Information:

- Location of the emergency.
- What happened?
- Number of persons injured.
- Is the injured person conscious?
- Is the injured person breathing?
- Is there severe bleeding?

- After calling 911, stay with the victim until help arrives.
- Restore or maintain breathing and heartbeat.
- Stop severe bleeding with direct pressure when possible.
- Keep victim warm.

Minor Injuries or Illnesses

- Green Bay Campus Students go to The Wellness Center (1400 Students Services).
- Manitowoc, Marinette and Sheboygan Campus Students contact personal medical care provider
- Employees and others contact personal medical care provider.

Remember Universal Precautions - Protect yourself from blood and bodily fluids.

Facility Emergency - Fuel Spills

Report immediately to the Director of Facilities Management (920-465-2394).

Facility Emergency - Hazardous Materials Spill or Release

If you create or discover a chemical spill or release **and**

- Type or quantity of chemical spilled poses an immediate risk to health, or
- Someone is injured or ill, or
- There is a fire or explosion

This is an Emergency and You Should:

- Close off area to prevent further contamination and restrict access to the area.
- Activate the fire alarm. Evacuate the building or area. Move upwind.
- From a safe location, call 911 and provide:
    - Your name.
    - Name of material spilled, if known.
    - Estimated amount spilled.
    - Exact location of spill.
    - Report of injuries.
    - Actions you have taken.

Can I clean up the spill?

Yes IF:

- There are no injuries.
- No life or fire hazard.
- Not highly reactive or toxic.
- You have proper training and equipment.

Facility Emergency - Hazardous Odors or Leaks

Report any hazardous gas leaks by calling 911.

In the Event of Gas Leaks or Visible Fire from Gas Cylinders or Piping:

- Evacuate the area, call 911, and follow all instructions given to you by the 911 dispatcher.
- If it is an explosive gas (e.g. natural gas), **DO NOT** use or activate items that can generate a spark in the general vicinity. Light switches, fire alarm pull stations, phones, elevator cars, etc., are all sources that can initiate a spark, which could ignite explosive gas.
- Confine any fire or fumes to the extent possible (close off any doors to the affected area, if you can do as safely as you evacuate). This will help limit the impact of the leak or fire.
- Notify others in the immediate area, if you can do so safely.

Evacuation:

- If necessary to evacuate the building, use nearest available exit.
- DO NOT activate the fire alarm.
- **Do not use an elevator.**
- Confine any fire or gases to the extent possible by closing doors behind you as you leave.
- Upon exiting the building, get a safe distance from the building (at least 500 feet away).
- Move upwind of the leak.
- Leave adequate room for police and other emergency responders.
- **Do not** enter the building until given approval by fire, police or University Police.
- If you have information about the source of the odor or leak, give the information to police or fire personnel at the scene.

Facility Emergency - Electrical Failure

- Electricians will assess the situation and determine the appropriate course of action.
- In the event of a significant power failure, the building's emergency generator (if so equipped) will provide limited electricity to crucial areas of the building, including emergency lighting.
- Turn off all electrical equipment including computers. Do not turn any electrical equipment back on until given the approval of your supervisor.
- Most buildings are equipped with emergency lighting to allow for evacuation and not designed for normal operations.
- Remember: Elevators will not function in a power failure.
- If trapped in an elevator, use the elevator's emergency phone to notify University Police.

Facility Emergency - Utility Failures

Report any utility failure, leaks or flooding to Facilities Management (920-465-2394). After business hours call 920-465-2523.

Facility Emergency - Steam Leaks

- If the steam leak is inside the building, evacuate the area and close the door behind you. Steam can cause severe burns, displace oxygen, and moisture from steam can conduct electricity.
- A steam leak may cause the building's fire alarm to sound. Even if you have determined the problem is a steam leak, exit the building immediately.

Facility Emergency - Water Leaks / Flooding

- In the event of water leaks, try to contain the leakage in a container to minimize damage or safety hazards. If it is a significant water leak, avoid the area where water has accumulated, and wait for help.
- Immediately cease use of all electrical equipment because water is an excellent conductor of electricity making electric shock a strong possibility.
- If the leak is from an unknown source, avoid contact with leaking material.
- It may be hazardous. In case of accidental contact, wash immediately and thoroughly with soap and water.

Weather Emergencies - Severe Thunderstorms

Watch: Conditions are right for a severe thunderstorm. Continue with normal activities, but continue to monitor the situation.

Warning: Severe thunderstorms are occurring.

- Be prepared to move to shelter if threatening weather approaches.
- Remain indoors and away from windows until the severe storm passes. If large hail begins to fall, seek immediate shelter. Report any injuries by **calling 911** or damage by **calling 920-465-2300 ext. 2**.

Weather Emergencies - Tornado

Watch Conditions are right for a tornado to develop. Continue with normal activities but continue to monitor the situation.

Warning: Radar or weather spotters have identified a tornado. The emergency sirens will sound a steady tone for three minutes or longer if there is danger in the immediate area.

Take the following actions:

- SEEK IMMEDIATE SHELTER when the warning siren sounds, preferably in a basement or below-ground location.
- In a multi-story building, seek shelter in an interior hall, room or lower floor.

- Stay away from outside walls, exterior doors and glass windows or partitions. DO NOT open windows.
- Basements and interior hallways or rooms on lower floors offer good shelter.
- In vehicles, get out and seek shelter in a nearby well-built structure. If you cannot find a well-built structure nearby, seek out a ditch or ravine, which can offer some protection. Lay face down, with hands covering your head.
- After the all-clear signal, leave badly damaged buildings if it is safe to do so. Elevators may not work in damaged buildings (the electrical power may be out or there may be damage to the elevator equipment).
- If you are surrounded by debris, be aware that removing some of it can cause other debris or part of the building to collapse. If it is not safe or possible to leave the area, stay there until assisted out.
- DO NOT attempt to return to the building unless directed to do so by University Police.
- DO NOT attempt to turn on or off any utilities or other equipment.

Notifications

Timely Warnings

UW-Green Bay is committed to ensuring Timely Warnings are made in a manner that is timely to members of the community at the occurrence of Clery Act crimes: Criminal homicide (murder, non-negligent manslaughter, negligent manslaughter), Sex offenses (rape, fondling, incest and statutory rape), robbery, Aggravated Assault, Burglary, Motor Vehicle theft and Arson or other serious crimes against people that occur on campus or near campus, where is determined that the incident may pose an on-going threat to the members of the campus community. Students and employees with information about Clery Crimes or other serious crimes against people on or near campus should immediately call:

Report To	Phone Number
911 or University Police Department	911 920-465-2300
Dean of Students Office	920-465-2152
Housing & Residential Education	920-465-2040
Wellness Center	920-465-2380
University Main Line	920-465-2000
Green Bay Police Department	920-448-3200
Brown County Sheriff's Department	920-448-4219
Manitowoc Police Department	920-686-6500
Marinette Police Department	715-732-5200
Sheboygan Police Department	920-459-3333

When time permits, University Police will consult with one or more of the following offices in order to develop Timely Warning notices for the campus community and which segments of the campus are impacted and require notification: Marketing and University Communications, Assistant Chancellor for Compliance, Facilities & Safety, Chancellor's Office and the Assistant Chancellor for Student Affairs. University Police Department or University Communications will distribute a notification by one or more of the following: public address system, GB Alert emergency text messaging system, university computer network pop up message system, email, our Emergency Website, and/or the University Main Website. **Protocols available in Appendix "A."**

Emergency Notifications

UW – Green Bay is committed to insuring Emergency Notifications are made in a manner that is timely to members of the community. Students and employees with information of an emergency or dangerous situation, or a crime which poses an immediate and/or continuing threat to the health or safety of students, employees or others on or near campus, should immediately call:

Report To	Phone Number
911 or University Police Department	911 920-465-2300
Dean of Students Office	920-465-2152
Housing & Residential Education	920-465-2040
Wellness Center	920-465-2380
University Main Line	920-465-2000
Green Bay Police Department	920-448-3200
Brown County Sheriff's Department	920-448-4219
Manitowoc Police Department	920-686-6500
Marinette Police Department	715-732-5200
Sheboygan Police Department	920-459-3333

Upon confirmation of an emergency, dangerous situation, or a crime which poses an immediate and/or continuing threat to the health or safety of students, employees, or others, University Police Department or University Communications will, without delay, and taking into account the safety of the community, determine the content of the notification, determine who and what segments of the campus community to notify and initiate the notification system for the Emergency Notification message to the campus community, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Follow up information is provided as needed. University Police or University Communications will distribute a notification by one or more of the following: public address system, GB Alert

emergency text messaging system, university computer network pop up message system, e-mail, our emergency website at our Emergency Website, and/or the University Main Website. UW-Green Bay Police Department will send Emergency Notification messages, without consultation, when emergency situations dictate that messages be sent immediately. The previously mentioned offices will assist with follow-up communications to the campus community.

The Assistant Chancellor for Student Affairs or his/her designee is authorized to activate the Emergency Notification when it is his/her professional opinion that a health emergency exists after consulting with one or more of the following offices in order to determine if a notice is required and to develop the notice for the campus community and which segments of the campus are impacted and require notification: Marketing and University Communications, Assistant Chancellor for Compliance, Facilities & Safety, Chancellor's Office and UW-Green Bay Police Department. The Assistant Chancellor for Student Affairs after consulting with one or more of the above will, without delay, and taking into account the safety of the community, determine the content of the notification, determine who and what segments of the campus community to notify and initiate the notification system for the Emergency Notification message to the campus community, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Follow up information is provided as needed. The Assistant Chancellor for Student Affairs or University Communications will distribute a notification by one or more of the following: public address system, GB Alert emergency text messaging system, university computer network pop up message system, e-mail, our Emergency Website, and/or the University Main Website. UW-Green Bay Police Department will assist in the issuance of these messages. **Protocols available in Appendix "A."**

Missing Student Notification

If any member of the University community has reason to believe that a student who resides in on-campus housing is missing; immediately notify

Dean of Students Office 920-465-2152 within Student Services Building, Room 2000
Housing & Residential Education Staff 920-465-2040 within Housing Community Center
University Police 920-465-2300 within Instructional Services Building Room 1024

They will initiate an investigation. Official missing person reports will be referred immediately to UW-Green Bay Police. If after investigating, it is determined that the student is missing and has been missing for more than 24 hours, the Dean of Students Office will notify the student's confidential contact, and if the student is under 18 years of age, and not an emancipated individual, immediately contact the custodial parent or legal guardian of such student no later than 24 hours after the student was determined missing. University Police will notify the appropriate law enforcement agencies no later than 24 hours after the time the student is determined missing (if the law enforcement agency did not make the determination that the student is missing).

In addition to registering an emergency contact, students have the option to register a confidential contact person to be notified in the case that the student is determined to be missing for more than 24 hours. Students who move into residence housing during any part of the year can register an emergency contact and/or confidential contact. Students may register one or more confidential contact(s) annually by logging into their SIS account and following these steps:

- Click on the **Self Service Link** in the **Menu** box.
- Select **Campus Personal Information** in the **Menu** box.
- A list of 8 options will appear, click on **Emergency Contacts** in the middle of the screen and follow the instructions.

Student contact information is: registered and confidential, accessible only to authorized campus officials and may not be disclosed except to law enforcement in furtherance of a missing person investigation.

Crime Statistics

All crimes are classified using the FBI Uniformed Crime Reporting Handbook, the National Incident Based Reporting System Handbook and The Handbook for Campus Safety and Security Reporting. Wisconsin law is used to define drug, liquor and weapons law violations, as well as incidents of domestic violence. University Police requests crime statistics from outside law enforcement agencies that may have jurisdiction over UW-Green Bay's non-campus property. University Police, the Dean of Students Office and the Deputy Title IX Coordinator collaborate in compiling the crime, arrest and referral statistics to ensure statistics are not missed or double counted. A "Second Eye" review to ensure accuracy of the report is completed by the Clery Compliance Officer and UW-Green Bay Police Sergeant prior to the report's submission. A copy of this report is disseminated to faculty, staff, and students in an e-mail sent in early October of each fall semester.

UW-Green Bay Main Campus Statistics

Year	2022				2023				2024			
OFFENSES	2022 On Campus Residence	2022 Total On-Campus	2022 Public Property	2022 Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	19	19	0	0	6	11	0	0	4	4	0	0
Fondling	10	10	0	1	1	5	0		2	2	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0
VAWA OFFENSES												
Domestic Violence	1	1	0	0	0	0	0	0	0	0	0	0
Dating Violence	3	3	0	0	2	4	0	0	1	1	0	0
Stalking	3	3	0	1	0	0	0	0	2	2	0	0
ARRESTS												
Weapons	0	0	0	0	1	1	0	0	0	1	0	0
Drugs	2	2	0	0	0	3	3	1	0	0	0	0
Liquor	0	0	0	0	0	0	0	0	0	0	0	0
REFERRALS												
Weapons	0	0	0	0	0	0	0	0	0	2	0	0
Drugs	28	29	0	0	34	34	0	0	24	27	0	0
Liquor	163	163	0	0	88	88	0	0	130	133	0	0

UW-Green Bay Manitowoc Campus Statistics

Year	2022				2023				2024			
OFFENSES	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus
Murder/Non-negligent Manslaughter	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Manslaughter by Negligence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Rape	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Fondling	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Robbery	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Aggravated Assault	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Burglary	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Motor Vehicle Theft	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Arson	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
VAWA OFFENSES												
Domestic Violence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Dating Violence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Stalking	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
ARRESTS												
Weapons	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Drugs	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Liquor	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
REFERRALS												
Weapons	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Drugs	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Liquor	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0

UW-Green Bay Marinette Campus Statistics

Year	2022				2023				2024			
OFFENSES	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus
Murder/Non-negligent Manslaughter	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Manslaughter by Negligence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Rape	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Fondling	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Robbery	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Aggravated Assault	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Burglary	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Motor Vehicle Theft	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Arson	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
VAWA OFFENSES												
Domestic Violence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Dating Violence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Stalking	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
ARRESTS												
Weapons	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Drugs	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Liquor	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
REFERRALS												
Weapons	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Drugs	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Liquor	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0

UW-Green Bay Sheboygan Campus Statistics

Year	2022				2023				2024			
OFFENSES	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus	On Campus Residence Hall	Total On-Campus	Public Property	Non-Campus
Murder/Non-negligent Manslaughter	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Manslaughter by Negligence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Rape	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Fondling	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Robbery	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Aggravated Assault	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Burglary	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Motor Vehicle Theft	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Arson	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
VAWA OFFENSES												
Domestic Violence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Dating Violence	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Stalking	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
ARRESTS												
Weapons	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Drugs	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Liquor	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
REFERRALS												
Weapons	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Drugs	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0
Liquor	N/A	0	0	0	N/A	0	0	0	N/A	0	0	0

UW-Green Bay Policies Governing Alcohol and Other Drugs

Campus Discipline, University of Wisconsin System Code and Wisconsin State Law

Illegal Drugs

UW-Green Bay is a drug free campus; the possession, use, and sale of illegal drugs are regulated at UW-Green Bay in accordance with the Drug-free Schools Act, the Drug-free Workplace Act, applicable provisions of state and federal law, and Chapter UWS 18, Wisconsin Administrative Code. University Police enforce violations of state and federal laws regulating the possession, use and sale of illegal drugs.

Alcohol

The possession, use, and sale of alcohol are regulated at UW-Green Bay in accordance with applicable provisions of state and federal law, and Chapter UWS 18 of the Wisconsin Administrative Code. University Police and/or the Dean of Students Office enforce violations of possession, use and sale of alcohol, to include underage drinking laws. UW-Green Bay permits alcohol consumption in the following areas: University Union, Kress Event Center, Weidner Center of the Performance Arts, and in university operated apartments and subject to approval of the Chancellor. At all times it is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under the age of 21 in a public place or a place open to the public is illegal.

Alcohol or Drug Violations Sanctions

The following guidelines are the agreed upon minimum sanctions for the listed policy violations. Factors related to the incident and the individual will impact the actual sanction assigned to a student. These guidelines serve to provide consistency as different individuals serve as hearing administrators or hearing bodies.

Alcohol violations include: underage possession or consumption, hosting, providing or possession in an area of campus where alcohol is not allowed (i.e. residence halls, campus grounds). Students over the age of 21 may be found responsible for violation of alcohol policies and will be sanctioned similarly to students **under the legal drinking age.**

VIOLATION	SANCTION
1st Alcohol	Under the Influence (online course): Alcohol (1 hr) **AND** written reprimand
2nd Alcohol	Insight Online course along with follow-up session with Substance Abuse Counselor **AND** 6 mo. Probation. *Parental notification after 2nd alcohol offense (if student under the age of 21)

VIOLATION	SANCTION
3rd Alcohol	Alcohol Assessment **AND** 12 months' probation *Housing termination if residential student

Marijuana or Drug Paraphernale

VIOLATION	SANCTION
1st Marijuana/ Paraphernalia	THC 101 Online course and written reprimand.
2nd Marijuana/ Paraphernalia	Drug Assessment with a Certified Substance Abuse Counselor and 6 months disciplinary probation. Parent notification if the student is under 21 years of age.
3rd Marijuana/Paraphernalia	Termination of student housing contract if living on campus. Suspension from all University Housing for 12 months.
Drug Dealing or Providing	Ranges from 12-month suspension from all UW campuses to expulsion from all UW campuses.

Wisconsin State Laws

UWS 18.09 Alcohol and Drug Prohibitions

(1) ALCOHOL BEVERAGES:

a. The use or possession of alcohol beverages is prohibited on all university premises, except in faculty and staff housing and as permitted by the chief administrative officer, subject to statutory age restrictions. The chief administrative officer may generally permit the use or possession of alcohol beverages by promulgating institutional regulations in consultation with appropriate staff and students, or in specific instances by written permission.

b. No person may procure, sell, dispense or give away alcohol beverages to any person contrary to the provisions of ch. 125, Stats.

c. In this subsection, "alcohol beverages" means fermented malt beverages and intoxicating liquors containing 0.5% or more of alcohol by volume.

d. Notwithstanding s. UWS 18.14, institutional regulations developed pursuant to this subsection shall be reported to the president of the system for review and approval.

(2) POSSESSION OF DRUG PARAPHERNALIA:

a. No person may use, or possess with the primary intent to use, drug paraphernalia to plant, propagate, cultivate, grow, harvest, manufacture, compound, convert, produce, process, prepare, test, analyze, pack, repack, store, contain, conceal, inject, ingest, inhale or otherwise introduce into the human body a controlled substance or controlled substance analog in violation of ch. 961, Stats.

b. In this subsection, the term "drug paraphernalia" has the meaning specified in s. 961.571 (1), Stats.; the term "controlled substance" has the meaning specified in s. 961.01 (4), Stats.; and the term "controlled substance analog" has the meaning specified in s. 961.01 (4m), Stats.

c. In determining whether an object is drug paraphernalia under this subsection, the factors listed in s. 961.572, Stats., and all other legally relevant factors, shall be considered.

(3) POSSESSION OF MARIJUANA:

a. No person may intentionally use or possess marijuana on university lands, except when such use or possession is authorized under ch. 961, Stats., or is permitted under s. 961.34, Stats.

b. In this subsection, the term "marijuana" has the meaning specified in s. 961.01 (14), Stats.

UWS 18.15 Additional Statutory Penalty Provisions Regulating Conduct on University Lands

(1) CONTROLLED SUBSTANCES. The use or possession of controlled substances as defined in s. 961.01 (4), Stats., is prohibited on all university property with the specific exemptions set forth in ch. 961, Stats., and as permitted under s. 961.34, Stats. The penalty provisions of ch. 961, Stats. and chs. UWS 17 and 18 may apply to violations occurring on university lands.

(2) STUDENT CONVICTED OF DANGEROUS AND OBSTRUCTIVE CRIME. Section 36.35 (3), Stats., provides: "Any person who is convicted of a crime involving danger to property or persons as a result of conduct by him which obstructs or seriously impairs activities run or authorized by an institution and who, as a result of such conduct, is in a state of suspension or expulsion from the institution, and who enters property of that institution without permission of the chancellor the institution or the chancellor's designee within 2 years, may for each offense be fined not more than $500 or imprisoned not more than 6 months, or both."

Wis. Stats. 125.07 Underage drinking by persons 21 and under is a civil law violation and is subject to the following legal sanctions under Ch. 125.07(4) Wisconsin State Code:125.07 Underage persons; presence on licensed premises; possession; penalties.

(1) Alcohol beverages; restrictions relating to underage persons.

(a) Restrictions.

1. No person may procure for, sell, dispense or give away any alcohol beverages to any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age.
2. No licensee or permittee may sell, vend, deal or traffic in alcohol beverages to or with any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age.
3. No adult may knowingly permit or fail to take action to prevent the illegal consumption of alcohol beverages by an underage person on property, including any premises, owned and occupied by the adult or occupied by the adult and under the adult's control. This subdivision applies at a lodging establishment, as defined in s. 106.52 (1) (d), only if the adult has furnished payment or security for lodging. This subdivision does not apply to alcohol beverages used exclusively as part of a religious service.
4. No adult may intentionally encourage or contribute to a violation of sub. (4) (a) or (b).

(b) Penalties:

1. In this paragraph, "violation" means a violation of this subsection or of a local ordinance that strictly conforms to par. (a) if the violation results in an imposition of a forfeiture or a conviction. For purposes of determining previous violations under subd. 2., the 30-month period shall be measured from the dates of violations that resulted in an imposition of a forfeiture or a conviction. For the purpose of determining whether or not a previous violation has occurred, if more than one violation occurs at the same time all those violations shall be counted as one violation.
2. A person who commits a violation may be:
   a. Required to forfeit not more than $500 if the person has not committed a previous violation within 30 months of the violation.
   b. Fined not more than $500 or imprisoned for not more than 30 days or both if the person has committed a previous violation within 30 months of the violation.
   c. Fined not more than $1,000 or imprisoned for not more than 90 days or both if the person has committed 2 previous violations within 30 months of the violation.
   d. Fined not more than $10,000 or imprisoned for not more than 9 months or both if the person has committed 3 or more previous violations within 30 months of the violation.
3. A court shall suspend any license or permit issued under this chapter to a person for:
   a. Not more than 3 days, if the court finds that the person committed a violation within 12 months after committing one previous violation;
   b. Not less than 3 days nor more than 10 days, if the court finds that the person committed a violation within 12 months after committing 2 other violations; or

c. Not less than 15 days nor more than 30 days, if the court finds that the person committed the violation within 12 months after committing 3 other violations.4. The court shall promptly mail notice of a suspension under this paragraph to the department and to the clerk of each municipality which has issued a license or permit to the person.

5. A person who holds a Class "A" license, a Class "B" license or permit, a "Class A" license or a "Class B" license or permit who commits a violation is subject to subd. 3. but is not subject to subd. 2. or s. 125.11.

6.

a. Notwithstanding subd. 1., in this subdivision, "violation" means a violation of par. (a) or of a local ordinance that strictly conforms to par. (a).

b. Subject to subd. 6. C., only one penalty may be imposed under this paragraph for each underage person who is provided alcohol beverages contrary to this section or a local ordinance in conformity with this section.

c. If a violation occurs on licensed premises and the violation is detected by means of an undercover underage person employed by or assisting a law enforcement agency, only the individual responsible for providing the alcohol beverages to the underage person may be issued a citation for, or charged with, the violation.

(4) UNDERAGE PERSONS; PROHIBITIONS; PENALTIES.

(a) Any underage person who does any of the following is guilty of a violation:

1. Procures or attempts to procure alcohol beverages from a licensee or permittee.
2. Unless accompanied by a parent, guardian or spouse who has attained the legal drinking age, possesses or consumes alcohol beverages on licensed premises.
3. Enters, knowingly attempts to enter or is on licensed premises in violation of sub. (3) (a).
4. Falsely represents his or her age for the purpose of receiving alcohol beverages from a licensee or permittee.

(b) Except as provided in par. (bm), any underage person not accompanied by his or her parent, guardian or spouse who has attained the legal drinking age who knowingly possesses or consumes alcohol beverages is guilty of a violation. (bg) Paragraphs (a) and (b) do not apply to an underage person employed by or assisting a law enforcement agency in carrying out enforcement activities to determine compliance with, or investigate potential violations of, the provisions of this section. (bm) An underage person may possess alcohol beverages in the course of employment during his or her working hours if employed by any of the following:

1. A brewer or brewpub.
2. A fermented malt beverages wholesaler.
3. A permittee other than a Class "B" or "Class B" permittee.
4. A facility for the production of alcohol fuel.
5. A retail licensee or permittee under the conditions specified in s. 125.32 (2) or 125.68 (2) or for delivery of unopened containers to the home or vehicle of a customer.
6. A campus, if the underage person is at least 18 years of age and is under the immediate supervision of a person who has attained the legal drinking age. (bs) Subject to sub. (5), any person violating par. (a) is subject to the following penalties:
    1. For a first violation, a forfeiture of not less than $250 nor more than $500, suspension of the person's operating privilege as provided under s. 343.30 (6) (b) (1)., participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties.
    2. For a violation committed within 12 months of one previous violation, either a forfeiture of not less than $300 nor more than $500, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 2., except that if the violation of par. (a) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 2.

3. For a violation committed within 12 months of 2 previous violations, either a forfeiture of not less than $500 nor more than $750, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3., except that if the violation of par. (a) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.
4. For a violation committed within 12 months of 3 or more previous violations, either a forfeiture of not less than $750 nor more than $1,000, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3. except that if the violation of par. (a) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.

(c) Subject to sub. (5), any person violating par. (b) is subject to the following penalties:

1. For a first violation, a forfeiture of not less than $100 nor more than $200, suspension of the person's operating privilege as provided under s. 343.30 (6) (b) 1., participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties.
2. For a violation committed within 12 months of one previous violation, either a forfeiture of not less than $200 nor more than $300, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 2, except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 2.
3. For a violation committed within 12 months of 2 previous violations, either a forfeiture of not less than $300 nor more than $500, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3. except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3.
4. For a violation committed within 12 months of 3 or more previous violations, either a forfeiture of not less than $500 nor more than $1,000, participation in a supervised work program or other community service work under par. (cg) or any combination of these penalties. In addition, the person's operating privilege may be suspended as provided under s. 343.30 (6) (b) 3. except that if the violation of par. (b) involved a motor vehicle the person's operating privilege shall be suspended as provided under s. 343.30 (6) (b) 3. (cd) For purposes of par. (bs) or (c), all violations arising out of the same incident or occurrence shall be counted as a single violation.

"Amnesty Law" Requests for Emergency Assistance (125.07(5)(a)

(a) In this subsection:

1. "Bystander" means a person who is present with a crime victim at the time of or immediately following the alleged crime.

2. "Crime victim" means a person who claims to have been the victim of a crime constituting a violation under s. 940.22 (2), 940.225, 940.302, 948.02 (1) or (2), 948.025, or 948.05 to 948.095.

(b) Subject to par. (c), an underage person may not be issued a citation for, or convicted of, a violation of sub. (4) (a) or (b) if all of the following apply:

1. The underage person is a crime victim or bystander and either the crime victim or the bystander requested emergency assistance, by dialing the telephone number "911" or by other means, in connection with the alleged crime or the underage person encountered a law enforcement officer at a medical facility at which the crime victim received treatment in connection with the alleged crime.

2. The underage person remains at the scene until emergency assistance arrives and thereafter cooperates with providers of emergency assistance, including furnishing any requested information, unless the underage person lacks capacity to cooperate when emergency medical assistance arrives. If the

underage person encounters a law enforcement officer at a medical facility, the underage person cooperates with the officer and furnishes any requested information, unless the underage person lacks capacity to cooperate with the officer.

(c) Paragraph (b) does not apply to an underage person who requests emergency assistance, by dialing the telephone number "911" or by other means, with an intention to claim the protections under par. (b) and knowing that the fact situation that he or she reports does not exist.

State of Wisconsin Uniform Controlled Substances Act

The Uniform Controlled Substances Act, Chapter 961 of the Wisconsin Statutes, regulates controlled substances and 961.41 outlines specific penalties for the violation of the regulations. Penalties vary according to the type of drug involved, the amount of drug confiscated, the number of previous convictions, and the presence of any aggravating factors. The distribution of a controlled substance to a minor can lead

Preventative Education & Training

UW-Green Bay offers alcohol and other drug programming, counseling, assessments, referrals, employee assistance program, dissemination of informational materials, and mandatory programming attendance for violators of alcohol and other drug violations. Below is a sampling of programs offered:

Alcohol and Other Drug Assessments

Student alcohol and other drug assessments and consultations are available through the Wellness Center. Assessments are provided by a state licensed counselor and Substance Abuse Specialist, at no out of pocket cost to the student. Follow up recommendations are provided for services on campus or in the community. Self-referrals can be made by calling (920) 465-2380. Employees may obtain resource and referral assistance to community providers as part of the EAP Program.

Under the Influence

An online alcohol education class normally used as a first offense sanction. The course takes about 3 hours to complete.

THC 101

An online drug education class normally used as a first offence drug violation. A 2 hour course, the program talks about the various street/illegal drugs, the side effect and warning signs of use.

Insight

Insight is a six-hour alcohol education program, normally used as a sanction for a second offense. Curriculum was developed by Prevention Research Institute based on the Lifestyle Risk Reduction Model, the Trans theoretical model, and persuasion theory; emphasizes changing participants' perceptions of the risks of drug and

alcohol use and related attitudes and beliefs. This is an online course 4 hours in length and requires a follow up session with one of our licensed substance use counselors in the Wellness Center.

Violence and Threats

Policy

UW–Green Bay will not tolerate any act or threat of violence made in the workplace, on university lands, or while in work status. After receiving a report of threats or violence, the University will conduct an immediate investigation and respond with the appropriate action. A copy of this policy is available in Appendix "D" of this report.

Reports

All students, faculty and staff are encouraged to report behaviors which are of concern or in crisis, contemplating or threatening harm to themselves or others; or actions you believe may be bias motivated.

Victim Assistance

If you are a victim of sexual assault, domestic violence, dating violence and/or stalking it is not your fault! Seek support and help immediately. TALK TO SOMEONE rather than trying to erase the incident from memory. This is the first step in regaining control of one's life

Confidentiality

UW-Green Bay will make publicly available records as required by the Clery Act, without the inclusion of personally identifying information about the victim. UW-Green Bay will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality will not impair the ability of the institution to provide the accommodations or protective measures.

Report the Incident

All members of the campus communities are urged to immediately report crimes, suspicious actions, occurring on the campus to UW-Green Bay Police, including crimes as defined by the Violence Against Women Act (VAWA) (sexual assault, stalking, domestic violence, dating violence). A sworn law enforcement officer will actively investigate all allegations of criminal acts, UWS violations, and incidents or service related calls that occur on University Lands to ensure safety of persons on University Lands. The investigation must be fair, objective, and specific. Clery reported crimes or policy violations involving students will be documented and forwarded to the appropriate campus stakeholders such as the Dean of Students Office.

For VAWA crimes in progress, students, staff and campus visitors can call 911 (from campus phones) or 911, elevator emergency telephones or by calling University Police (920-465-2300 ext. 1). All other reports may be made by calling University Police (920-465-2300 ext. 1), or by reporting in person to the UW-Green Bay Police Office, located in the Instructional Services Building, Room 1024.

Victim or witnesses may report a VAWA crime on a voluntary basis to the Dean of Students Office (920-465-2152), or Residence Life (920-465-2040). More contact information is included in the Resources for Help section below. Reports of this nature are filed with University Police for inclusion in the Annual Security Report and the University's crime statistics. There will be no formal University Police investigation of the incident unless requested, or if the report creates a safety concern for self or others.

Victims or witnesses may report a VAWA crime on a confidential basis to counselors at the Wellness Center (920-465-2380), who are the only professional counselors on campus as defined under the Clery Act. UW-Green Bay does not have pastoral counselors on any of the four campuses for Clery purposes. More contact information is included in the Resources for Help section below. Reports of this nature are filed with University Police for inclusion in the Annual Security Report and the University's crime statistics. There will be no formal University Police investigation of the incident unless requested, or if the report creates a safety concern for self or others. Counselors at the Wellness Center, informed by persons being counseled of a crime, are encouraged to inform the client that crimes can be reported to them or to the Dean of Students Office on a voluntary basis for inclusion in the University's crime statistics.

Registered Sex Offenders

If you seek information regarding the sex offender status of any individual employed or enrolled at the University of Wisconsin Green Bay you can contact University Police at telephone 920-465-2300, email University Police at police@uwgb.edu, or stop by the UW-Green Bay Police Office located at Instructional Services Building, Room 1024, 2420 Nicolet Drive, Green Bay, WI 54311-7001 and request this information. You may also visit the Wisconsin Sex Offender Registry website. If there is a change to the process to obtain sex offender information related to the campus University Police will notify the campus community by email.

Sexual Assault, Sexual Harassment, Domestic Violence, Dating Violence, Sexual Exploitation, & Stalking

Violence Against Women Act ("VAWA") Crimes

UW-Green Bay is committed to maintaining a safe and secure work and academic environment for our students, staff and faculty, free of any form of sexual misconduct, including domestic violence, dating violence, sexual assault,

stalking and sexual harassment, and enforces all policies and laws to prohibit these actions. Violations can constitute grounds for disciplinary action, up to and including dismissal from the University.

The Clery Act and the Violence Against Women Act mandate universities and colleges provide domestic violence, dating violence, sexual assault and stalking definitions applicable in its jurisdiction. Wisconsin statutes recognize that sexual assault, domestic violence, dating violence, and stalking are serious criminal offenses. It is important for all members of the campus community to understand how these offenses are defined in law and to be aware of the penalties. Excerpted below are the definitions and penalties of sexual assault, domestic/dating violence and stalking. Also included are the definitions of consent, sexual contact, and sexual intercourse. Wisconsin statutes delineate guidelines for the use of evidence in court. Wisconsin Statutes section 972.11 prohibits the use in court of evidence of the victim's past sexual conduct. There are three exceptions to this prohibition. The judge may allow evidence of the victim's past conduct with the assailant; evidence that could show the source or origin of semen, pregnancy or disease; or evidence of prior untruthful allegations of sexual assault made by the victim. Recent revisions in the law have allowed for further exceptions to be made at the judge's discretion. For more information on Wisconsin state law visit: http://legis.wisconsin.gov/rsb/stats.html.

Sexual Assault - Wis. Stat. s. 940.225

First Degree Sexual Assault

Whoever does any of the following is guilty of a Class B felony. A person who commits a Class B felony can be imprisoned for up to 60 years:

- Has sexual contact or sexual intercourse with another person without consent of that person and causes pregnancy or great bodily harm to that person.
- Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of use of a dangerous weapon or any article used or fashioned in a manner to lead the victim to reasonably believe it to be a dangerous weapon.
- Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- Commits a violation under a Second Degree Assault against an individual who is 60 years of age or older. This paragraph applies irrespective of whether the defendant had actual knowledge of the victim's age. A mistake regarding the victim's age is not a defense to a prosecution under this paragraph.

Second Degree Sexual Assault

Whoever does any of the following is guilty of a Class C felony. The penalty a Class C felony is a fine of up to $100,000 and/or imprisonment for up to 40 years:

- Has sexual contact or sexual intercourse with another person without consent of that person by use or threat of force or violence.
- Has sexual contact or sexual intercourse with another person without consent of that person and causes injury, illness, disease or impairment of a sexual or reproductive organ, or mental anguish requiring psychiatric care for the victim.

- Has sexual contact or sexual intercourse with a person who suffers from mental illness or deficiency which renders that person temporarily or permanently incapable of appraising the person's conduct, and the defendant knows of such condition.
- Has sexual contact or sexual intercourse with a person who is under the influence of an intoxicant to a degree which renders that person incapable of giving consent if the defendant has actual knowledge that the person is incapable of giving consent and the defendant has the purpose to have sexual contact or sexual intercourse with the person while the person is incapable of giving consent.
- Has sexual contact or sexual intercourse with another person who the defendant knows is unconscious.
- Is aided or abetted by one or more other persons and has sexual contact or sexual intercourse with another person without consent of that person.
- Is an employee of a facility or program under s. 940.295 (2) (b), (c), (h) or (k) and has sexual contact or sexual intercourse with a person who is a patient or resident of the facility or program.
- Has sexual contact or sexual intercourse with an individual who is confined in a correctional institution if the actor is a correctional staff member. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
- Has sexual contact or sexual intercourse with an individual who is on probation, parole, or extended supervision if the actor is a probation, parole, or extended supervision agent who supervises the individual, either directly or through a subordinate, in his or her capacity as a probation, parole, or extended supervision agent or who has influenced or has attempted to influence another probation, parole, or extended supervision agent's supervision of the individual. This paragraph does not apply if the individual with whom the actor has sexual contact or sexual intercourse is subject to prosecution for the sexual contact or sexual intercourse under this section.
- Is a licensee, employee, or non-client resident of an entity, as defined in s. 48.685 (1) (b) or 50.065 (1) (c), and has sexual contact or sexual intercourse with a client of the entity.
- Is a law enforcement officer and has sexual contact or sexual intercourse with any person who is detained by any law enforcement officer, as provided under s. 968.24, or is in the custody of any law enforcement officer. This paragraph applies whether the custody is lawful or unlawful and whether the detainment or custody is actual or constructive. Consent is not an issue in an action under this paragraph.

Third Degree Sexual Assault

Whoever has sexual intercourse with a person without the consent of that person is guilty of a Class G felony. Whoever has sexual contact in the manner described in s. 940.220 (5) (b) 2 or 3 with a person without the consent of that person is guilty of a Class G felony. A person who commits a Class G felony can be fined not more than $25,000 and/or imprisoned not more than 10 years.

Fourth Degree Sexual Assault

Whoever has sexual contact with a person without the consent of that person is guilty of a Class A misdemeanor. A person who commits a Class A misdemeanor can be fined up to $10,000 and/or imprisoned for up to 9 months in the county jail.

Consent - WIS. STAT. 940.225(4)

"Consent" means words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. Consent is not an issue in alleged violations of sub. (2) (c), (cm), (d), (g), (h), and (i). The following persons are presumed incapable of consent, but the presumption may be rebutted by competent evidence, subject to provisions of s. 972.11 (2):

(b) A person suffering from a mental illness or defect which impairs capacity to appraise personal conduct.
(c) A person who is unconscious or for any other reason is physically unable to communicate unwillingness to an act.

A person under 16 years of age is incapable of consent as a matter of law. Teens 16 and 17 years old can legally consent to sexual contact; however, they are deemed incapable of consenting to sexual intercourse as a matter of law. People who have a mental illness or deficiency, and people who are unconscious or physically unable to communicate, are assumed to be incapable of consent, but that assumption can be challenged in court.

Marriage: Marriage is not a defense to sexual assault. A person may be prosecuted for assaulting his or her spouse. (Wis. Stat. 940.225 (6))

Sexual Contact - Wis. Stat. S. 940.225(5)(B)

"Sexual contact" means any of the following:

1. Any of the following types of intentional touching, whether direct or through clothing, if that intentional touching is either for the purpose of sexually degrading; or for the purpose of sexually humiliating the complainant or sexually arousing or gratifying the defendant or if the touching contains the elements of actual or attempted battery under 940.19 (1):
   a. Intentional touching by the defendant or, upon the defendant's instruction, by another person, by the use of any body part or object, of the complainant's intimate parts.
   b. Intentional touching by the complainant, by the use of any body part or object, of the defendant's intimate parts or, if done upon the defendant's instructions, the intimate parts of another person.
   c. Touching by the complainant of the ejaculate, urine, or feces of any person upon the intentional instructions of the defendant, upon the use or threat of force or violence by the defendant, or upon an intentional act of the defendant.
2. Intentional penile ejaculation of ejaculate or intentional emission of urine or feces by the defendant or, upon the defendant's instruction, by another person upon any part of the body clothed or unclothed of the complainant if that ejaculation or emission is either for the purpose of sexually degrading or sexually humiliating the complainant or for the purpose of sexually arousing or gratifying the defendant.
3. For the purpose of sexually degrading or humiliating the complainant or sexually arousing for gratifying the defendant, intentionally causing the complainant to ejaculate or emit urine or feces on any part of the defendant's body, whether clothed or unclothed.

Sexual Intercourse - Wis. Stat. S. 940.225(5)(B)

"Sexual intercourse" includes the meaning assigned under s. 939.22 (36) (requiring only vulvar penetration and does not require emission) as well as cunnilingus, fellatio or anal intercourse between persons or any other intrusion, however slight, of any part of a person's body or of any object into the genital or anal opening either by the defendant or upon the defendant's instruction. The emission of semen is not required.

Domestic Abuse - Wis. Stat. S. 813.12(1)(am)

(am) "Domestic abuse" means any of the following engaged in by an adult family member or an adult household member against another adult family member or adult household member, by an adult caregiver against an adult who

is under the caregiver's care, by an adult against his or her adult former spouse, by an adult with whom the individual has or had a dating relationship, or by an adult against an adult with whom the person has a child in common.

1. Intentional infliction of physical pain, physical injury or illness.
2. Intentional impairment of physical condition.
3. A violation of s. 940.225 (1), (2) or (3). (Sexual assault).
4. A violation of s. 940.32. (Stalking).
5. A violation of s. 943.01, involving property that belongs to the individual. (Damage to property).
6. A threat to engage in the conduct under subd. 1., 2., 3., 4., or 5. (See 1-5 above).

(ag) "Dating relationship" means a romantic or intimate social relationship between 2 adult individuals but "dating relationship" does not include a causal relationship or an ordinary fraternization between 2 individuals in a business or social context. A court shall determine if a dating relationship existed by considering the length of the relationship, the type of the relationship, and the frequency of the interaction between the adult individuals involved in the relationship.
(b) "Family member" means a spouse, a parent, a child or a person related by blood or adoption to another person.
(c) "Household member" means a person currently or formerly residing in a place of abode with another person.
(cg) "Reasonable grounds" means more likely than not that a specific event has occurred or will occur.
(cj) "Regular and direct contact" means face-to-face physical proximity to an individual that is planned, scheduled, expected, or periodic.
(d) "Tribal court" means a court established by any federally recognized Wisconsin Indian tribe or band, except the Menominee Indian tribe of Wisconsin.
(e) "Tribal order or injunction" means a temporary restraining order or injunction issued by a tribal court under a tribal domestic abuse ordinance adopted in conformity with this section.

Stalking - Wis. Stat. S. 940.32

1. In this section:
   (a) "Course of conduct" means a series of 2 or more acts carried out over time, however short or long, that show a continuity of purpose, including any of the following:
      1. Maintaining a visual or physical proximity to the victim.
      2. Approaching or confronting the victim.
      3. Appearing at the victim's workplace or contacting the victim's employer or coworkers.
      4. Appearing at the victim's home or contacting the victim's neighbors.
      5. Entering property owned, leased, or occupied by the victim.
      6. Contacting the victim by telephone, text message, electronic message, electronic mail, or other means of electronic communication or causing the victim's telephone or electronic device or any other person's telephone or electronic device to ring or generate notifications repeatedly or continuously, regardless of whether a conversation ensues. 6m. Photographing, videotaping, audiotaping, or, through any other electronic means, monitoring or recording the activities of the victim. This subdivision applies regardless of where the act occurs.
      7. Sending to the victim any physical or electronic material or contacting the victim by any means, including any message, comment, or other content posted on any Internet site or web application. 7m. Sending to a member of the victim's family or household, or any current or former employer of the victim, or any current or former coworker of the victim, or any friend of the victim any physical or electronic material or contacting such person by any means, including any message, comment, or other content posted on any Internet site or web application for the purpose of obtaining information about, disseminating information about, or communicating with the victim.
      8. Placing an object on or delivering an object to property owned, leased, or occupied by the victim.
      9. Delivering an object to a member of the victim's family or household or an employer, coworker, or friend of the victim or placing an object on, or delivering an object to, property owned, leased, or occupied by such a person with the intent that the object be delivered to the victim.

10. Causing a person to engage in any of the acts described in subds. 1. to 9.

2. Whoever meets all of the following criteria is guilty of a Class I felony:
   (a) The actor intentionally engages in a course of conduct directed at a specific person that would cause a reasonable person under the same circumstances to suffer serious emotional distress or to fear bodily injury to or the death of himself or herself or a member of his or her family or household.
   (b) The actor knows or should know that at least one of the acts that constitute the course of conduct will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
   (c) The actor's acts cause the specific person to suffer serious emotional distress or induce fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

2e. Whoever meets all of the following criteria is guilty of a Class I felony:
   (a) After having been convicted of sexual assault under s. 940.225 (sexual assault), 948.02 (sexual assault of a child), 948.025 (repeated acts of sexual assault to the same child), or 948.085 (sexual assault of a child placed in substitute care) or a domestic abuse offense, the actor engages in any of the acts listed in sub. (1) (a) 1. to 10. (see above) if the act is directed at the victim of the sexual assault or the domestic abuse offense.
   (b) The actor knows or should know that the act will cause the specific person to suffer serious emotional distress or place the specific person in reasonable fear of bodily injury to or the death of himself or herself or a member of his or her family or household.
   (c) The actor's act causes the specific person to suffer serious emotional distress or induces fear in the specific person of bodily injury to or the death of himself or herself or a member of his or her family or household.

2m. Whoever violates sub. (2) is guilty of a Class H felony if any of the following applies:
   (a) The actor has a previous conviction for a violent crime as defined in s. 939.632(1)(e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v), or (1x) (harassment).
   (b) The actor has a previous conviction for a crime, the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within seven years after the prior conviction.
   (c) The actor intentionally gains access or causes another person to gain access to a record in electronic format that contains personally identifiable information regarding the victim in order to facilitate the violation.
   (d) The person violates s. 968.31 (1) (interception and disclosure of wire, electronic or oral communications) or 968.34 (1) (use of pen register or trap and trace device) in order to facilitate the violation.
   (e) The victim is under the age of 18 years at the time of the violation.

3. Whoever violates sub. (2) is guilty of a Class F felony if any of the following applies:
   (a) The act results in bodily harm to the victim or a member of the victim's family or household.
   (b) The actor has a previous conviction for a violent crime defined in s. 939.632(1)(e)1., or a previous conviction under this section or s. 947.013 (1r), (1t), (1v) or (1x) (harassment), the victim of that crime is the victim of the present violation of sub. (2), and the present violation occurs within seven years after the prior conviction.
   (c) The actor uses a dangerous weapon in carrying out any of the acts listed in sub. (1) (a) 1to 9.

3m. A prosecutor need not show that a victim received or will receive treatment from a mental health professional in order to prove that the victim suffered serious emotional distress under sub. (2) (c) or (2e) (c).

4.
   (a) This section does not apply to conduct that is or acts that are protected by the person's right to freedom of speech or to peaceably assemble with others under the state and U.S. constitutions, including, but not limited to, any of the following:
      1. Giving publicity to and obtaining or communicating information regarding any subject, whether by advertising, speaking or patrolling any public street or any place where any person or persons may lawfully be.
      2. Assembling peaceably.
      3. Peaceful picketing or patrolling.

Preventative Education and Training for Students

Awareness and prevention measures are key elements in reducing the risk of sexual assault, domestic violence, dating violence and/or stalking**.** UW-Green Bay's efforts to promote awareness and prevention of these issues includes

programs and literature distributions during student and employee orientation, programs provided by the Healthy Choices Task Force, and personal safety programs taught by University Police Officers. These activities address how to reduce the risk of becoming a victim, report suspicious activity or a crime, emergency and non-emergency reporting, services available on campus, amnesty reporting policy, bystander intervention and personal safety. The Healthy Choices Task Force is comprised of students, faculty and staff, working together to address issues of relationship violence, and contributing factors such as substance abuse and mental health.

Healthy Choices Task Force Activities

Healthy Choices programs and educational materials are open to the entire campus, including all students and employees. Most programs and materials are available at all four campuses.

Bringing in the Bystander

During orientation, UW-Green Bay staff and students presented Bringing in the Bystander, an evidence-based bystander intervention program. Bringing in the Bystander uses a community responsibility approach to teach bystanders how to safely intervene in instances where sexual violence, relationship violence or stalking may be occurring or where there may be risk that it will occur. Roughly 500 new students attended this training on all campuses. In addition, students were given Title IX information such as a definition, the Title IX campus coordinator contact information and the campus sexual assault prevention coordinator contact information. A packet of orientation materials, which included a brochure on consent, resources and how to report a sexual assault, was also provided online to new students.

Finally, all Housing Staff were trained in Bringing in the Bystander. Roughly 70 members of the housing staff (both student employees and professional staff).

Take Back the Night

On October 16, 2024, the Healthy Choices Task Force hosted Take Back the Night on the Green Bay campus. The night consisted of a resource fair, program featuring multiple current students sharing poetry and short speeches, a keynote speaker – a student and survivor of sexual violence – and a campus march. The event was attended by roughly 75 students.

Love U Weeks

During the month of February, Healthy Choices Task Force hosted Love U Weeks at each campus. Events during these weeks included Healthy Relationship Workshops, Sex in the Dark, as well as healthy communication and relationship activities and crafts.

What Were You Wearing Exhibit

Starting on April 1, 2024, the Healthy Choices Task Force hosted the What Were You Wearing Exhibit. The exhibit was open at the Green Bay, Manitowoc, and Sheboygan campuses. Students could walk through the exhibit and read stories from sexual assault survivors, as well as see displays of clothing based off those stories. The purpose of this exhibit was to dispel common rape myths such as the myth that what a victim is wearing is related to their risk of sexual assault. It also builds awareness and empathy for survivors. Resources were also offered at all four campuses to raise awareness of on campus and off campus resources for survivors.

Sexual Assault Prevention Online Training

All students at UW- Green Bay were required to complete the Sexual Assault Prevention Training as of Fall 2016. Additionally, since Fall 2017, all new freshman and transfer students are subsequently invited each semester. In Fall 2024 the program became part of a training created by UW System.

Preventative Education and Training for Employees

New Employee Onboarding

OnBoarding at UW-Green Bay Link

Onboarding is a continuum of activities that occur during the first six months of a new staff member's employment. These activities may include job-specific orientation, personal benefits orientation, Human Resources orientation, formal mentor programs, and assistance from peers, all with the goal of helping employees acclimate to a new professional environment. All new employee online training must be completed within the first 30 days of employment.

Harassment Prevention Online Training

Human Resources Learning Development Link

This program provides learning opportunities for understanding, preventing, and responding to harassment and discrimination and takes approximately one to two hours to complete. Successful completion of this training is required and must be recorded online.

Keeping Children Safe, Executive Order 54 Online Training

Human Resources Learning Development Link

This training helps the employee understand their obligations for reporting suspected child abuse and neglect. New employees are required to achieve 100% on the quiz to complete the training, but may take the quiz more than once. The results of the test are recorded.

Campus Security Authority Training

Human Resources Learning Development Link

All new employees who are designated as "Campus Security Authority" must complete the Campus Security Authority (CSA) online training. The results of this training are recorded.

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

Reports of sexual assault, domestic violence, dating violence, stalking and/or any form of relationship violence or harassment received by University Police are investigated in cooperation with the local police, when applicable. Several avenues are available to report sexual assault, domestic violence, dating violence and/or stalking. A victim or witness can file a private, but not anonymous report with the Dean of Students Office, University Police, the Wellness Center, Housing & Residential Education Staff, and/or a Campus Security Authority (CSA) all of whom will assist the victim in notifying law enforcement if the victim so chooses. Anonymous and confidential reports can be made to the Wellness Center.

For more information see Resources of Help at the end of this document. This does not obligate the victim to press charges. Reports can be made online. The Dean of Students Office will comply with a student's request for assistance in contacting support agencies on or off campus, notifying proper law enforcement authorities including University Police and/or local police, and discussing the various options available to the victim. The victim has the right to decline reporting the incidents to authorities. The Dean of Students Office and University Police will provide assistance with facilitating and enforcing orders of protection, no contact orders, restraining orders, or similar lawful orders issued by criminal, civil or tribal courts or the institution. Victims will be provided written notification about options for support and assistance at time of contact. Any employee who witnesses or receives a report of a sexual assault, domestic violence, dating violence and/or stalking is required to report the incident to the Deputy Title IX Coordinator. The Dean of Students Office and University Police compile reports for disseminating statistical information to the campus and public as required by state and federal law.

Get Medical Care

As soon as possible, the victim of a sexual assault, domestic violence or dating violence should get medical care. The victim will benefit from being examined for physical injury and disease, and from a discussion of options. In order to preserve physical evidence of the crime, do not bathe, shower, douche, use the bathroom, drink anything or change clothes before the medical exam. Evidence of this type would be vital if the victim decides to pursue criminal charges, proving that the alleged offense did occur or may be helpful in obtaining a protection order.

Disciplinary Action for Sexual Harassment, Sexual Assault, Sexual Exploitation, Domestic Violence, Dating Violence, & Stalking

The UW-Green Bay student conduct system supports a campus community which are welcoming, safe and supportive of academic and personal growth. The student conduct system accomplishes this by providing students a prompt fair and impartial process from the initial investigation to the final result while being aware of campus expectations, addressing complaints and holding students accountable for their actions. Maintaining fairness, objectivity and respect for each individual is also part of this process. Through the student conduct process students will learn critical thinking skills and inclusivity of other viewpoints so individuals can make the personal choices right for themselves and the campus community

Complaints of Allegations Occurring on and after May 11, 2021

Complaints against students involving allegations occurring on and after May 11, 2021, will be processed through the Student Nonacademic Disciplinary Procedures of University of Wisconsin System Chapter 17. Complaints against employees will be processed under:

- University of Wisconsin System Chapter 4 Faculty Dismissal and Discipline for Title IX
- University of Wisconsin System Chapter 11 Academic Dismissal and Discipline for Title IX
- UW System Administrative Policy 1233 Grievance Procedures
- UW-Green Bay HR 14-15-7a Staff Complaint and Grievance Policy
- Regent Policy Document 14-2 and Appendix C for Title IX complaints against employees other than faculty and academic staff.

Timeline

The University strives to respond to all cases of this nature in a timely fashion to minimize the negative impacts it may have on all parties. The timeline for cases of any form of relationship violence varies depending on the nature of the incident, the number of witnesses, cooperation of all related parties and amount of supporting evidence to gather. In general, all evidence and interviews are conducted in 30 days or less. Final hearings and appeals will extend beyond the 14 days if they are to take place. An investigation may be temporarily postponed while law enforcement gathers evidence, then will be promptly resumed. Any postponements or extensions will be communicated to the complainant and respondent.

Over the course of an investigation of sexual assault, domestic violence, dating violence, sexual harassment and/or stalking allegations, the following steps will be taken. The order of these steps may vary depending on the nature or severity of the incident or pattern of incidents.

- Initial complaint (may or may not be from the victim)
- Initial interview of victim

- Collection of evidence
- Notice of charges provided to accused
- Initial interview with accused
- Interviews of witnesses
- Follow-up interviews with both victim and accused
- Case summary compiled
- Case reviewed by the Title IX Coordinator and the Relationship, Education Assessment, Coordination, Training (REACT) Team
- Statement of charges for suspension provided to accused
- Hearing date set
- Settlement offered to the accused by the university
- Final results provided to both accused and victim
- Notice of appeal process provided to both accused and victim

For more detail, refer to the Student Nonacademic Disciplinary Procedures of University of Wisconsin System Chapter 17.

Rights of the Complainant

The following rights are provided to victims/complainants of sexual assault, domestic violence, dating violence or stalking regardless of whether the victim/complainant choses to file a complaint or the incident happened on or off campus. The following rights are provided in writing to the victim/complainant:

- To seek or not to seek criminal charges and/or file a university disciplinary complaint.
- To request protection from harm or threat of harm arising out of cooperation with law enforcement and prosecution efforts and to be provided information on the level of protection available.
- Not be required to keep the outcome of the university's results confidential, or be prohibited from discussing the case.
- To appeal the outcome of a disciplinary proceeding.
- Be informed of their options to notify law enforcement.
- To receive written notification about existing support services such as counseling, health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, financial assistance and other social services available to victims, both within the institution and in the community including how to apply for all of these services.
- UW-Green Bay will provide written notification to victims of options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective

measures. The University will identify all available living and academic options to the victim. UW-Green Bay will make such accommodations as requested by victim if they are reasonably available; regardless of whether or not the victim chooses to report the crime to campus or local law enforcement; and UW-Green Bay must provide all available options to victim. UW-Green Bay must comply with victim's request for living/academic change. All protective measures will be kept confidential to the extent possible.

- To obtain a free forensic exam from a Sexual Assault Nurse Examiner (SANE) without filing a police report or involving the police in any way. Other hospital charges may apply.
- The right to a complainant advocate of their choosing.
- To access STI (sexually transmitted infection) testing and treatment, emergency contraception, and pregnancy testing either on campus or in the community.
- To request and have access to their own medical, mental health, Sexual Assault Nurse Examiner (SANE), campus disciplinary, and/or victim advocacy services.
- To have options for offering their testimony in a campus disciplinary hearing, including via phone, video conferencing, written statement or with a room partition between the parties.
- Regardless of whether offense occurred on or off campus all of the above options are available.

For more information, please visit the Dean of Students or The Wellness Center websites.

Rights of both Complainant & Respondent

The following rights are provided to both the victim/complainant and the accused/respondent:

- Interim, protective, and supportive measures will be offered to both parties starting with initial contact. This may include, but is not limited to: change in living environment, no contact orders, adjustments to academic courses, counseling and health services, safe walks, change in on campus work schedules, restrictions from areas of campus, assistance with immigration status.
- The university treats all cases of this nature to be highly confidential in nature. Only parties with a determined need to know will be provided information, and only the minimum information necessary for their assistance in the case.
- The process of investigation and final decision will be a prompt, fair, and impartial process with a goal of achieving the final result in 90 calendar days or less.
- University officials in this process will not have a conflict of interest. Officials will also have undergone annual training in procedures to help protect the safety of victims and promotes accountability for behaviors harmful to the university community. Topic specific trainings on dating violence, domestic violence, sexual assault and stalking will also be provided to all appropriate officials.

- Parties are allowed to be accompanied by an advisor of their choice to all meetings, conferences or hearings. This advisor can be a family member, friend, advocate and even an attorney. The advisor may have restrictions on the level in which they may participate in the proceedings. The university will share this in advance if notified an advisor is attending.
- Any and all results of any proceedings will be shared with each party at all steps and/or levels of the process. This includes initial and interim measures as well as final results of a conference or hearing. Results will include any findings of policy violations and resulting sanctions should any be assigned. If appropriate, next steps such as instructions on how to request an appeal will be included in the notice. Notice can be done by email, phone or in person.
- Notification of any changes made to the results of the proceedings prior to those results becoming final.
- All parties to the disciplinary proceedings shall have the right to access the record of the disciplinary proceedings. No other individuals shall have the ability to access this information. In the event that the crime or violation results in death of the victim, the right to disclosure shall pass to the victim's next of kin.

Prohibition on Retaliation

An institution, or an officer, employee, or agent of the institution may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against any individual for exercising their rights or responsibilities after reporting a situation involving sexual assault, domestic violence, dating violence and/or stalking. Retaliation by a student against a complainant or respondent for exercising his or her rights under these procedures is prohibited and may be subject to disciplinary action pursuant to UWS Chapter 17.09. A complainant or respondent who has experienced retaliation should notify one of the investigating officers, a Title IX official, University Police or the Dean of Students Office.

Decision Making

Few, if any, decisions are made by one person. All investigators and decision makers in the process undergo annual training in relation to sexual misconduct related cases. Investigations often involve co-investigators, who report their findings to the appropriate Title IX Coordinator for review of thoroughness and acceptable levels of evidence. If a case is moved forward to a suspension hearing, the Administrative Law Judge will hear the case. All final results of an investigation must be supported by a preponderance level of evidence in order for the accused to be held responsible for any charge of sexual assault, domestic violence, and dating violence or stalking. If the accused is a university employee, the process will be defined by the appropriate employment handbook and investigated by the Human Resources staff. For more see the related handbooks for further details:

Faculty Handbook
Academic and University Staff Handbook

Sanctions

The disciplinary sanctions that may be imposed for nonacademic misconduct by a student, in accordance with UWS 17.11 to 17.13 and 17.085 (1), are any of the following:

(a) A written reprimand.
(b) Denial of specified university privileges.
(c) Payment of restitution.
(d) Educational or service sanctions, including community service.
(e) Disciplinary probation.
(f) Imposition of reasonable terms and conditions on continued student status.
(g) Removal from a course in progress.
(h) Enrollment restrictions on a course or program.
(i) Suspension.
(j) Expulsion.

As per UWS Chapter 17.12(4)(b), the respondent shall have the right to question adverse witnesses, the right to present information and witnesses, the right to be heard on the respondent's own behalf, and the right to be accompanied by an advisor of the respondent's choice. The advisor may be a lawyer. In cases where the recommended disciplinary sanction is identified in s. UWS 17.085 (1) (a) to (h), the advisor may counsel the respondent but may not directly question adverse witnesses, present information or witnesses, or speak on behalf of the respondent except at the discretion of the hearing examiner or committee. In cases where the recommended disciplinary sanction is identified in s. UWS 17.085 (1) (i) or (j), or where the respondent has been charged with a crime in connection with the same conduct for which the disciplinary sanction is sought, the advisor may question adverse witnesses, present information and witnesses, and speak on behalf of the respondent. In accordance with the educational purposes of the hearing, the respondent is expected to respond on the respondent's own behalf to questions asked of the respondent during the hearing. presented against her or him and be afforded the opportunity to present questions to adverse witnesses, including the complainant. Hearing procedures may be modified to allow the complainant to provide information in a manner that prevents a hostile environment. Such modifications may include, but are not limited to, having the complainant and respondent pose questions to each other through their respective advisors or the hearing committee.

VAWA Sanctions

For non-academic disciplinary violations which are based on VAWA violations (sexual assault, stalking, domestic violence, and dating violence) the sanction is subject to the circumstance and finder of fact. The disciplinary sanctions may include in accordance with UWS 17.11 to 17.13 and 17.085 (1), are any of the following:

(a) A written reprimand.
(b) Denial of specified university privileges.
(c) Payment of restitution.
(d) Educational or service sanctions, including community service.
(e) Disciplinary probation.
(f) Imposition of reasonable terms and conditions on continued student status.

(g) Removal from a course in progress.
(h) Enrollment restrictions on a course or program.
(i) Suspension.
(j) Expulsion.

Fire Safety

Upon discovering smoke, fire, or flames in the building

- Evacuate and activate the fire alarm system by pulling the nearest fire alarm.
- Use nearest exit or alternate safe route.
- From a safe location (assembly point if one has been established for your office or building staff) ***call 911*** and be prepared to give:
  - ✓ Building Name
  - ✓ Floor
  - ✓ Room Number
  - ✓ Type of Incident

Do not use elevators during a fire emergency.

- When the fire alarm sounds:
  - Immediately evacuate the facility.
  - Walk, do not run to the nearest exit and proceed to ground level.
  - If an exit is blocked by smoke, fire or fumes, use an alternative exit.
  - If it is safe to do so, close all doors and windows as you leave.

NOTE: The alarm may not sound continuously. If the alarm stops, continue the evacuation and warn others who may attempt to enter the building after the alarm stops.

- Leave the building and move at least 500 feet away, leaving the driveways and walkways open for arriving police and fire equipment.
- DO NOT enter building until given the all clear from Police or the Fire Department.
- Someone familiar with the situation and who knows the area involved should meet the Fire Department. Someone with keys, which may be needed to allow firefighters access to affected areas, should make themselves available upon arrival of the Fire Department.
- Notify firefighters on the scene if you suspect someone may be trapped inside the building.

Know What to do in Case of Fire

- Fire alarm pull stations are located near exterior exits
- Know the location(s) of the nearest exit
- Know alternative evacuation routes out of building
- Practice exiting your area by imagining you are in a dark, smoky environment – count doorways, turns, etc.
- Report potential hazards or fire prevention questions to UW-Green Bay Police Department at (920) 465-2300, ext. 2.

Take time to get prepared now – because there is no time in an emergency. Know the location of:

Fire extinguishers:

- ✓ Understand the types and how to use them.

Fire alarms:

- ✓ If an alarm is sounded immediately, it can protect property and save lives.

Fire exit:

- ✓ Know where they are and be sure they open easily and are free of obstructions.

Main Campus Fire Statistics

Fire Safety Systems for On-Campus Housing

Bldg. No.	STREET	Smoke Detection	Alarm Monitoring On Site	Suppression System (Sprinkler)	Fire Extinguisher Devise	Evacuation Placards	No. of Fire Drills
3312	Walter Way	X	X	NO	X	X	2
3314	Walter Way	X	X	NO	X	X	2
3316	Walter Way	X	X	NO	X	X	1 – Vacant
3318	Walter Way	X	X	NO	X	X	2
3322	Walter Way	X	X	NO	X	X	2
3324	Walter Way	X	X	NO	X	X	2
3326	Walter Way	X	X	NO	X	X	2
3332	Walter Way	X	X	NO	X	X	2
3334	Walter Way	X	X	NO	X	X	2
3342	Lenfestey	X	X	X	X	X	2
3344	Lenfestey	X	X	X	X	X	2
3346	Lenfestey	X	X	X	X	X	2
3348	Lenfestey	X	X	X	X	X	2
3352	Leon Bond	X	X	X	X	X	2
3354	Leon Bond	X	X	X	X	X	2
3356	Leon Bond	X	X	X	X	X	2
3362	Schaefer	X	X	X	X	X	2
3364	Schaefer	X	X	X	X	X	2
3366	Schaefer	X	X	X	X	X	2
3374	Downham	X	X	X	X	X	2
3372	Downham	X	X	X	X	X	2
3376	Downham	X	X	X	X	X	2
3306	Thompson	X	X	X	X	X	2
3304	Thompson	X	X	X	X	X	3
3302	Thompson	X	X	X	X	X	3
2407	Bay Settlement	X	NO	NO	X	X	3
3294	N. Circle Dr	X	X	X	X	X	0 (Vacant)

Fires for On-Campus Housing

Bldg. No.	STREET	No. of Fires	Date of Fire	Cause of Fire	No. of Injuries	No. of Deaths	Value of Property Damage***
3312	Walter Way	0					
3314	Walter Way	0					
3316	Walter Way	0					
3318	Walter Way	0					
3322	Walter Way	0					
3324	Walter Way	0					
3326	Walter Way	0					
3332	Walter Way	0					
3334	Walter Way	0					
3342	Lenfestey Court	0					
3344	Lenfestey Court	0					
3346	Lenfestey Court	0					
3348	Lenfestey Court	0					
3352	Leon Bond Drive	0					
3354	Leon Bond Drive	0					
3356	Leon Bond Drive	0					
3362	Schaefer Court	0	6/25/2025	Smoldering stove fire	0	0	$1,010 (stove)
3364	Schaefer Court	0					
3366	Schaefer Court	0					
3374	Downham Court	0					
3372	Downham Court	0					
3376	Downham Court	0					
3306	Thompson Court	0					
3304	Thompson Court	0					
3302	Thompson Court	0					
3294	3294 N. Circle	0					
2407	Bay Settlement Rd	0					

* Denotes the number of Injuries that required treatment at a medical facility.

** Number of deaths related to a fire

*** Value of property damage caused by a fire

APPENDIX A

University Of Wisconsin-Green Bay

Clery Emergency Notification and Timely Warning Policy

Purpose

To establish the parameters for Timely Warnings and Emergency Notifications for compliance with the "*Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act" as amended in 2008 (commonly referred to as the "Clery Act")* for the University of Wisconsin – Green Bay.

Definitions

Emergency Notification An announcement to inform the campus community about a "significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on the campus. "Immediate threat" is defined as an imminent or impending threat which could include a significant fire, outbreak of a serious illness, extreme weather conditions, gas leak, armed suspect, terrorist incident, bomb threat, civil unrest, explosion, chemical spill, or other dangerous situation. More information can be found on the UW-Green Bay Police website.

Timely Warning UWGB is required to alert the campus community to certain crimes in a manner that is timely and will aid in the prevention of similar crimes. This includes crimes where the circumstances indicate that there may be a serious or continuing threat to students or employees. The decision to issue a timely warning must be decided on a case-by-case basis in light of all the facts surrounding a crime, including such factors as:

- The nature of the crime
- The continuing danger to the campus community
- The possible risk of compromising law enforcement efforts

Policy

Timely Warnings

UW–Green Bay is committed to insuring Timely Warnings are made in a manner that is timely to members of the community of the occurrence of Clery act crimes: Criminal homicide (murder, non-negligent manslaughter, negligent manslaughter), Sex offenses (rape, fondling, incest and statutory rape), robbery, Aggravated Assault, Burglary, Motor Vehicle theft and Arson or other serious crimes against people that occur on campus or near campus, where is determined that the incident may pose an on-going threat to the members of the campus community. When time permits, University Police will consult with one or more of the following offices in order to develop Timely Warning notices for the campus community and which segments of the campus are impacted and require notification: Marketing and University Communications, Assistant Chancellor for Compliance, Facilities & Safety, Chancellors

Office and the Assistant Chancellor for Student Affairs. University Police or University Communications will distribute a notification.

Emergency Notification

UW–Green Bay is committed to insuring Emergency Notifications are made in a manner that is timely to members of the community. Upon confirmation of an emergency, dangerous situation, or a crime which poses an immediate and/or continuing threat to the health or safety of students, employees, or others, University Police or University Communications will, without delay, and taking into account the safety of the community, determine the content of the notification, determine who and what segments of the campus community to notify and initiate the notification system for the Emergency Notification message to the campus community, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Follow up information is provided as needed. University Police will send Emergency Notification messages, without consultation, when emergency situations dictate that messages be sent immediately. The previously mentioned offices will assist with follow-up communications to the campus community.

The Assistant Chancellor for Student Affairs or their designee is authorized to activate the Emergency Notification when it is their professional opinion that a health emergency exists. The Assistant Chancellor for Student Affairs after will, without delay, and taking into account the safety of the community, determine the content of the notification, determine who and what segments of the campus community to notify and initiate the notification system for the Emergency Notification message to the campus community, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency. Follow up information is provided as needed.

Protocols

Appropriate protocols will be developed and followed to ensure Emergency Notifications and Timely Warnings are appropriately issued. The Clery Compliance Officer will receive and properly store information related to the decision-making process and the notification process related to Emergency Notification and Timely Warning determination.

Further Information:

For questions, additional detail or to request changes to this policy, please contact the Campus Clery Compliance Officer at 920-465-2110, UW-Green Bay Police Office at 920-465-2300 ext. 2 or Dean of Student Office at 920-465-2152.

Protocols for Emergency Notification and Timely Warning Under the Clery Act

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act requires institutions of higher education to provide notification of certain types of emergencies or crimes to all members of the campus community. Under the law, there are two different categories of notifications; the Emergency Notification and the

Timely Warning.

Emergency Notification

The Clery Act requires institutions to **immediately notify** the campus community upon confirmation of a significant emergency, dangerous situation or crime which poses an immediate and/or continuing threat to the health or safety of students, employees or others occurring on the campus. "Immediate threat" is defined as an imminent or impending threat which could include a significant fire, outbreak of a serious illness, extreme weather conditions, gas leak, armed suspect, terrorist incident, bomb threat, civil unrest explosion, chemical spill or other dangerous situation. Taking into account the safety of the community, determine the content of the notification, determine who and what segments of the campus community will be notified.

The UW-Green Bay Chief of Police or his/her designee or University Communications is authorized to activate the Emergency Notification, without delay, when it is his/her professional opinion that a criminal, facility, or weather emergency exists that satisfies the above criteria. Any member of UW-Green Bay Police will send Emergency Notification messages, without consultation, when emergency situations dictate that messages be sent immediately. The Assistant Chancellor for Student Affairs or his/her designee is authorized to activate the Emergency Notification when it is his/her professional opinion that a health emergency exists that satisfies the above criteria. If time permits the following may be consulted prior to the issuance of an emergency message:

- UW-Green Bay Chief of Police or police supervisor in Director's absence
- Marketing and University Communication Director or his/her designee
- Assistant Chancellor for Student Affairs or his/her designee
- Chancellor or his/her designee
- Assistant Chancellor for Compliance, Facilities & Safety or his/her designee

Notification, unless the notification will, in the professional judgment of responsible authorities, compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency, will be provided through one or more of the following: GB Alert, NetNotify, email, website banner, loud speakers and/or campus phone systems as appropriate to the particular situation. Follow up information is provided as needed.

Every effort will be made to notify the Chancellor's Office and the Office of Marketing and Media Relations prior to issuing an Emergency Notification, however some serious and imminent threats may not allow for that.

Timely Warning

The Clery Act requires institutions to alert the campus community to the occurrence of Clery act crimes: Criminal homicide (murder, non-negligent manslaughter, negligent manslaughter), Sex offenses (rape, fondling, incest and statutory rape), robbery, Aggravated Assault, Burglary, Motor Vehicle theft and Arson or other serious crimes against people that occur on campus or near campus, where is determined that the incident may pose an on-going threat to the members of the campus community certain crimes in a manner that is timely and will aid in the prevention of similar crimes. This includes crimes where the circumstances indicate that there may be a serious or continuing threat to students or employees. The decision to issue a timely warning must be decided on a case-by-case basis in light of all the facts surrounding a crime, including such factors as:

- The nature of the crime
- The continuing danger to the campus community
- The possible risk of compromising law enforcement efforts

At UW-Green Bay a timely warning will be issued, when time permits, when at least two of the following are in agreement that such warning should be issued:

- Chief of Police or police supervisor in Director's absence
- Marketing and University Communication Director or his/her designee
- Assistant Chancellor for Compliance, Facilities & Safety
- Assistant Chancellor for Student Affairs or his/her designee
- Chancellor or his/her designee

Notification for the campus community and which segments of the campus are impacted that require notification will be done through email, flyers and/or postings as appropriate to the situation. Depending on the circumstances GB Alert, NetNotify, website banner, loud speakers and/or campus phone systems may also be appropriate to the particular situation for the notification.

The Chancellor's Office and the Office of Marketing and Media Relations will be notified prior to issuing a Timely Warning.

Record Keeping

Notification decisions will be documented and forwarded to the Clery Compliance Officer.

Annual Updates

The Chief of University Police Services, Director of Marketing of Media Relations, Assistant Chancellor for Student Affairs and their designees will meet annually to review this protocol, ensure compliance, and evaluate any warnings or notifications that were made.

APPENDIX B: Bomb Threat Checklist

The Checklist should be immediately available. Keep one under your phone or other accessible location. (See next page.)

All personnel should become familiar with the following Bomb Threat Checklist (see other side). It may become the only means of determining what happened and may be the only way to determine the validity of a call and could aid in identifying and apprehending the caller.

Bomb Threat Checklist **- *(stay calm and collect all the information you can)***

Name of person who received threat:_____

Date and time threat received:_____

How was threat reported: ☐ Telephone ☐ E-mail ☐ Voice-mail ☐ In person

Fax:_____*Give phone number (include area code)*

By Mail Carrier *(e.g. Fed Ex)*: ☐ Campus ☐ US Mail ☐ Courier

Location threatened *(give name of bldg/dept/site/agency, etc.)*:_____

_____

Exact words used to make the threat (if possible):_____

_____

Questions to ask the person who is making the threat:

1. When is the bomb going to explode?_____

2. Where is the bomb located?_____

3. What kind of bomb is it?_____

4. What does it look like?_____

5. Who placed the bomb?_____

6. Why was the bomb placed?_____

7. Where are you calling from?_____

Description of the caller's voice *(give identity if known)*:

Caller's name_____ ☐ Male ☐ Female

☐ Young ☐ Old ☐ Middle-aged ☐ Accent

Race_____

Tone of voice *(e.g. excited, calm angry, loud, stuttered)*

Was Voice/Language: ☐ Taped ☐ Well-spoken ☐ Irrational ☐ Is voice familiar?

If yes, who did it sound like? _____

Other voice characteristics:_____

Background or other noises:_____

Remarks:_____

Completed by:_____ Phone:_____

APPENDIX C: Safe Walk Protocols

This free service is provided on a first come, first serve basis to students on UW-Green Bay Main Campus unless officers are on another call. Call University Police at 920-465-2300 (ext. 2), or 2300 (ext. 2) from a campus phone.

1. Tell the dispatcher your name, where you are, what you are wearing (for identification purposes), and your phone number (in the event we need to call you back).
2. Stay where you said you would be.
3. If your needs change prior to University Police arriving, call the dispatcher back and let them know.

If you have an immediate safety concern when calling please tell the dispatcher to allow our officer to respond accordingly. If you have any questions about the Home Safe Program, please contact our office.

Victim Information and Notification Everyday (VINELINK): The WI Statewide VINE system is a service through which victims of crime can use the telephone or Internet to search for information regarding the custody status of their offender and to register to receive telephone and e-mail notification when the offender's custody status changes.

The VINE toll-free number for the WI Statewide VINE system is 888-868-4631. This service is provided to assist Victims of Crime who have a right to know about their offender's custody status.

The VINE website may be located at https://www.vinelink.com/vinelink/siteInfoAction.do?siteId=50100.

APPENDIX D: Policy on Violence and Threats

The University of Wisconsin-Green Bay is committed to maintaining for its employees, students and visitors an environment that is free from intimidation, threats and violent acts. A safe and secure environment is a fundamental prerequisite for fulfilling UW-Green Bay's mission of teaching, research and public service.

Policy

UW-Green Bay will not tolerate any act or threat of violence made in the workplace, on university lands, or while in work status. After receiving a report of threats or violence, the University will conduct an immediate investigation and respond with the appropriate action.

Prohibited Conduct

No person may engage in violent conduct or make threats of violence, implied or direct, on university lands or in connection with university business. This includes but is not limited to:

- The use of force with the intent to cause harm, e.g. physical attacks, any unwanted contact such as hitting, fighting, pushing, or throwing objects;
- Acts or threats which are intended to intimidate, coerce, or cause fear of harm;
- Acts or threats made directly or indirectly by words, gestures or symbols.

No person may carry, possess or use any dangerous weapon on university lands or in university buildings or facilities, except with the written approval of the chief administrative officer or for law enforcement purposes. No person may display or portray as real any object that resembles a dangerous weapon. UWS 18.10 (3).

Reporting Procedures

Employees and students are expected to report any threat or act of violence which they have witnessed, received, or have been informed of, to University Police and:

- If an employee is involved, also notify the supervisor;
- If a student is involved, also notify the Dean of Student Office.

All employees and students are expected to notify University Police whenever a protective restraining order is granted which mentions university lands, or involves a University employee or student, or a person working at the University, and provide a copy of the order. Employees should also notify their supervisor. Students should also notify the Dean of Student Office. Appropriate effort will be made to protect the privacy and sensitivity of the information provided.

APPENDIX E: Off Campus Property

Brown County Locations

Location	Owner	Jurisdiction
3181 Highwood Lane Green Bay, WI 54311	PREF[1]	GB Police Dept. (GBPD)
3177 Highwood Lane Green Bay, WI 54311	PREF	GBPD
3179 Highwood Lane Green Bay, WI 54311	Foundation[2]	GBPD
3302 Scottwood Drive Green Bay, WI 54311	Foundation	GBPD
#21-250 4 Bay Settlement Green Bay, WI 54311	Foundation	Brown County Sheriff (BCSD)
#SC-211 Bay Settlement Green Bay, WI 54311	Foundation	BCSD
2603 Nicolet Drive Green Bay, WI 54311	BOR[3]	GBPD
Pont au Sable Nicolet Drive Town of Scott	BOR	BCSD

Door County Locations

Location	Owner	Jurisdiction
Toft Point Area Ridges Road Baileys Harbor, WI 54202	BOR	Door County Sheriff (DCSD)
Peninsula Sanctuary County Road E Peninsula Center, WI 54202	BOR	DCSD

Other County Locations

Location	Owner	Jurisdiction
Forest County Wabikon Lake Forest Dynamic Plot Crandon, WI 54520	DNR[4]	Forest County Sheriff
The King Fisher Farm 11319 Kingfisher Lane Cleveland, WI 53015 Manitowoc County	BOR	Manitowoc County Sheriff
Sheboygan Memorial Arboretum County Road OK W Sheboygan, WI 53081 Sheboygan County	BOR	Sheboygan County Sheriff

[1] Phoenix Real Estate Foundation
[2] University of Wisconsin Foundation o.b.o. UW-Green Bay
[3] The Board of Regents of the University of Wisconsin System o.b.o. UW-Green Bay
[4] This property is owned by the US Forest Service and vested for use to UW-Green Bay through the Wisconsin Department of Natural Resources

*Pursuant to the Jean Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, non-campus property is defined as property used in direct support of or in relation to the University's educational purposes and is frequently used by students or faculty but are not adjacent or within the University's primary campus. All aforementioned properties fall under that definition.