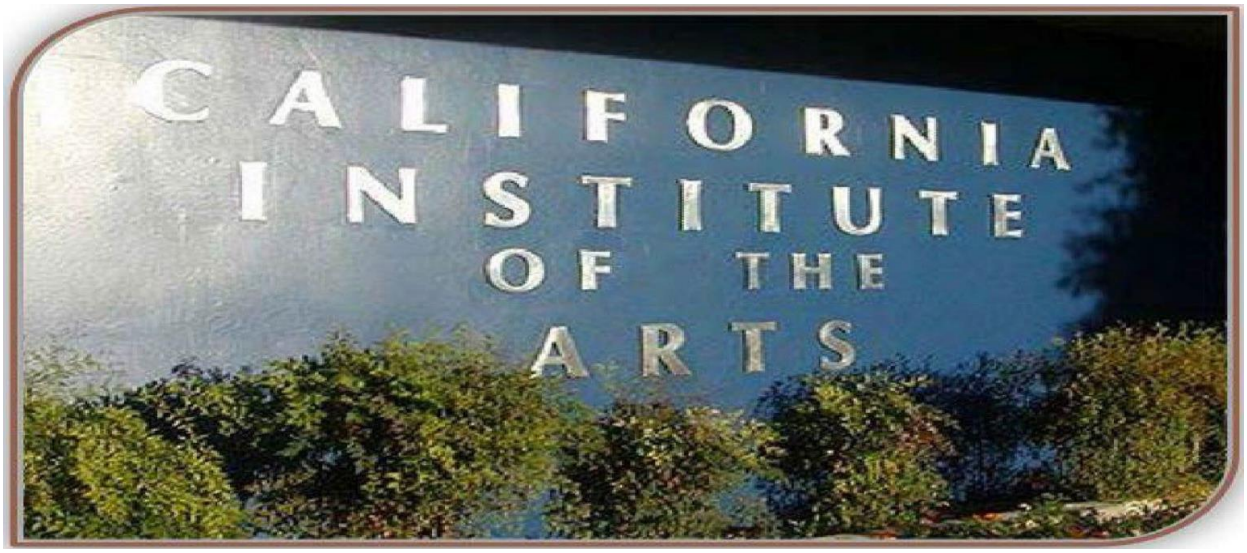
CALIFORNIA INSTITUTE OF THE ARTS

2026 Annual Security and Fire/Life Safety Report

Crime, arrest, referral, fire and hazing statistics for calendar years 2023, 2024 and 2025

Published in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 U.S.C. § 1092(f); 34 CFR 668.46 and 668.49)



Prepared by the CalArts Campus Safety Department
Room E100 · 24/7: (661) 222-2702
calarts.edu/life-at-calarts/campus-safety/annual-safety-report

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Message from the Campus Safety Director



Campus Safety is pleased to present the Annual Security Report and Fire/Life Safety Report in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act. This report is designed to disseminate vital crime statistics and campus safety information to the CalArts Community.

The Campus Safety Department is committed to serving the CalArts community with respect, fairness, and integrity. CalArts Students, Faculty, and Staff represent a diverse and highly valuable group and we value the unique experiences, cultures, and perspectives they bring. Campus Safety continually strives to provide responsive and inclusive support to all CalArtians.

Campus Safety is committed to the prevention of crime, protection of life and property, the preservation of peace, and safety of the Students, Faculty, Staff, and guests of the Institute. To accomplish these goals Campus Safety strives to provide and maintain an inclusive environment, which respects the rights and dignity of individuals utilizing programs and the facilities of CalArts.

With community safety and customer service as a foundation, the CalArts Campus Safety Department is dedicated to enhancing the quality of life on campus.

To fulfill this mission, the CalArts Campus Safety Department supervision is dedicated to providing a quality work environment and the development of its officers through continuous training and supportive, engaged leadership. Achievement of this mission requires continuous education of the officers, frequent re-evaluation of performance, and patrol and enforcement techniques and strategies.

The Campus Safety Department welcomes and values your input.

Erik Klem
Director, Campus Safety, California Institute of the Arts
eklem@calarts.edu

The Clery Act

The Jeanne Clery Disclosure of Campus Security Policy, Campus Crime Statistics Act (Clery Act) and Campus SaVE Act requires colleges and universities to disclose crime statistics for the previous three calendar years as part of a campus security report to be published annually by each institution.

Preparing the Annual Security Report

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or the Clery Act, is a federal statute codified at 20 US Code § 1092(f), with implementing regulations in the US Code of Federal Regulations at 34 CFR 668.46. The Clery Act requires all colleges and universities that participate in federal financial aid programs to:

1. Publish an Annual Security and Fire Safety report by October 1st that documents three calendar years of campus crime and fire statistics and certain campus security policy statements;
2. Collect, count, and disclose crime statistics information about crime on and around their campuses obtained from the following sources: Campus Safety, the Los Angeles County Sheriff's Department, and Campus Security Authorities. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. A written request for statistical information is made on an annual basis to all Campus Security Authorities (as defined by federal law);
3. Maintain a public daily crime log that records all criminal incidents and alleged criminal incidents reported to Campus Safety;
4. Maintain a publicly accessible fire log of all fires that occurred in on-campus residential facilities;
5. Disclose missing student notification procedures for students who reside in on-campus residential facilities;
6. Issue "timely warning" notices to the CalArts community for any Clery crime that represents a serious or continuing threat to the safety of students or employees;
7. Issue an emergency notification when a significant emergency or dangerous situation involves an immediate threat to the health or safety of students or employees on campus.
8. Disclose information about fire safety systems, fire safety tips and fire statistics.

CalArts Campus Safety Department prepares this report to comply with the Clery Act. The report is prepared in cooperation with local law enforcement, and other school officials, Chief Financial Officer Senior Vice President for Finance and Administration, Vice President Facilities Development and Management; Vice President Student Affairs; Associate Vice President of Campus Life; Residence Life; Director of Community Rights and Responsibilities and Title IX Coordinator, Director of Campus Safety and Executive Director of Facilities Services.

This report includes campus crime, arrest and referral statistics reported to Campus Safety, designated Campus Security Authorities (including but not limited to Campus Safety; Vice President and Chief

Financial Officer; Vice President Facilities Development and Management; Vice President Student Affairs; A.V.P. of Campus Life; Director of Community Rights and Responsibilities and Title IX Coordinator, Director of Campus Safety and Executive Director of Facilities Services who have significant responsibility for campus activities) and the Santa Clarita Los Angeles County Sheriff's Office.

Crimes That Must Be Reported

The Annual Security Report required by the Clery Act must report the occurrence of the following Uniform Crime Reports (UCR) crimes:

- Murder and Non-Negligent Manslaughter
- Negligent Manslaughter
- Forcible sex offenses
- Non-forcible sex offenses
- Fondling
- Robbery
- Aggravated assault
- Burglary
- Motor vehicle theft
- Arson

UCR Hate Crimes

- Larceny/Theft
- Simple Assault
- Intimidation
- Destruction, damage or vandalism of property

Campus SaVE Act

- Domestic violence
- Dating violence
- Stalking
- Sexual assault

Hazing

This requirement was introduced following the passage of the federal Stop Campus Hazing Act in December 2024, which amended the Jeanne Clery Act.

In addition, CalArts has to report on liquor law violations, drug law violations, any type of fire and illegal weapons possession.

Reporting Locations

Campus crime statistics must be reported by location:

- On campus property
- On campus student housing facilities
- CalArts Non-campus buildings or property
- Public property (streets, sidewalks, lots adjacent to campus)

Campus Safety Department

CalArts Campus Safety Department

CalArts is committed to promoting a safe and secure environment for all members of the CalArts community and their visitors. CalArts has developed policies and procedures to ensure that every possible precaution is taken to protect persons on campus from harm or theft. CalArts is a community of 1,220 students, as well as 762 faculty and staff; CalArts houses 453 students in two on-campus residence halls. The cooperation and involvement of students and employees in creating and maintaining a safe campus community is absolutely necessary.

Campus Safety Officer Authority

Campus Safety officers are unarmed and have no official or police powers. Their arrest powers are identical to those of a private person, as provided in the California Penal Code section 837. Campus Safety is not a police department, but is responsible for security, safety and emergency response at CalArts. Campus Safety works closely and cooperatively with the County of Los Angeles Sheriff's Department.

Campus Safety Services

On the CalArts campus, the Campus Safety Office assists and educates community members on how to take measures to ensure their personal safety. In addition, the Institute employs a full-time Risk Management Administrator whose responsibility is to assist in the safety of the CalArts campus and its community.

Campus Safety provides a full range of services to the CalArts community 24 hours a day, seven days a week, year-round. The department is located in room E100 in the main academic building.

Campus Emergency Contact Information

Office	Phone
Campus Safety Department (24 hours)	(661) 222-2702, Ext. 2702
Director, Campus Safety	(661) 291-3074
Vice President Facilities Development and Management	(661) 255-6314
Facilities Development and Management Office	(661) 253-7807
Executive Director, Facilities Services	(661) 222-2756
Residence Life Office	(661) 253-7897

Note: Please add the Campus Safety phone number (661) 222-2702 to your cell phone or address book. This number is available 24/7 to reach Campus Safety.

Campus Safety Partnership with Local and Other Law Enforcement Agencies

In an effort to record criminal activity which takes place off-campus, the Director, Campus Safety receives an annual letter from the Sheriff's Department listing all crimes that occurred within CalArts Clery geography and the crimes are counted in the year reported as required by the Clery Act. The Campus Safety Department does not currently operate under agreements such as a written memorandum of understanding (MOU) with state and local police. CalArts Campus Safety will immediately or as soon as practicably possible disclose to the Los Angeles County Sheriff's Department any report of Part 1 violent crime, hate crime, or sexual assault whether committed on or off campus. As stipulated in California Education Code 67380-67383, a victim's identity may not be disclosed to law enforcement unless the victim consents to being identified after being informed of his or her right to have identifying information withheld.

Reporting Crimes and Emergencies

Accurate and Prompt Reporting

All crimes should be promptly and accurately reported to CalArts Campus Safety or the appropriate law enforcement agency. Reports may be made by the victim or, when the victim elects not to or is unable to do so, by another individual acting on their behalf.

Reporting Crimes and Emergencies to Campus Safety

CalArts strongly encourages all community members and visitors to promptly and accurately report any potential criminal activity, suspicious behavior, or emergencies to Campus Safety. Reports should include incidents occurring:

- On campus
- On public property within or immediately adjacent to campus
- On other property owned or controlled by the Institute

Timely reporting helps ensure that support is provided to those affected, that timely warning notices are issued when necessary, and that crime statistics are accurately recorded.

Reports may be made anonymously. Campus Safety reviews reports and will take the appropriate action.

In Person / By Phone

To file an incident report, contact the Campus Safety Office which is located in room E-100 and can be reached 24 hours a day at (661) 222-2702. Students, Staff and Faculty are eligible to receive a copy of an incident report provided they are named as a victim in the report. To obtain a copy of a report contact the Director, Security/Risk Management at (661) 291-3074.

Emergency Call Boxes

CalArts has installed eleven Emergency Call Boxes throughout the campus grounds. These Call Boxes are in public areas that enable direct and immediate voice communication with the Campus Safety Office.

Local Law Enforcement

Any student, staff or faculty can make a report with the Los Angeles County Sheriff's Department, Santa Clarita Station:

1. For emergencies: Dial 9-1-1
2. For non-emergencies:
    a. Address: 26201 Golden Valley Rd, Santa Clarita, CA 91350
    b. Phone: (661) 260-4000

Voluntary Confidential Reporting

If you are the victim of a crime and do not wish to pursue any formal action with either the Institute or law enforcement, you may want to consider making a confidential report. If you wish, the Campus Safety Supervisor can file a report of the incident without revealing your identity. In instances of a reported sex offense or sexual harassment, an individual can make a report to Campus Safety or the Title IX Coordinator for support measures, without having to disclose or pursue formal action. The purpose of the confidential report is to comply with your wish to keep the matter confidential, while taking steps to ensure your safety and the safety of others. Reports filed in this manner are counted and disclosed in the annual crime statistics for the Institute.

CARE: https://calarts-advocate.symplicity.com/care_report/index.php/pid173388

Options for Voluntary Reporting of Crimes of Sexual Assault and Violence Against Women Act Crimes (outside of Campus Safety and Law Enforcement)

Confidential Reporting to Professional Counselors

The 1998 amendments to 20 U.S.C. Section 1092(f) define those who are considered to be campus security authorities. Campus Professional Psychotherapists, when acting as such, are not considered to be a campus security authority and are not required to report crimes for inclusion in the annual disclosure of crime statistics. As a matter of policy, counselors are encouraged to inform victims of the procedures to report crimes on a voluntary basis, so that the crime can be included into the annual crime statistics.

Confidential On-Campus Counseling Services

> Melissa Shepherd-Williams, MFT — msheperdwilliams@calarts.edu
> Lily Rodriguez, LMFT — lrodriguez@calarts.edu

Campus Security Authorities

Although the reporting of criminal activity directly to the CalArts Campus Safety Department is encouraged, crimes may also be reported to Campus Security Authorities (CSA). Under the Clery Act, Campus Security Authorities are responsible for forwarding non-identifying information to the CalArts Campus Safety Department for inclusion in the annual security report, regardless of whether or not the victim chooses to file a report with law enforcement or press charges. CSAs include the VP of Student Affairs, AVP Campus Life, Title IX Coordinator, Residence Life Staff, Resident Advisors, and campus staff involved in disciplinary and conduct proceedings.

Title	Contact Information
Director of Campus Safety	campussafety@calarts.edu
Campus Safety Office	security@calarts.edu
Vice President, Facilities, Development and Management	facilities@calarts.edu
Vice President Student Affairs	studentaffairs@calarts.edu

Title	Contact Information
Associate Vice President Campus and Residence Life	campuslife@calarts.edu
Title IX Coordinator	titleix@calarts.edu
Director, Community Rights and Responsibilities	studentconduct@calarts.edu
Associate Director Residence Life	reslife@calarts.edu
Assistant Director, Residence Life	reslife@calarts.edu

Employee Reporting Obligations

All employees (includes regular faculty, special faculty, administrators, staff, student employees, graduate assistants with teaching responsibilities, Resident Advisors and Campus Security Authorities), with limited exceptions for Confidential Employees designated by CalArts below, are required to promptly provide to the Title IX Coordinator all complaints and/or reports of Prohibited Conduct and share all information reported or made available to the employee.

Anonymous Reporting — REES

California Institute of the Arts has partnered with REES (Respect, Educate, Empower Survivors) to provide online reporting for sexual violence on campus. REES allows members of our campus community to create a record of the incident and choose from multiple reporting options: Anonymous Report, Connect to My Campus, Report to Title IX, or Repeat Perpetrator Identification (RPI). REES provides information about campus and community-based resources such as sexual assault centers, healthcare, and support services.

REES can be accessed online anywhere, anytime. Go to the REES website and select CalArts from the drop-down listed content.

Amnesty for Student Conduct Charges When Reporting Prohibited Conduct

CalArts seeks to remove any barriers to reporting. The Institute will generally offer any student, whether the complainant or a third party, who reports allegations of discrimination, harassment, and/or sexual misconduct–or who serves as a witness in the investigation of such allegations–limited immunity from being charged for policy violations related to the personal ingestion of alcohol and/or other drugs (including medications), or other policy violations, provided that any such violation(s) were not egregious and did not, and do not, place the health and safety of any person at risk. The Institute may, however, choose to pursue educational interventions for those individuals, when deemed appropriate.

Safety and Security Policies and Procedures

Security and Access to Campus Facilities: Building and Residence Hall Access

When classes are in session, all major entrances to the main building remain open. During holiday and vacation periods, the main building is accessible through the major entrances between 7am and 6pm on normal business days. Access at other times is through the loading dock door near the Campus Safety office. During the academic year, access to certain rooms/spaces within the Institute may be restricted by the schools (e.g., costume shop, music practice rooms, and editing rooms) and special keys or passes may be required. See individual school's administrative assistants for more information on restricted areas.

During the summer months, building and facilities access may be restricted. Permission to use practice rooms, studio spaces, equipment and other facilities is granted through specific approval by school offices and/or the administration. The facilities of the Institute are often committed to special events and groups during the summer months and students must not assume that they will have access to, and use of, facilities.

Residence Halls are on a 24-hour lockdown requiring key access during the academic year and the summer months.

Security Considerations Used in the Maintenance of Campus Facilities and Grounds

The Facilities Management Department maintains the Institute buildings and grounds with a concern for safety and security. Facilities Management staff inspect the campus facilities regularly, promptly make repairs affecting safety and security, and respond to reports of potential safety hazards, such as light fixtures in need of repair or fresh bulbs, and broken windows and locks. Campus Safety staff assist Facilities Management by conducting an inspection of all campus exterior lighting on a weekly basis. Burned out light bulbs are replaced promptly. In addition, Campus Safety staff report potential safety and security hazards. Campus Safety conducts a monthly test of the Emergency Call Boxes. Grounds staff trim shrubs from sidewalks, walkways and building entrances to provide a well-lighted route to buildings and increase security.

The Risk Management Administrator (RMA) is the point of contact for compliance issues and works with administration, faculty, staff, and students to develop and implement environmental health and safety programs. The RMA is responsible for the maintenance of fire/life safety systems. The RMA also manages hazardous materials, hazardous waste removal, asbestos and lead paint abatement. The RMA conducts annual inspections of the fire alarms and fire extinguishers.

Timely Warnings / Campus Alert (Campus Community Notifications)

Campus community notifications related to safety and/or security issues on campus will be issued when a Clery Crime has been committed that involves an immediate threat to the health or safety of students or employees occurring on the campus as soon as pertinent information is available. Confirmation that there is a significant emergency or dangerous situation involving an immediate threat to the health or

safety of students or employees will be based on information received by the Campus Safety Department, local authorities and/or calls coming in on the emergency extensions. These notifications to the community are communicated in two ways:

For low level or informative notifications, CalArts uses the campus-wide email sent to individuals assigned a CalArts.edu e-mail address. Staff, Faculty and Students will receive an email describing the incident and appropriate actions to take.

In the case of an emergency, all Staff/Faculty/Students that have signed up for the LiveSafe text alert system will be sent a text to their designated contact number(s). The text will state the emergency and any actions to be taken.

LiveSafe may be downloaded at: Campus Community Notifications | CalArts

Timely Warning Notification

The Clery Act requires colleges and universities to issue a "timely warning" to the campus community for all Clery Act crimes that occur within the Institute's Clery geography and are reported to campus security authorities or local police agencies; and are considered by the institution to represent a serious or continuing threat to students and employees.

The timely warning requirement is intended to alert the campus community to potentially dangerous criminal activity on or near campus to enable people to protect themselves and prevent similar or repeat occurrences. To ensure the timeliness of the alert, a warning is issued as soon as pertinent information is available, in a manner that withholds the names of victims as confidential.

The Director of Campus Safety administers the Institute's Timely Warning notification system. Students, faculty and staff can register to receive notifications of emergency events. These messages are only transmitted during emergencies and are an additional avenue of communication. If it is determined that a timely warning/community notification is to be sent out, CalArts will send the notification to all segments of the Institute that have signed up for emergency notifications as well as a campus-wide email via the Facilities Development and Management email account under the Campus Safety heading.

The Vice President of Facilities Management and Development, or Designee, will make the decision of whether to issue a timely campus safety/crime warning or emergency notification on a case-by-case basis considering the facts surrounding the incident, nature of the incident, continuing danger to the campus community, and the possible risk of compromising law enforcement efforts. These notifications will be sent out to the community without delay.

Events That May Qualify for Timely Warnings

Events that may qualify for timely warnings include, but are not limited to, the following:

- Homicide
- Manslaughter
- Sex Offenses
- Robbery

- Aggravated Assault
- Burglary
- Motor Vehicle Theft
- Hate Crimes
- Any crime considered to represent a threat to the community or public

Missing Student Notification

Any person who believes a student who lives in CalArts housing has been missing for 24 hours should immediately contact Campus Safety at 661-222-2702. Any official missing-student report made to another CalArts employee will be referred to Campus Safety immediately.

Every student who lives in on-campus housing has the option to register a confidential contact person, separate from their general emergency contact, to be notified within 24 hours if the student is determined to be missing. Students register this contact through the Advocate Residence online portal at the start of each housing term. The information is confidential and accessible only to authorized CalArts officials and law enforcement in the course of a missing-person investigation.

Once Campus Safety receives a report, it records the details of the report (who, when last seen, where, description, phone, any vehicle). Campus Safety will begin an initial search: check the student's room with Residence Life, call the student's phone, check card or key access records, class schedule and parking areas, and speak with roommates and friends.

If Campus Safety determines that a residential student has been missing for 24 hours, CalArts will, within 24 hours: (1) notify the student’s confidential contact, if registered; (2) if the student is under 18 and not emancipated, notify a custodial parent or guardian in addition to any registered contact; and (3) notify the Los Angeles County Sheriff’s Department, regardless of whether the student registered a contact, unless the Sheriff’s Department was the entity that made the determination that the student is missing.

Emergency Response and Evacuation Procedures

CalArts is committed to supporting the welfare of its students, faculty, staff and visitors. Preparing a campus crisis/emergency response plan and allocating resources to respond to possible emergencies is one way in which the Institute offers this support.

The Emergency Response Plan is designed to maximize human survival and preservation of property, minimize danger, restore normal operations of the Institute, and assure responsive communications with the community, surrounding neighborhoods, and interested parties. The plan is set in operation whenever a natural or induced emergency affecting the Institute reaches proportions that cannot be handled by established measures. A crisis may be sudden and unforeseen, or there may be varying periods of warning. This plan is intended to be sufficiently flexible to accommodate contingencies of all types, magnitudes, and duration.

The prime responsibility of the plan is to the Institute community (CalArts' main campus and satellite locations) for which it is designed. The intent is for the plan to be viewed as a tool to accomplish the above stated purpose with a minimum of confusion and wasted effort. The Emergency Response and Evacuation Procedures are tested twice a year in our bi-annual Fire Drills.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. CalArts evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, building occupants "practice" drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each residence hall about the evacuation procedures, the process also provides the institution an opportunity to test the operation of fire alarm system components. Evacuation drills are monitored to evaluate egress and behavioral patterns. Reports are prepared that identify deficient equipment so that repairs can be immediately made.

In the event of a major emergency affecting the campus, check CalArts status using one of the methods below:

- Call the Campus Safety Office at (661) 222-2702
- Check for updates on the CalArts website at www.CalArts.edu
- All Staff/Faculty/Students that have signed up for the LiveSafe text alert system will be sent a text to their designated contact number(s). The text will state the emergency and any actions to be taken.
- LiveSafe may be downloaded at: Campus Community Notifications | CalArts

Evacuation

In the event of a major emergency on campus, CalArts will warn staff, faculty and students using the following methods:

- The building fire alarms will be activated as a signal to evacuate the buildings and assemble on the soccer field.

- All Staff/Faculty/Students that have signed up for the LiveSafe text alert system will be sent a text to their designated contact number(s). The text will state the emergency and any actions to be taken.
    - LiveSafe may be downloaded at: Campus Community Notifications | CalArts

Students, Faculty and Staff who wish to have a safety plan for emergencies may do so by registering with the Office of Student Affairs or Human Resources/Facilities. This process is on a voluntary, self-identifying basis. Services are available only after presenting certificates, current documentation of the disability from an appropriate medical or educational specialist, and this documentation has been reviewed and accepted as complete.

Students please note: Safety Plans must be requested in addition to, and not in place of, academic and residence life accommodations. For more questions regarding Safety Plans for students, please contact Disability Services staff at dso@calarts.edu.

A copy of the CalArts Emergency Management Plan can be found on the CalArts website at: https://calarts.edu/life-at-calarts/campus-safety/emergency-operations-plan

Emergency Call Boxes

CalArts has installed eleven Emergency Call Boxes throughout the campus grounds. These Call Boxes are in public areas that enable direct and immediate voice communication with the Campus Safety Office.

Evacuation Drills

The Emergency Response and Evacuation Procedures are tested twice a year in our bi-annual Fire Drills. The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. CalArts evacuation drills are used as a way to educate and train occupants on issues specific to their building. During the drill, building occupants “practice” drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm. In addition to educating the occupants of each residence hall about the evacuation procedures, the process also provides the institution an opportunity to test the operation of fire alarm system components. Evacuation drills are monitored to evaluate egress and behavioral patterns. Reports are prepared that identify deficient equipment so that repairs can be immediately made.

In the event of a major emergency affecting the campus, check CalArts status using one of the methods below:

- Call the Campus Safety Office at (661) 222-2702
- Check for updates on the CalArts website at www.CalArts.edu
- All Staff/Faculty/Students that have signed up for the LiveSafe text alert system will be sent a text to their designated contact number(s). The text will state the emergency and any actions to be taken.
- LiveSafe may be downloaded at: https://calarts.edu/campus-safety/campus-community-notifications

Response to an Active Shooter

Below are three links that address how individuals and institutions can best respond in an active shooter situation:

- http://www.dhs.gov/xlibrary/assets/active_shooter_pocket_card.pdf
- RUN. HIDE. FIGHT.® Surviving an Active Shooter Event – English
- Active Shooter Preparedness Action Guide

Emergency Notifications

Emergency Notifications will be sent in matters of emergency response; the Campus Safety department will generally make a confirmation of the event. If it is an imminent threat, the notifications will be sent immediately after confirmation of the threat. The campus notification system is tested a minimum of twice a year.

The Director of Campus Safety administers the Institute's mass emergency notification system. Students, faculty, and staff can register to receive notifications of emergency events. These messages are only transmitted during emergencies and are an additional avenue of communication. Decisions to issue a timely emergency notification are made by the Director of Campus Safety or his designee on a case-by-case basis based on the known facts surrounding the incident, nature of the incident, continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

Campus-Wide Emails

Campus Safety may send a campus-wide email when information is important to the safety, security, or orderly operation of the CalArts community. Common reasons include:

- **Emergency Notifications:** Immediate threats to life or safety, such as an active threat, fire, hazardous condition, or other emergency.
- **Timely Safety Advisories:** Information about situations that may affect campus safety, including suspicious activity, police activity, or significant incidents.
- **Severe Weather or Environmental Hazards:** Earthquakes, smoke, extreme weather, hazardous materials, or other conditions affecting campus operations.
- **Campus Closures or Access Changes:** Temporary building closures, restricted access, parking changes, road closures, or other significant operational impacts.
- **Crime or Security Information:** Notices regarding crimes or incidents when broader awareness is appropriate and consistent with Clery requirements and applicable privacy considerations.
- **Emergency Preparedness:** Information about drills, exercises, evacuation procedures, active-threat preparedness, or other campus safety initiatives.
- **Security System or Access Issues:** Significant disruptions involving access control, emergency call boxes, alarms, cameras, or other safety-related systems.
- **Public Safety Operations:** Information about law-enforcement activity, major events requiring special security measures, or other circumstances that may affect the campus community.

LiveSafe

All Staff/Faculty/Students that have signed up for the LiveSafe text alert system will be sent a text to their designated contact number(s). The text will state the emergency and any actions to be taken. LiveSafe may be downloaded at:

- https://calarts.edu/campus-safety/campus-community-notifications
- Check for updates on the CalArts website at www.CalArts.edu

Events That May Qualify for Emergency Notifications

Events that may qualify for emergency notifications include, but are not limited to, the following:

- Earthquake
- Fire
- Nearby bomb threat
- Armed intruder
- Civil unrest
- Terrorist incident
- Nearby chemical or hazardous material spill
- Outbreak of meningitis, norovirus or other serious illness

Crime Statistics, Daily Crime Log, and Report Availability

Crime Statistics for 2023, 2024 and 2025

Crime statistics for 2023, 2024 and 2025 are included in the Crime Statistics section of this report and are available online at Clery Act: Annual Security Report – Campus Safety.

Clery Crime Log

A daily log, which records crime and fires in housing areas reported to the Campus Safety department, is maintained and open to public inspection during normal business hours. Limited information may be withheld to protect victim confidentiality. CalArts is also required to provide timely warnings/notices of crimes that pose an on-going threat to students and employees.

Availability of This Report

The Annual Security Report is available online at Clery Act: Annual Security Report – Campus Safety; printed copies may be obtained by contacting the CalArts Campus Safety Office in E-100.

The complete text of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is available at http://www.securityoncampus.org.

General Campus Safety

Weapons

It is illegal for any person to bring or possess weapons of any kind on the CalArts campus. The possession, use of, or threat to use any of the following on the CalArts premises or at a CalArts function is not permitted:

- Explosives
- Incendiary materials
- Dangerous or noxious chemicals
- Other dangerous materials or instruments
- Ammunition or weapons, real or facsimile, or toy weapons
- Functioning or non-functioning weapons
- Loaded or unloaded weapons
- Gas or spring-loaded guns
- Knives with blades exceeding two inches long

Students who wish to use weapons or instruments described above in their performances, or as part of an art piece, are directed to consult with the Risk Management Administrator in Facilities Management (Room D100) regarding Institute procedures for such uses. This consultation and approval must occur before any weapon or dangerous instrument is brought on campus.

Policy for Megan's Law and Sex Offender Registration

In accordance with the Jeanne Clery Act, the Campus Safety Department is providing a link to the State of California Megan's Law. This site provides the public with access to information on persons required to register in California as sex offenders. The Clery Act requires institutions of higher learning receiving Title IV funds to issue a statement advising the campus community where to obtain law enforcement information provided by a state concerning registered sex offenders. It also requires sex offenders already required to register in a state to provide notice to each institution of higher education in the state in which the person is employed, carries a vocation, or is a student.

Disclaimer: Unlawful use of information for purposes of intimidating or harassing another is prohibited and is punishable in a court of law. State of California Megan's Law link: Megan's Law

Crime Prevention Programs

During orientation, students are informed of services offered by Campus Safety along with a variety of crime prevention tips on various crimes. A common theme of all awareness and crime prevention is to encourage students and employees to be aware of their responsibility for their own safety and the security of their belongings. Members of our community are reminded not to prop open doors or leave doors unlocked. Report any suspicious activity to Campus Safety at once. Specific information on crime prevention is available upon request at the Campus Safety Office.

The Campus Safety Department offers an Escort Program seven days a week, anytime, day or night. To request an escort, contact the Campus Safety Office at (661) 222-2702 or at extension 2222.

Monitoring and Recording of Criminal Activity by Students at Non-Campus Locations of Recognized Student Organizations

CalArts does not have officially recognized student organizations that own or control housing facilities outside of the CalArts core campus. Therefore, the local Sheriff's Department does not monitor and/or record criminal activity since there are no non-campus locations of student organizations. Therefore, there is no policy on monitoring and recording of criminal activity by students at off-campus locations.

Security Awareness Programs

Programs to inform students and others about campus security procedures and practices are included in student orientation during registration week each September. The Residence Life department includes campus security procedures in its mailing over the summer to students, and in the housing brochure and contacts. The Orientation of on-campus and off-campus residents includes security procedures. During the Academic Year, additional security matters are brought to the attention of on-campus and off-campus residents through written communication from the Vice President of Student Affairs.

Each year at the beginning of the fall semester students are encouraged to attend a presentation hosted by Student Affairs, in conjunction with Campus Safety and Facilities Management. During this presentation, students are informed about crime on campus and in the surrounding neighborhoods. In addition, students receive specific safety tips pertaining to campus and residential life safety, and are advised of the escort service provided by Campus Safety and the location of the Emergency Blue Light Call Boxes. Students are encouraged to take responsibility for their own security as well as the security of others.

Similar information is presented periodically during the academic year with on-going safety updates through announcements via campus-wide emails. Students and employees may consult with the CalArts Campus Safety Department for more information.

Safety Tips

General Safety Tips

- Be aware of your surroundings and any signs that something appears to be wrong or out of place.
- Stay in well-lighted areas and walk mid-point between curbs and buildings and away from alleys and bushes when possible.
- Do not carry extra credit cards or large sums of money. Lock your valuables securely, even in your room.
- Walk with someone whenever possible. Request an escort when traveling alone at night.
- Do not risk personal injury if someone forcibly attempts to take your wallet, purse or property.
- Do carry a whistle or personal alarm and use it when you feel threatened.

- Keep an inventory of personal property and mark items with your driver's license number and the state from which it was issued.
- Acquaintance rape happens. Learn the danger signs. Victims suffer significant life disruption.
- Distance yourself from the misuse of alcohol or drugs; they can cause far worse than a bad headache the next morning.
- Do not attach your ID to your keychain or mark your keys with your name and address.
- Get to know your neighbors and share information about suspicious activities.

Office Safety

- When working late, be sure to lock doors. Let someone know of your location and expected departure time.
- NEVER prop doors open, even for a short time. Your action could contribute to harm to yourself or others.
- Do not loan your office keys or allow them to be copied.
- Do not hold a door open for a stranger.
- Keep your purse, wallet, or other valuables in a locked cabinet or drawer. Office thieves know where to look.

Car Safety

- Auto theft is a problem nationally as well as on college campuses. Act to safeguard your vehicle.
- Lock all doors after parking.
- Help secure your car against grand theft/burglary with an electronic alarm and/or kill switch.
- Keep a copy of your registration, title, and vehicle ID number in a safe place, separate from your vehicle.
- Store your valuables out of sight.
- If you park your car but do not use it regularly, check on it daily.
- Immediately report thefts, as well as suspicious activity in parking lots or near parked cars, to Campus Safety.

Counseling, CARE Team, and Referral Resources

On-Campus Referrals

Student Affairs: (661) 253-7873 or (661) 253-7871 — Counseling | CalArts

Student Affairs employs two licensed therapists who are licensed mental health professionals for current students to talk to in a confidential setting.

CalArts Retention and Evaluation Team (CARE Team)

The CalArts CARE Team was formed to assist students in distress. Its mission is to promote student success including academic, personal and professional development. It helps to accomplish this success by identifying persons of concern through information made available to the team by members of the CalArts Community and/or outside resources. The CARE Team is chaired by the Vice President for Student Affairs. It consists of:

- Anthony Garrison-Engbrecht, Vice President for Student Affairs
- Therese Colvin, Academic Affairs Associate Registrar
- Bethany Ponek, Associate Director of Residence Life
- Dionne Simmons, Director, Community Rights and Responsibilities, Title IX Coordinator
- Erik Klem, Director, Campus Safety
- Ge-Yao Liu, Director, International Student Services & Programs
- Lily Rodriguez, Psychotherapist, LMFT 113413
- Melissa Shepherd-Williams, Psychotherapist LMFT, MFC
- Sandra Luca, Assistant Provost for Academic Advising and Student Success
- Sandra Pirio, Nurse

Any member of the CalArts Community can bring concerns for a student or other member of the CalArts Community to any individual on the CARE team. Reporting will be handled confidentially and sensitively.

Off-Campus Referrals

Off-campus referral information about Alcoholics Anonymous can be obtained by visiting www.alcoholics-anonymous.org. Other treatment options (such as SMART Recovery) may also be available.

Additional off-campus referrals and resources can be obtained by contacting:

> **Santa Clarita Valley Central Office of Alcoholics Anonymous**
> 24-Hour Phone: (661) 250-9922
> 26951 Ruether Ave., Suite B-6, Santa Clarita, CA 91351
> www.aascv.org

Narcotics Anonymous (NA) Newhall/Saugus Santa Clarita
Santa Clarita Area Helpline: 800-338-2155

Policies and Procedures to Respond to Reports of Sexual Violence

VAWA Requirements

The Violence Against Women Act (VAWA) amendments to the Clery Act expand the rights afforded to campus survivors of sexual assault, domestic violence, dating violence, and stalking. It also details the role of law enforcement, the types of crime mandated for reporting, and stipulates the need for violence prevention programming.

CalArts prohibits the crimes of domestic violence, dating violence, sexual assault, and stalking, as defined by the Clery Act. Toward that end, CalArts issues this statement of policy to inform the campus community of our programs to address domestic violence, dating violence, sexual assault and stalking as well as the procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking, which will be followed regardless of whether the incident occurs on or off campus when it is reported to an Institute official.

VAWA, under reauthorization and the Campus Sexual Violence Elimination (SaVE) Act, requires education, prevention, and response programs addressing dating violence, domestic violence, sexual assault, and stalking. VAWA emphasizes the importance of transparent reporting, victim support services, and prevention programs that aim to reduce violence on campus. Moreover, VAWA mandates that campuses offer ongoing prevention and awareness programs for students and employees, providing education on topics such as bystander intervention, consent, and survivor resources.

Clery Act/VAWA Definitions

Term	Definition
Dating violence	Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Whether such a relationship exists is determined from the reporting party's statement, with consideration of the length and type of the relationship and the frequency of interaction between the people involved. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.
Domestic violence	A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction where the crime occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of that jurisdiction.
Sexual assault	An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting program:

Term	Definition
Rape	The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
Fondling	The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of age or because of temporary or permanent mental incapacity.
Incest	Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
Statutory rape	Sexual intercourse with a person who is under the statutory age of consent. In California the age of consent is 18.
Stalking	Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress. Course of conduct means two or more acts, including acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property. Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

California Definitions

Term	California law
Consent (Penal Code §261.6)	Positive cooperation in act or attitude pursuant to an exercise of free will. The person must act freely and voluntarily and have knowledge of the nature of the act or transaction involved. A current or previous dating or marital relationship is not, by itself, sufficient to constitute consent.
Rape (Penal Code §261)	An act of sexual intercourse accomplished under specified circumstances, including against a person's will by means of force, violence, duress, menace, or fear of immediate and unlawful bodily injury; where the person is prevented from resisting by an intoxicating or controlled substance; where the person is unconscious of the nature of the act; or where the person is incapable of giving legal consent because of a mental disorder or developmental or physical disability. Related offenses include sodomy (§286), oral copulation (§287), and sexual penetration by a foreign object (§289).

Term	California law
Sexual battery (Penal Code §243.4)	Touching an intimate part of another person, against that person's will, for the purpose of sexual arousal, sexual gratification, or sexual abuse, including while the person is unlawfully restrained or is unconscious of the nature of the act.
Domestic violence (Penal Code §13700; see also §273.5)	Abuse committed against an adult or a minor who is a spouse, former spouse, cohabitant, former cohabitant, or person with whom the suspect has had a child or is having or has had a dating or engagement relationship. Abuse means intentionally or recklessly causing or attempting to cause bodily injury, or placing another person in reasonable apprehension of imminent serious bodily injury to themselves or another.
Dating violence	California does not define "dating violence" as a separate crime. Violence in a dating relationship is prosecuted as domestic violence (Penal Code §13700) or battery against a person in a dating relationship (§243(e)). A dating relationship means frequent, intimate associations primarily characterized by the expectation of affection or sexual involvement, independent of financial considerations (§243(f)(10)).
Stalking (Penal Code §646.9)	Willfully, maliciously, and repeatedly following, or willfully and maliciously harassing, another person, and making a credible threat with the intent to place that person in reasonable fear for their safety or the safety of their immediate family.

CalArts Affirmative Consent Standard

See Appendix D for the full definition.

CalArts uses the affirmative consent standard required by California Education Code §67386. Affirmative consent means affirmative, conscious, and voluntary agreement to engage in sexual activity. Each person involved is responsible for making sure they have the affirmative consent of the other or others. Affirmative consent must be ongoing throughout the sexual activity and can be revoked at any time.

- Lack of protest or resistance does not mean consent, and silence does not mean consent.
- A current or past dating or sexual relationship is never, by itself, an indicator of consent.
- Consent to one act is not consent to other acts. Conditions a person places on consent, such as condom use, must be respected.
- A person who is asleep, unconscious, or incapacitated by alcohol, drugs, or medication so that they cannot understand the fact, nature, or extent of the sexual activity cannot consent. A person who cannot communicate because of a mental or physical condition also cannot consent.
- It is not a valid excuse that the respondent believed there was consent if that belief arose from the respondent's own intoxication or recklessness, or if the respondent did not take reasonable steps, in the circumstances known at the time, to ascertain whether the other person affirmatively consented.

- Consent cannot be obtained through force, threats, intimidation, or coercion. A person under 18 cannot give affirmative consent in California.

Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault or Stalking Occurs

What to Do If You Experience Domestic Violence, Dating Violence, Sexual Assault or Stalking

Anyone who experiences a sexual assault or other sexual misconduct is strongly encouraged to seek immediate assistance. The first priority should be to seek safety and to obtain support from someone the harmed person trusts—such as a friend, family member, a qualified counselor, or an off-campus or on-campus resource.

In an Emergency

If there is an immediate danger or need for an emergency police or medical response on campus, call Campus Safety (you are not required to disclose information that you are not ready to share) at 661-222-2702 and/or the Los Angeles County Sheriff at 911. For persons off campus, dial 911.

Seeking Medical Care

Those who experience sexual assault (particularly non-consensual oral copulation, vaginal, or anal penetration) are urged to seek medical treatment as soon as possible by going to the nearest hospital emergency room, specialized sexual assault treatment and trauma center, or private physician.

The emergency room nearest the CalArts campus is located at:

> **Henry Mayo Newhall Memorial Hospital**
> 23845 McBean Parkway, Valencia, CA 91355
> 661-253-8000

Please note that Henry Mayo does not currently offer on-call Sexual Assault Nurse Examiners (SANE Nurses). CalArts partners with UCLA Rape Treatment Center (RTC), which provides free, comprehensive, state-of-the-art treatment for sexual assault victims 24 hours a day, including highly specialized emergency medical care, forensic/evidentiary services, counseling, advocacy, and information about rights and options to help victims make informed choices and decisions.

> **Rape Treatment Center at UCLA Santa Monica Medical Center**
> RTC provides free transportation to anyone in need of assistance.
> 1250 16th Street, Santa Monica, CA 90404
> 424-259-7208

Harmed persons who promptly seek medical attention benefit from being examined for physical injury, receiving preventative treatment for sexually transmitted infections, a toxicology examination for date rape drugs, and emergency contraception, as appropriate. In addition, prompt reporting allows for the preservation of evidence, which will only be used if the person who experiences sexual misconduct decides, either immediately or later, to press criminal charges or to file a civil lawsuit.

Assistance with Transportation

The CalArts Confidential Student Resource Advocate can be contacted at 661-713-5325 to assist in providing free transportation to seek medical services and to assist those who experience Domestic Violence, Dating Violence, Sexual Assault and Stalking in navigating options and resources.

How to Best Preserve Any Evidence of Sexual Assault

To preserve evidence, those who experience sexual violence should not bathe, smoke, brush their teeth or change clothes (a change of clothes should be brought along). If clothes have been changed, the original clothes should be put in a paper bag (plastic bags damage evidence) and brought to the hospital. Do not disturb the scene of the assault. If it is not possible to leave the scene undisturbed, evidence (e.g., bedding, towels, loose fabrics, prophylactics, and clothing) should be placed in separate paper bags to be preserved.

Time is a critical factor in collecting and preserving evidence. The physical evidence of an assault is most effectively collected within the first 24–48 hours of the assault, but some evidence may be collected for up to 72–96 hours. If, however, a person who experiences sexual assault chooses to report the incident days, weeks, or even months after the assault, important support systems are still available and can be arranged, but the harmed persons should understand that a delay may make it more difficult to collect physical evidence of the sexual assault which could impact a criminal prosecution or civil lawsuit.

Hospitals and health practitioners that treat any physical injury sustained during a sexual assault are required to report it to law enforcement agencies. The harmed person(s) may choose whether or not to speak to police at the hospital. Also, it is important to understand that one who experiences sexual assault or other forms of sexual misconduct does not need to make an immediate decision to press criminal charges—that decision can be made at a later time.

Confidentiality and Privacy in the Process

References made to privacy mean CalArts offices and employees who cannot guarantee confidentiality, but will maintain privacy to the greatest extent possible, relaying information as necessary to investigate or seek a resolution and to notify the Title IX Coordinator or designee, who is responsible for tracking patterns and spotting systemic issues. CalArts will limit the disclosure as much as practicable.

All activities under these procedures shall be conducted with the privacy interests of those involved. CalArts will take all reasonable steps to protect the privacy of individuals involved in a complaint. CalArts will treat personally identifiable information about the victim as confidential and share it only with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant.

To maintain the privacy of evidence gathered as part of any resolution process, access to materials under the procedures in this Policy will be provided only by a secure method and parties and advisors are not permitted to make copies of any documents shared or make use of the documents outside of the processes described in this Policy. Parties may request to review a hard copy of materials, and CalArts will make that available in a supervised or monitored setting. Inappropriately sharing materials provided during this process may constitute Retaliation under this Policy.

Reporting Options

Options for Confidential Reporting at CalArts

Individuals may speak confidentially with a Confidential Resource. Confidential Resources (e.g., licensed mental health care providers, physicians and clergy) may not report to the Title IX Coordinator any identifying information about conduct that may violate this Policy without the written consent of the individual who supplied the information, unless required by law. Such disclosures will not be reported to the Title IX Coordinator or initiate any process under this Policy.

CalArts employs two types of employees who are not required to report information about Prohibited Conduct to the Title IX Coordinator:

1. **Privileged and Confidential Employees.** CalArts Licensed Therapists, in Health and Wellness, and Student Health staff's communications are privileged or confidential under Federal or State law. The employees are hired for and functioning within the scope of their duties to which the privilege or confidentiality applies. Disclosures made to these employees mean that information cannot be disclosed to anyone internal or external to CalArts without the express permission of the individual disclosing the information except where a health care provider observes an injury related to sexual violence. Individuals should clarify a Confidential Employee's ability to keep information confidential before disclosing information.
2. **Employees Designated as Confidential.** Employees designated by CalArts as exempt from reporting known Prohibited Conduct to the Title IX Coordinator and designated as such for the purpose of providing services to the campus community related to Prohibited Conduct. Such employees must be acting in the scope of that role when they learn of the information about Prohibited Conduct for this exemption to apply. Disclosures made to these employees mean that information will not be shared with the Title IX Coordinator or anyone within CalArts but may be released under legal action or court order without the permission of the individual disclosing the information.
    a. A Confidential Employee shall inform each student who provides the individual with information regarding Prohibited Conduct of the student's ability to report to a non-confidential employee or the Title IX Coordinator and direct the student to those specific reporting resources.
    b. For example, publicly available record-keeping for purposes of Clery Act reporting and disclosures will be made without inclusion of identifying information about the victim, as defined in 42 U.S.C. 1395(a)(20). Further, the institution will maintain as confidential any accommodations or protective measures provided to the victim to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures.

The Institute does not publish the names of crime victims nor house identifiable information regarding victims in the Campus Safety Daily Crime Log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. Furthermore, if a Timely Warning Notice is issued on the basis of a report of domestic violence, dating

violence, sexual assault or stalking, the name of the victim and other personally identifiable information about the victim will be withheld.

On-Campus Confidential Resource for Students

Designated Confidential Student Resource Advocate

Confidential Student Resource Advocate phone, which is active 24/7, at 661-713-5325 for matters related to trauma and sexual respect.

https://calarts-advocate.symplicity.com/titleix_report/ — This form is a confidential mechanism to connect with the Student Confidential Advocate.

Privileged and Confidential Resources for Students

1. **Counseling Services**

   Melissa Shepherd-Williams, MFT — F201 — msheperdwilliams@calarts.edu

   Lily Rodriguez, LMFT — F201 — lrodriguez@calarts.edu

2. **Student Health Services**

   Room D208

Employee Confidential Resources

1. **Employee Assistance Program.** CalArts has an Employee Assistance Program (EAP) that provides professional counseling, information and referral services to eligible employees and their spouse, domestic partner, and/or dependent children. The program offers confidential consultation on a wide variety of personal, family, or work-related problems. For program access: Anthem Insurance Companies (800) 999-7222.

Private Options for Reporting to CalArts

Employees, students, guests, or visitors who believe that this Policy has been violated should promptly contact the Title IX Coordinator or another member of the Title IX Office as follows:

> **CalArts' Title IX Coordinator**
> Dionne Simmons, Director, Community Rights and Responsibilities and Title IX Coordinator
> dsimmons@calarts.edu · titleix@calarts.edu · 661.291.3019

All complaints of violations of VAWA crimes will be taken seriously and in good faith. The Title IX Coordinator will provide information and guidance regarding how to file a complaint with CalArts and/or local law enforcement, as well as information and assistance about what course of action may best support the individual(s) involved and how best to address the complaint.

Reports to the Title IX Coordinator and other employees are private, not confidential. Information is shared only with those who need to know it to respond, investigate, provide supportive measures, or meet legal obligations. CalArts protects student records as required by FERPA. CalArts will complete publicly available recordkeeping, including Clery Act statistics, the daily crime log, and timely warnings, without including personally identifying information about the victim. CalArts will keep any

accommodations or protective measures provided to a victim confidential, to the extent that doing so does not impair its ability to provide them.

Every reasonable effort will be made to maintain the privacy of those making a report to the extent possible. In all cases, CalArts will give consideration to the party bringing forward a report with respect to how the matter is pursued. CalArts may, when necessary to protect the community, initiate an investigation or take other responsive actions to a report, even when the person identifying a concern chooses not to participate in a resolution process and/or requests that CalArts not initiate an investigation.

Options for Reporting to Law Enforcement

Victims have the right to notify law enforcement, to be assisted by campus authorities in notifying law enforcement, and to decline to notify law enforcement. CalArts will help any victim who wishes to contact the Los Angeles County Sheriff's Department or other law enforcement agency. A decision not to report to police will not be treated as evidence that a Policy violation did not occur. CalArts processes are separate from criminal proceedings and may proceed at the same time. As required by California Education Code §67380, reports of Part 1 violent crimes, sexual assault, and hate crimes received by a Campus Security Authority are disclosed to local law enforcement without identifying the victim unless the victim consents.

Protective Measures (Campus Supportive Measures) and Protective Orders

CalArts Protective Measures (Supportive Measures)

CalArts will provide written information about, and will provide, reasonably available changes to a victim's academic, living, transportation, and working situations and other protective measures if the victim requests them and they are reasonably available. These are available whether or not the victim chooses to report the crime to Campus Safety or law enforcement, and whether or not the victim files a complaint. To request them, contact the Title IX Coordinator.

Supportive Measures are offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to:

1. Restore or preserve that party’s access to CalArts’ education program or activity, including measures that are designed to protect the safety of the parties or CalArts' educational environment; or
2. Provide support during CalArts' grievance procedures or during an alternative resolution process. Supportive measures may include but are not limited to: counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security and monitoring of certain areas of the campus; restrictions on contact applied to one or more parties; leaves of absence; changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; no-contact directives (which may be mutual or unilateral at the discretion of the Title IX Coordinator); and training and education programs related to sex-based harassment. Supportive measures are

non-disciplinary and non-punitive. Supportive Measures will also be offered to Respondents when they are notified of the allegations.

Any Supportive Measures put in place will be kept confidential, except when doing so impairs the ability of CalArts to provide the Supportive Measures.

CalArts will offer and coordinate supportive measures as appropriate for the parties as applicable to restore or preserve their access to CalArts' program or activity.

External Protective Orders

Complainants may seek a protective or restraining order from a California court. Options include:

- Emergency Protective Order, requested by law enforcement at any hour and effective immediately for a short period;
- Domestic Violence Restraining Order (Family Code §6200 et seq.) against a spouse, former spouse, cohabitant, dating partner, or co-parent;
- Civil Harassment Restraining Order (Code of Civil Procedure §527.6) against others, including stalkers;
- Criminal Protective Order, issued by a criminal court when charges are filed.

Information and forms are available from the Los Angeles County Superior Court, Superior Court of Los Angeles | Self Help, or by phone at 213-830-0845, and from local advocacy organizations. CalArts does not issue court orders, but it will help victims contact law enforcement or advocates to request one. CalArts will honor and help enforce any valid order of protection, no-contact order, or restraining order issued by a criminal, civil, or tribal court, including by restricting a person's access to campus. Complainants are encouraged to give a copy of any order to Campus Safety and the Title IX Coordinator. The Title IX Coordinator will help and support students attempting to obtain a Protective Order through the court.

Separately, CalArts may issue institutional no-contact orders. For students, interim directives are unilateral (directing the respondent not to contact the complainant) unless the specific circumstances justify a mutual directive, in which case CalArts will explain its reasons in writing.

Sexual Violence Prevention, Education and Risk Reduction

CalArts provides primary prevention and awareness programs for all incoming students and new employees, and ongoing prevention and awareness campaigns for students and employees. These programs are designed to stop dating violence, domestic violence, sexual assault, and stalking before they occur by promoting positive and healthy behaviors. Every program includes:

- a statement that CalArts prohibits these offenses;
- the Clery Act and California definitions of dating violence, domestic violence, sexual assault, stalking, and consent in the CalArts Affirmative Consent Standard;
- safe and positive options for bystander intervention;
- information on risk reduction, meaning how to recognize warning signs of abusive behavior and how to avoid potential attacks, without placing blame on victims; and

- the reporting options, procedures, resources, and rights described in the Campus Response to Sexual Violence Policies and Procedures section.

CalArts provides resources for education about and prevention of discrimination, harassment, and sexual misconduct—including sexual assault, dating and domestic violence, and stalking. Students, faculty, and staff are urged to take advantage of on-going prevention and awareness campaigns and are encouraged to participate actively in prevention and risk-reduction efforts to recognize warning signs of abusive behavior, unhealthy relationships, and how to avoid personal attacks. Consistent with federal requirements, CalArts will, on an annual basis, train individuals who are responsible for investigating and adjudicating reports of discrimination, harassment, and sexual misconduct on issues related to sexual assault, dating violence, domestic violence, and stalking, as well as how to conduct a hearing process that protects the safety of the Complainant(s) and promotes accountability.

Current Programs

Program	Audience	Timing / Frequency	Delivery	Dates
Catharsis Sexual Violence Prevention online course	All incoming undergraduate and graduate students	Orientation	Online module |	
Recognize Violence Change Culture — Affirmative Consent and Bystander Intervention Workshop	All incoming undergraduate and graduate students	During Orientation	In-person |	
New employee training — Sexual Harassment Training	All new faculty and staff	Within 30 days of hire	Online module |	
Intimacy and Consent Training	Students	At least annually	In-person workshop	1. School of Dance 2. School of Theater 3. School of Film/Video
Intimacy and Consent Training	Faculty	At least annually	In-person workshop	1. School of Dance 2. School of Theater
Ongoing awareness campaign, Sexual Assault Awareness Month	All students and employees	April	Events, social media, pin/poster campaign |	
Residential life training	Residential life staff	At least once each semester	Trauma-informed training / responding to disclosures / mandated reporter training	During the summer prior to the start of the academic year
Orientation Training	Orientation Leaders	At least annually	Trauma-informed training / responding to disclosures / mandated reporter training |	

Program	Audience	Timing / Frequency	Delivery	Dates
Student Union Training	Student government leaders	At least annually	|	
Mandated Reporter / Reporting Process	All employees	At least annually	Attending each of the six schools' required all-staff meetings at the start of the year. Meet with the Faculty Executive Leadership during the fall semester.	In-person
Minor/Child Abuse and Neglect Training	Staff who facilitate/teach programs for minors	Prior to the start of the program	|	
Sexual Assault Awareness	Employees and Students	Day event	In-person	4/8 – Child & Family Center tabling – Denim Day art installation
Sexual Assault Awareness	Employees and Students	Day event	In-person	April – Health and Wellness Healthy Relationships Program

CalArts provides resources for education about and prevention of discrimination, harassment, and sexual misconduct—including sexual assault, dating and domestic violence, and stalking. Students, faculty, and staff are urged to take advantage of on-going prevention and awareness campaigns and are encouraged to participate actively in prevention and risk-reduction efforts to recognize warning signs of abusive behavior, unhealthy relationships, and how to avoid personal attacks. Consistent with federal requirements, CalArts will, on an annual basis, train individuals who are responsible for investigating and adjudicating reports of discrimination, harassment, and sexual misconduct on issues related to sexual assault, dating violence, domestic violence, and stalking, as well as how to conduct a hearing process that protects the safety of the Complainant(s) and promotes accountability.

Prevention strategies consist of primary, secondary, and tertiary prevention and awareness programs and training and also ongoing training, awareness and prevention campaigns for students, faculty and staff that identify all forms of sexual and gender-based misconduct as prohibited conduct, including sexual assault, sexual and gender-based harassment, dating violence, domestic violence, and stalking; and define the terms sexual misconduct, sexual assault, sexual harassment on the basis of sex, dating violence, domestic violence, stalking, and affirmative consent by using definitions articulated in Institute policies and procedures.

Bystander Intervention

CalArts considers the welfare of students, faculty, staff, administrators, and its guests to be of paramount importance. The Institute recognizes that at times students, who reside on or off campus, may need assistance. CalArts urges all community members to offer help and assistance to others in need and to take reasonable and prudent actions to prevent or stop an act of sexual harassment or sexual misconduct. Taking direct or indirect action, when safe to do so, when witnessing potential sexual assault, dating and domestic violence, or stalking may help prevent or stop a harmful act. Safe and positive ways to intervene might include: enlisting the assistance of friends, and/or seeking assistance from a person in authority, such as staff, faculty, mentors, deans, Campus Safety officers, or law enforcement officers from the LA Sheriff's Department.

Primary Prevention and Orientation Programs

Prior to their arrival, all incoming students participate in:

1. Introduction to Title IX and protections under Title IX;
2. An Overview of CalArts Title IX, Sex-Based Discrimination, Sexual Harassment Policies that address VAWA crimes;
3. Intimacy and Consent Training for Productions and Performances;
4. How to Report Prohibited Conduct under these policies;
5. CalArts Resources and Support.

During Orientation, all incoming students participate in an in-person workshop facilitated by Recognize Violence Change Culture (RVCC), educating students on bystander intervention and providing tools to intervene when they witness sexual violence, dating violence, and stalking, as well as tips for creating a campus community that supports survivors and does not tolerate harm.

Campus Response to Sexual Violence: Policies and Procedures

Title IX

The 2020 Title IX regulations introduced significant changes to how educational institutions respond to incidents of sexual harassment, assault, and discrimination based on sex. These updates refined the definition of sexual harassment, emphasized procedural protections for both complainants and respondents, and introduced requirements for live hearings and cross-examinations in formal Title IX investigations. Our institution has fully incorporated these changes into our policies and procedures to ensure a balanced and equitable process that aligns with federal law. Prohibited Conduct that occurred on or after August 20, 2020 will be addressed under the CalArts policy addressing Title IX Prohibited Conduct. The full policy can be accessed at: https://calarts.edu/life-calarts/student-services/sexual-respect/policies-and-procedures

California SB 493

California SB 493 is a law that applies to all higher education institutions in California that receive state funding. This law went into effect on January 1, 2022. While the law echoes many Title IX and Clery Act/VAWA § 304 requirements, it provides additional protections. Our institution has fully incorporated these changes into our policies and procedures to ensure a balanced and equitable process that aligns with the requirements of SB 493.

CalArts is committed to adhering to the requirements set forth by the Violence Against Women Act (VAWA) to respond to and address Sexual Assault, Dating Violence, Domestic Violence and Stalking as outlined in the CalArts Policy Prohibiting Sexual Harassment, Sex-based Discrimination, Sexual Misconduct and Retaliation. The full policy can be accessed at: https://calarts.edu/life-calarts/student-services/sexual-respect/policies-and-procedures

Introduction

CalArts' policies and procedures align to the obligations under the 2020 Title IX Regulations and CA SB 493, and incorporate the definitions and procedural requirements from the 2013 Clery Amendments pertaining to sexual assault, dating violence, domestic violence, and stalking.

Pursuant to this Policy, CalArts will respond to all reports of Title IX Sexual Harassment, CA SB 493 Sexual Harassment, discrimination and/or retaliation. It will take necessary measures to end conduct that is in violation of this Policy, prevent its recurrence, and remedy its effect on individuals and the community.

Within any process related to this Policy, CalArts provides reasonable accommodations to persons with disabilities and reasonable religious accommodations, consistent with California and federal law.

Situations involving other conduct that may be in violation of other CalArts student or employee conduct policies should be reported to the Office of Community Rights and Responsibilities for matters involving students, or Human Resources for matters involving faculty or staff. Situations involving other conduct relating to nonaffiliates should be reported to Campus Safety.

Any concerns related to conduct prohibited by this Policy should be reported to:

> **CalArts' Title IX Coordinator**
> Dionne Simmons, Director, Community Rights and Responsibilities and Title IX Coordinator
> Dionne Simmons · CalArts Title IX · 661.291.3019

Institution's Duty to Respond and Delegation of Duties Under This Policy

CalArts shall respond to all allegations of Prohibited Conduct, as defined above. Obligations created by this Policy, including when responding to reports of Prohibited Conduct, may be delegated by CalArts, including to external professionals.

Conflicts of Interest or Bias

Any individual carrying out any part of this Policy shall be free from any actual conflict of interest or demonstrated bias that would impact the handling of a matter. Should the Title IX Coordinator have a conflict of interest, the Title IX Coordinator shall immediately notify CalArts so that an appropriate official may take, or reassign, the role of Title IX Coordinator for purposes of carrying out the handling and finalization of the matter at issue.

Should any Investigator, Decision maker, or Appeals Officer have a conflict of interest, the Investigator, Decision maker, or Appeals Officer shall notify the Title IX Coordinator upon discovery of the conflict so that the Title IX Coordinator may reassign the role as appropriate. This Policy will note where parties have the opportunity to challenge the participation of any individual implementing this Policy based on actual conflict of interest or demonstrated bias.

Crime and Incident Disclosure Obligations

The Clery Act is a federal crime and incident disclosure law. (Section 67380 of the California Education Code has similar requirements.) The Clery Act requires, among other things, that CalArts report the number of incidents of certain crimes, including some of the Prohibited Conduct in this Policy, that occur in particular campus-related locations. The Clery Act also requires CalArts to issue a warning to the community in certain circumstances.

In the statistical disclosures and warnings to the community, CalArts will ensure that a Complainant's name and other identifying information is not disclosed. When reporting to law enforcement under the Education Code, CalArts will not disclose the personally identifiable information without a Complainant's consent. The Title IX Coordinator will refer information to the Clery Compliance Officer – Erik Klem, Director, Campus Safety, when appropriate for a determination about Clery-related actions, such as disclosing crime statistics or sending campus notifications.

Reporting to External Law Enforcement

As a condition of participation in Cal Grants, CalArts states the following pursuant to section 67380 of the California Education Code: CalArts requires any report made by a victim or an employee pursuant to Section 67383 of a Part 1 violent crime, sexual assault, or hate crime, as described in Section 422.55 of

the Penal Code, received by a campus security authority and made by the victim for purposes of notifying the institution or law enforcement, to be immediately, or as soon as practicably possible, disclosed to the local law enforcement agency without identifying the victim, unless the victim consents to being identified after the victim has been informed of the victim's right to have the victim's personally identifying information withheld. If the victim does not consent to being identified, the alleged assailant shall not be identified in the information disclosed to the local law enforcement agency, unless the institution determines both of the following, in which case the institution shall disclose the identity of the alleged assailant to the local law enforcement agency and shall immediately inform the victim of that disclosure:

(i) The alleged assailant represents a serious or ongoing threat to the safety of students, employees, or the institution.

(ii) The immediate assistance of the local law enforcement agency is necessary to contact or detain the assailant.

Criminal investigations may be useful in the gathering of relevant evidence, particularly forensic evidence. The standards for finding a violation of criminal law are different from the standards for finding a violation of this Policy. Conduct may constitute Prohibited Conduct under this Policy even if law enforcement agencies lack sufficient evidence of a crime and decline to prosecute.

Proceedings under this Policy may be carried out prior to, simultaneously with, or following civil or criminal proceedings off campus. However, when a complaint is made to CalArts as well as to law enforcement, CalArts may delay its process if a law enforcement agency requests that CalArts delay its process for a reasonable amount of time to allow law enforcement to gather evidence of criminal misconduct. Criminal or legal proceedings are separate from the processes in this Policy and do not determine whether this Policy has been violated.

All investigations and determinations under this Policy will be thorough, reliable and impartial, and will seek to collect evidence and names of witnesses to gather information that is directly or substantially relevant to whether the alleged policy violation occurred and will not be based on the grounds that civil or criminal charges involving the same incident have been filed or that charges have been dismissed or reduced.

In the case of an emergency, where the physical well-being of a member of the CalArts community or the safety of CalArts as an institution is threatened, any individual with such knowledge should promptly call 911, and inform Campus Safety (661-222-2702). CalArts may take any immediate steps as may be necessary and appropriate under the circumstances to ensure the well-being of the CalArts community and CalArts as an institution.

Options for Resolution

There are multiple ways to resolve a complaint or report of sex discrimination. During the resolution of a complaint, the Title IX Coordinator will determine whether to implement reasonable supportive measures designed to assist all parties (Complainants and Respondents) and community members in maintaining access to and participation in CalArts' educational programs, services and activities during the resolution of the complaint.

Support-Based Resolution

A support-based resolution is an option for a Complainant who does not wish CalArts to take any further steps to address their concern, and when the Title IX Coordinator determines that another form of resolution, or further action, is not required. Some types of support that may be appropriate include but are not limited to: adjustments or changes to class schedules; moving from one residence hall room to another; adjusted deadlines for projects or assignments; adjustments to work schedule or arrangements; escorts to and around campus; and/or counseling.

A support-based resolution does not preclude later use of another form of resolution, for example if new information becomes available to CalArts and the Title IX Coordinator determines there is need for additional steps to be taken, or the Complainant later decides to pursue a Resolution Agreement or investigation and decision making.

Agreement-Based Resolution

Agreement-Based Resolution is an alternative where the Parties each voluntarily agree to resolve the complaint in a way that does not include an investigation and does not include any finding of responsibility. Agreement-Based Resolution is a voluntary, structured interaction between or among affected parties that balances support and accountability. If CalArts offers Agreement-Based Resolution to the parties, and they voluntarily consent to engage in that process, the Title IX Coordinator must still take other prompt and effective steps as needed to ensure that sex discrimination does not continue or recur within the education program or activity. Parties and the Title IX Coordinator may agree to pause or exit the investigation and decision-making resolution procedures to explore Agreement-Based Resolution.

Any party may design the proposed agreement between the parties. The Title IX Coordinator must approve of the use of the Agreement-Based Resolution process and approve the final agreement between the parties. Although not generally a part of Agreement-Based Resolution, under California law mediation is not permitted for California Misconduct. The Title IX Coordinator must specifically determine that it is permissible for resolving California Sex-Based Harassment in Employment. Agreement-Based Resolution may be initiated at any time prior to the release of the final determination. Because Agreement-Based Resolution does not involve an investigation, there is not any determination made as to whether a Respondent violated this Policy.

The Title IX Coordinator has the discretion to determine that Agreement-Based Resolution is not an appropriate way to address the reported conduct, and that the matter must instead be resolved through an alternate process.

Initiating the Agreement-Based Resolution Process

Prior to the initiation of Agreement-Based Resolution, the Title IX Coordinator will provide the Parties written notice that includes:

1. The specific allegation and the specific conduct that is alleged to have occurred;
2. The requirements of the Agreement-Based Resolution process;

3. Any consequences resulting from participating in the Agreement-Based Resolution process, including the records that will be maintained or could be shared, and whether CalArts could disclose such information for use in a future CalArts grievance process, including an investigation and resolution process arising from the same or different allegations, as may be appropriate;
4. Notice that an agreement resulting from the Agreement-Based Resolution process is binding only on the parties and is not subject to appeal;
5. Notice that once the Agreement is finalized and signed by the Parties, they cannot initiate or continue an investigation procedure arising from the same allegations;
6. A statement indicating that the decision to participate in the Agreement-Based Resolution process does not presume that the conduct at issue has occurred;
7. A statement that the Respondent is presumed not responsible for violating this Policy, unless Respondent admits to violations of this Policy;
8. An explanation that all parties may be accompanied by an advisor of their choice, who may be a parent, colleague, friend, or attorney;
9. A statement that any party has the right to withdraw from the Agreement-Based Resolution process and initiate or resume grievance procedures at any time before agreeing to a resolution; the date and time of the initial meeting with staff or the Title IX Coordinator, with a minimum of 3 days' notice;
10. Information regarding Supportive Measures, which are available equally to the parties; and
11. The potential terms that may be requested or offered in an Agreement-Based Resolution agreement.

Facilitating an Agreement

If all Parties are willing to explore Agreement-Based Resolution, the Title IX Coordinator will then meet separately with each party to discuss the Agreement-Based Resolution process and facilitate an agreement. If an agreement cannot be reached, either because the Parties do not agree, determine they no longer wish to participate in the Agreement-Based Resolution process, or the Title IX Coordinator does not believe that the terms of the agreement or continuing the Agreement-Based Resolution process is appropriate, the Title IX Coordinator may decide that the reported conduct will instead be addressed through the investigation and decision-making process. The Title IX Coordinator will inform the parties of such decision, in writing.

Agreement-Based Resolution processes are managed by facilitators who do not have a conflict of interest or bias in favor of or against Complainants or Respondents generally or regarding the specific parties in the matter. The Title IX Coordinator may serve as the facilitator, subject to these restrictions. The Investigator or Decision maker for the matter may not facilitate an Agreement-Based Resolution in that same matter.

Any party may craft or create the terms of their agreement and will be asked for their suggestions or ideas. Examples of agreements may include but are not limited to:

1. An agreement that the Respondent will change classes or housing assignments;

2. An agreement that the Parties will not communicate or otherwise engage with one another;
3. An agreement that the Parties will not contact one another;
4. Completion of a training or educational project by the Respondent;
5. Completion of a community service project by the Respondent;
6. An agreement to engage in a restorative justice process or facilitated dialogue; and/or
7. Discipline agreed upon by all parties.

To facilitate Agreement-Based Resolution, information shared by any party will not be used in any related resolution process of the same complaint under this policy. No evidence concerning the allegations obtained within the Agreement-Based Resolution process may be disseminated to any outside person, provided that any party to the Agreement-Based Resolution process may generally discuss the allegations under investigation with a parent, advisor, or other source of emotional support, or with an advocacy organization. An admission of responsibility made during an Agreement-Based Resolution process, however, may not be incorporated into the investigation and adjudication proceeding.

Investigation and Decision-Making Resolution

This Policy includes two types of investigation and decision-making procedures:

1. Procedures covering Title IX Prohibited Conduct
2. Procedures covering Non-Title IX Prohibited Conduct

Acceptance of Responsibility

If a Respondent accepts responsibility for all or part of the Prohibited Conduct alleged, the Title IX Coordinator or designated sanctioning officer will issue an appropriate sanction or responsive action as to those violation(s) and continue processing remaining allegations of Prohibited Conduct, if any.

Assignment of the Investigator and/or Decision Maker

CalArts will assign a trained Investigator and/or Decision maker to conduct an adequate, reliable, and impartial investigation and determination, as applicable, in a reasonably prompt timeframe. CalArts reserves the right to utilize internal or external Investigators and Decision makers. As required by California law, those involved in the process shall have undergone a comprehensive, trauma-informed training program for campus officials involved in investigating and adjudicating sexual assault, domestic violence, dating violence, and stalking cases.

All parties have the option to participate in the investigation, and each have the same rights during the resolution process including the right to an advisor, to submit relevant witness names and evidence, and to review the evidence gathered by the Investigator prior to the Investigator providing the final report to the Decision maker. The Investigator will establish deadlines for submission of names of relevant witnesses and submission of evidence and communicate those deadlines to the parties in writing.

Conflict of Interest or Bias

After a Notice of Investigation, as described below, is issued to all parties, any party may object to the participation of the Title IX Coordinator or designated Investigator on the grounds of a demonstrated bias or actual conflict of interest. All parties will have three (3) days from the date of the Notice of Investigation to object to the selection of the Investigator or the Title IX Coordinator. Objections to the Title IX Coordinator are to be made, in writing, to the Vice President, Student Affairs. Objections to the appointment of the Investigator are to be made in writing, to the Title IX Coordinator. All objections will be considered, and changes made as appropriate. If the objection is substantiated as to either the Title IX Coordinator or the Investigator, that individual shall be replaced. Any change will be communicated in writing.

Nature of Process

The investigation and adjudication of alleged Prohibited Conduct under this Policy is not an adversarial process between a Complainant, a Respondent, and the witnesses, but rather a process for CalArts to comply with its obligations under existing law. The investigation and adjudication shall provide all parties with appropriate due process and reach reasonable conclusions based on the evidence collected.

Timeline

CalArts strives to complete the investigation process in a reasonably prompt manner, and within 180 days from the date of the Notice of Investigation, and shall communicate with the Parties regarding the anticipated timeline. The communicated timeline information shall include:

1. The period during which the institution shall conduct any investigation.
2. The date by which the parties shall be notified of the outcome of any investigation.
3. The deadlines and process for parties to appeal, if the institution’s grievance procedures include an appeals process.

The Investigator and/or Title IX Coordinator shall provide the Parties with periodic status updates, in writing.

Timeline Extensions

The timeline for any part of the resolution process may be extended for good cause by the Title IX Coordinator, who shall provide for the prompt communication of that information to the Parties. All parties shall be notified, in writing, of any extension to the timeline that is granted, the reason for the extension, and the new anticipated timeframes for the major stages of the complaint process, including the anticipated date(s) of conclusion of the investigation and/or hearing. Good cause reasons for extension may include ensuring availability of witnesses and other participants and ensuring participants have sufficient time to review materials. CalArts shall not unreasonably deny a student party’s request for an extension of a deadline related to a complaint during periods of examinations or school closures.

CalArts' Response to a Report of Prohibited Conduct

CalArts' response to a report of Prohibited Conduct shall generally include the following:

Initial Contact

Following receipt of a report alleging a potential violation of this Policy, the Title IX Coordinator will contact the Complainant to meet with the Title IX Coordinator for an initial intake and assessment meeting, and will provide the following:

1. An invitation to meet to offer assistance and explain their rights, resources, and options under this Policy;
2. Access to this Policy;
3. Information regarding available campus and community resources for counseling, health care, and mental health. Upon request, information regarding legal assistance, visa and immigration assistance, student financial aid and other available services may be provided;
4. The availability of Supportive Measures regardless of whether a complaint is filed and/or any resolution process is initiated;
5. The options for resolution (no action, prevention, agreement, investigation) and how to initiate such resolution processes;
6. The right to notify law enforcement as well as the right not to notify law enforcement;
7. The importance of preserving evidence and, in the case of potential criminal misconduct, how to get assistance from Campus Safety or local law enforcement in preserving evidence;
8. For cases of California Sexual Violence, the role of victim advocates and a student's right to consult with an attorney, at their own expense, at any stage of the process if they wish to do so. An attorney may serve as a support person or advisor;
9. The identification and location of witnesses;
10. The right to an advisor of choice, if applicable, during CalArts proceedings under this Policy including the initial meeting with the Title IX Coordinator;
11. A statement that retaliation for filing a complaint, or participating in the complaint process, is prohibited; and
12. Information on how to initiate the Investigation or Resolution-Based Agreement process and how those procedures work, including contacting and interviewing Respondents and seeking identification and location of witnesses.

Supportive Measures

Supportive Measures are offered as appropriate, as reasonably available, without unreasonably burdening a Complainant or Respondent, not for punitive or disciplinary reasons, and without fee or charge to the Complainant or Respondent to:

1. Restore or preserve that party's access to CalArts' education program or activity, including measures that are designed to protect the safety of the parties or CalArts' educational environment; or
2. Provide support during CalArts' grievance procedures or during an alternative resolution process. Supportive measures may include but are not limited to: counseling; extensions of deadlines and other course-related adjustments; campus escort services; increased security

and monitoring of certain areas of the campus; restrictions on contact applied to one or more parties; leaves of absence; changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; no-contact directives (which may be mutual or unilateral at the discretion of the Title IX Coordinator); and training and education programs related to sex-based harassment. Supportive measures are non-disciplinary and non-punitive. Supportive Measures will also be offered to Respondents when they are notified of the allegations.

Any Supportive Measures put in place will be kept confidential, except when doing so impairs the ability of CalArts to provide the Supportive Measures.

CalArts will offer and coordinate supportive measures as appropriate for the parties as applicable to restore or preserve their access to CalArts' program or activity or provide support during CalArts' alternative resolution process or grievance procedures. Prohibited Conduct under this Policy have the right to request supportive measures from CalArts regardless of whether they desire to make a complaint or seek alternative resolution.

A party may challenge CalArts' decision to provide, deny, modify, or terminate supportive measures when such measures are applicable to them. An impartial employee will be designated to consider modification or reversal of CalArts' decision to provide, deny, modify, or terminate supportive measures. When the individual providing Supportive Measures is a Deputy Title IX Coordinator or other individual identified by the Title IX Coordinator to provide Supportive Measures, the Title IX Coordinator will be designated to consider the challenge regarding supportive measures. The impartial employee will typically respond to the challenge within five (5) days.

The Title IX Coordinator has the discretion to implement or modify supportive measures. Violation of the parameters of supportive measures may violate existing codes or handbooks.

A. Initial Intake and Assessment

The Initial Assessment process seeks to gather information about the nature and circumstances of the report to determine whether this Policy applies to the report and, if so, which resolution process may be appropriate, as well as which section of the grievance procedures apply based on the conduct and the status of the parties. The primary concern shall be safety. For cases of California Sexual Violence, a victim-centered interview protocol shall be used.

The Title IX Coordinator may also determine that the provision of supportive measures only is the appropriate response under the Policy. If the initial complaint was not reported by the actual Complainant, the Title IX Coordinator will limit communication to general information on policies and processes.

Should the Complainant wish to initiate a resolution process, the Title IX Coordinator will determine whether this Policy applies and, if so, the appropriate process under this Policy. The Title IX Coordinator will communicate to the Complainant this determination. If the Complainant does not wish to initiate a resolution process, the Title IX Coordinator will assess whether to proceed as set forth below. If the information provided does not suggest a potential violation of this Policy, the Title IX Coordinator will

provide the Complainant written notice that the matter is being referred for handling under a different policy, and/or to another appropriate office for handling.

B. Requests for Confidentiality or No Further Action

When a Complainant requests that CalArts not use their name as part of any resolution process, or that CalArts not take any further action, CalArts will generally try to honor those requests. However, there are certain instances in which CalArts has a broader obligation to the community and may need to act against the wishes of the Complainant. In such circumstances, the Title IX Coordinator will notify the Complainant in writing of the need to take action. The factors the Title IX Coordinator will consider when determining whether to act against the wishes of a Complainant include:

1. The Complainant's request not to proceed with initiation of a complaint;
2. The Complainant's reasonable safety concerns regarding initiation of a Complaint;
3. The risk that additional acts of Prohibited Conduct would occur if a Complaint is not initiated;
4. The severity of the alleged Prohibited Conduct, including whether the discrimination, if established, would require the removal of a Respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
5. The age and relationship of the parties, including whether the Respondent is an employee of CalArts;
6. The scope of the alleged discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
7. The availability of evidence to assist a Decision maker in determining whether sex discrimination occurred;
8. Whether CalArts could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures under this Policy; and
9. Whether the conduct as alleged presents an imminent and serious threat to the health or safety of the Complainant or other persons, or that the conduct as alleged prevents CalArts from ensuring equal access on the basis of sex to its education program or activity.

C. Requests for Confidentiality or No Further Action for California Sex-Based Harassment in Programs and Activities and California Sexual Violence

California has specific requirements for CalArts' duty to respond to reports of California Sex-Based Harassment in Programs and Activities and/or California Sexual Violence and Sexual Exploitation where the conduct is not governed by Title IX ("California Misconduct"). Regardless of whether or not a complaint has been filed under CalArts' grievance procedures, if CalArts knows, or reasonably should know, about possible California Misconduct against a student, involving individuals subject to CalArts' policies at the time, CalArts shall promptly investigate (as set forth in this Policy) to determine whether the alleged conduct more likely than not occurred, or otherwise respond if CalArts determines that an investigation is not required. If CalArts determines that the alleged conduct more likely than not occurred, it shall immediately take reasonable steps to end the harassment, address the hostile environment, if one has been created, prevent its recurrence, and address its effects.

For California Misconduct, if a student Complainant requests confidentiality, which could preclude a meaningful investigation or potential discipline of the potential Respondent, or that no investigation or disciplinary action be pursued to address alleged California Misconduct, CalArts shall take the request seriously, while at the same time considering its responsibility to provide a safe and nondiscriminatory environment for all students, including for Complainant. CalArts shall generally grant the request. In determining whether to disclose Complainant's identity or proceed to an investigation over the objection of Complainant, CalArts may consider whether any of the following apply:

(I) There are multiple or prior reports of sexual misconduct against Respondent.

(II) Respondent reportedly used a weapon, physical restraints, or engaged in battery.

(III) Respondent is a faculty or staff member with oversight of students.

(IV) There is a power imbalance between Complainant and Respondent.

(V) Complainant believes that the Complainant will be less safe if Complainant's name is disclosed or an investigation is conducted.

(VI) CalArts is able to conduct a thorough investigation and obtain relevant evidence in the absence of Complainant's cooperation.

If CalArts determines that it can honor the student's request for confidentiality, it shall still take reasonable steps to respond to the complaint, consistent with the request, to limit the effects of the alleged California Misconduct and prevent its recurrence without initiating formal action against the alleged Respondent or revealing the identity of Complainant. These steps may include increased monitoring, supervision, or security at locations or activities where the alleged misconduct occurred; providing additional training and education materials for students and employees; or conducting climate surveys regarding sexual violence. CalArts shall also take immediate steps to provide for the safety of Complainant while keeping Complainant's identity confidential as appropriate. These steps may include changing living arrangements or course schedules, assignments, or tests. Complainant shall be notified that the steps CalArts will take to respond to the complaint will be limited by the request for confidentiality.

If CalArts determines that it must disclose Complainant's identity to the Respondent or proceed with an investigation, it shall inform Complainant prior to making this disclosure or initiating the investigation. CalArts shall also take immediate steps to provide for the safety of the Complainant where appropriate. In the event Complainant requests that CalArts inform Respondent that the student asked CalArts not to investigate or seek discipline, CalArts shall honor this request.

General Principles of Investigation

A. Standard of Proof

The standard of proof to find a violation of Institute policy is a preponderance of the evidence. Preponderance of the evidence means that a decision of responsibility for a policy violation will be made on whether it is more likely than not that the respondent violated the policy based on the totality of information gathered during the investigation.

B. Initial Inquiry

After receiving a report of alleged Sexual Harassment or Retaliation, the Title IX Coordinator will contact the Complainant to explain their options and resources under this policy, reporting options on and off campus, supportive measures as applicable, and appropriate referrals, as well as to invite the Complainant to an initial meeting. This is called outreach and is most commonly communicated through the student's CalArts email account.

The procedures below apply only to qualifying allegations of sexual harassment (including sexual assault, dating violence, domestic violence, and stalking, as defined in this policy) involving students, staff, administrators, or faculty members.

The Title IX Coordinator will make an Initial Inquiry to determine whether this policy applies to the reported conduct and whether additional action should be taken based on the Report, including whether supportive measures are appropriate and whether an investigation is warranted. The Coordinator may, at their discretion, arrange for limited fact-finding as needed. The Coordinator may determine that conduct as reported, even if true, would not constitute a violation of the CalArts Title IX and Sexual Harassment and Retaliation Interim Policy.

C. Administrative Leave

CalArts retains the authority to place an employee Respondent on administrative leave during a pending complaint process under this Policy, with or without pay, as appropriate. Administrative leave implemented as a supportive measure or as emergency removal is subject to the procedural provisions above, including the right to challenge the decision to implement that measure.

D. Student Withdrawal or Employee Resignation While Matters Are Pending

If a student or employee Respondent permanently withdraws or resigns from CalArts with unresolved allegations pending, CalArts will consider whether and how to proceed with the resolution process. CalArts will continue to address and remedy any systemic issues or concerns that may have contributed to the alleged violation(s) and any ongoing effects of the alleged Prohibited Conduct.

A student Respondent who withdraws while the process is pending may not return to CalArts without first resolving any pending matters. Such exclusion applies to all CalArts campuses and programs.

An employee Respondent who resigns with unresolved allegations pending is not eligible for rehire with CalArts and the records retained by the Title IX Coordinator will reflect that status.

Filing a Formal Complaint

The timeframe for the Title IX Process begins with the filing of a Formal Complaint. The Title IX Process will be concluded within a reasonably prompt manner, and no longer than 180 business days after the filing of the Formal Complaint, provided that the Process may be extended for a good reason, including but not limited to the absence of a Party, a Party's Advisor, or a witness; concurrent law enforcement activity; or the need for language assistance or accommodation of disabilities. The procedure for applying for extensions is described below.

To file a Formal Complaint, a complainant must provide the Title IX Coordinator a written, signed complaint describing the facts alleged. Complainants are only able to file a Formal Complaint under this Policy if they are currently participating in, or attempting to participate in, the education programs or activities of CalArts, including as an employee.

Even if a Complainant does not wish to make a Formal Complaint, the Title IX Coordinator may nonetheless determine a Formal Complaint is necessary. CalArts will inform the Complainant of this decision in writing, and the Complainant will receive all notices issued under this Policy and Process.

Nothing in the CalArts Title IX and Sexual Harassment and Retaliation Interim Policy, or other CalArts policies, prevents a Complainant from seeking the assistance of state or local law enforcement alongside the appropriate on-campus process.

A. Dismissal of Formal Complaint (Under Title IX Regulations): Mandatory Dismissal

If any one of the elements outlined in VII and X are not met, the Title IX Coordinator, or designee, must dismiss the formal complaint and notify the parties that the formal complaint is being dismissed for the purposes of the Title IX requirements and will be addressed under the Non-Title IX process and/or other applicable campus conduct processes.

B. Discretionary Dismissal (Under Title IX Regulations)

The Title IX Coordinator, or designee, may dismiss a formal complaint brought under the CalArts Title IX and Sexual Harassment and Retaliation Interim Policy, or any specific allegations raised within the formal complaint, at any time during the investigation or hearing if:

1. A Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or any allegations therein;
2. The Respondent is no longer enrolled or employed by CalArts; or
3. CalArts is prevented from gathering sufficient evidence to reach a determination as to the Formal Complaint, including, but not limited to, a Complainant ceasing to participate in the process.

Notice of Dismissal (Under Title IX Regulations)

Upon dismissal of a Formal Complaint, CalArts will send written notice of the dismissal and reason(s) as to why the dismissal occurred, simultaneously to the parties through their CalArts email accounts. It is the responsibility of parties to maintain and regularly check their email accounts.

Parties are able to appeal the dismissal of a Formal Complaint by submitting their appeal in writing to the Title IX Coordinator or designee within ten (10) business days of receiving a decision regarding the dismissal.

Collateral Misconduct

The procedures below may be used to address alleged collateral misconduct by the Respondent arising from the investigation of or occurring in conjunction with reported misconduct (e.g., vandalism, physical abuse of another, etc.) when alleged violations of the Policy are being addressed at the same time. In

such cases, the Title IX Coordinator may consult with Institute officials who typically oversee such conduct (e.g., human resources, student conduct, etc.) to provide input as needed and/or applicable.

Notice of Removal

Upon dismissal for the purposes of Title IX, the Institute retains discretion to utilize the Student Code of Conduct and/or CalArts Sexual Misconduct Policy to determine if a violation of the Student Code of Conduct and/or Non-Title IX Sexual Misconduct Policy has occurred. If so, the Institute will send written notice of the dismissal of the Formal Complaint under the Title IX Process and removal of the allegations to the applicable process.

1. Notice of Investigation and Allegations

The Title IX Coordinator will provide written notice of the investigation and allegations (the "NOIA") to the Respondent upon commencement of the Title IX Process. This facilitates the Respondent's ability to prepare for the interview and to identify and choose an Advisor to accompany them. The NOIA is also copied to the Complainant, who is to be given advance notice of when the NOIA will be delivered to the Respondent.

Content of the Notice of Investigation and Allegations

The Notice of Allegations will include the following:

- Notice of the Institute's Title IX Process and the voluntary alternate resolution process if applicable.
- Notice of the allegations will include the alleged covered sexual harassment, and pertinent details known at the time the Notice is issued, such as the identities of the Parties involved in the incident, if known, including the complainant; the conduct allegedly constituting covered sexual harassment; and the date and location of the alleged incident, if known.
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Title IX process.
- A statement that the Parties may have an Advisor of their choice, who may be, but is not required to be, an attorney, as required.
- A statement that before the conclusion of the investigation, the Parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Institute does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a Party or other source, as required.
- Amendments and updates to the NOIA may be made as the investigation progresses and more information becomes available regarding the addition or dismissal of various charges.

Notice will be made in writing and may be delivered by one or more of the following methods: in person, mailed to the local or permanent address(es) of the Parties as indicated in official Institute records, or emailed to the Parties' CalArts-issued email or designated accounts. Once mailed, emailed, and/or received in person, notice will be presumptively delivered.

2. Right to an Advisor

CalArts will provide the Parties equal access to Advisors; any restrictions on Advisor participation will be applied equally. The law permits one Advisor for each Party, of their choice. The Advisor of choice can be present with the Party for all meetings, interviews, and hearings within the resolution process, if they so choose. The Parties may select whoever they wish to serve as their Advisor, as long as the Advisor is eligible and available. This could include a friend, family member, attorney or advocate. Choosing an Advisor who is also a witness in the process creates potential for bias and conflict of interest. A Party who chooses an Advisor who is also a witness can anticipate that issues of potential bias will be explored by the Hearing Officer. Witnesses are not entitled to Advisors within the process, though they can be advised externally.

The Institute has a long-standing practice of requiring students to participate in the process directly and not through an advocate or representative. Students participating as Complainant or Respondent in this process may be accompanied by an Advisor to any meeting or hearing to which they are required or are eligible to attend. The Advisor is not an advocate. Except where explicitly stated by this Policy, as consistent with the Final Rule, Advisors shall not participate directly in the process as per standard policy and practice of the Institute.

CalArts' obligations to investigate and adjudicate in a prompt timeframe under Title IX and other college policies apply to matters governed under this Policy, and CalArts cannot agree to extensive delays solely to accommodate the schedule of an Advisor. The determination of what is reasonable shall be made by the Title IX Coordinator or designee.

CalArts will not be obligated to delay a meeting or hearing under this process more than five (5) days due to the unavailability of an Advisor of Choice, and may offer the Party the opportunity to obtain a different Advisor or utilize one provided by CalArts.

Notice of Meetings and Interviews

CalArts will provide, to a Party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with a Party, with sufficient time for the Party to prepare to participate.

3. Investigation

General Rules of Investigation

The Title IX Coordinator and/or an investigator(s) designated by the Title IX Coordinator will perform an investigation under a reasonably prompt timeframe of the conduct alleged to constitute covered sexual harassment after issuing the Notice of Allegations. The Institute, and not the Parties, has the burden of proof and the burden of gathering evidence, i.e. the responsibility of showing a violation of this Policy has occurred.

CalArts cannot access, consider, or disclose medical records without a waiver from the Party (or parent, if applicable) to whom the records belong or of whom the records include information. CalArts will provide an equal opportunity for the Parties to present witnesses, including fact and expert witnesses,

and other inculpatory and exculpatory evidence (i.e. evidence that tends to prove and disprove the allegations), as described below.

Appointment of Investigators

Once the decision to commence a formal investigation is made, the Title IX Coordinator identifies and appoints investigator(s). Investigations of complaints under these procedures are conducted by trained investigators who are specially trained to investigate allegations of Title IX Sexual Harassment. Investigations may be conducted by external investigators or by trained campus investigators. Investigators may work as a team with other Institute officers, as appropriate.

Investigation Process

All investigations are thorough, reliable, impartial, prompt, and fair. Investigations involve interviews with all relevant Parties and witnesses who agree to participate; obtaining available, relevant evidence; and identifying sources of expert information, as necessary. All parties have the right to provide relevant evidence and to suggest the names of witnesses with relevant information. The investigator is charged with determining relevance.

All Parties have a full and fair opportunity, through the investigation process, to suggest witnesses and questions, to provide evidence and expert witnesses, and to fully review and respond to all evidence on the record.

Information-Gathering

The investigator(s) will meet separately with the Complainant, respondent and identified witnesses. The investigator(s) will ask the Parties for all information related to the allegations, including names of witnesses and documentation related to the incident, which may include, for example, documented communications between Parties, receipts, photos, video, or other information relevant to the allegations.

Evidence Review

Prior to the completion of the investigation, the Parties will have an equal opportunity to inspect and review the evidence obtained through the investigation. The purpose of the inspection and review process is to allow each Party the equal opportunity to meaningfully respond to the evidence prior to conclusion of the investigation.

Evidence that will be available for inspection and review by the Parties will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

- Evidence that is relevant, even if that evidence does not end up being relied upon by the Institute in making a determination regarding responsibility;
- Inculpatory or exculpatory evidence (i.e. evidence that tends to prove or disprove the allegations) that is directly related to the allegations, whether obtained from a Party or other source.

The Institute will send the evidence made available for each Party and each Party's Advisor, if any, to inspect and review through an electronic format.

The Parties will have ten (10) business days to inspect and review the evidence and submit a written response by email to the investigator. The parties may suggest additional relevant witnesses or other evidence, and may also offer questions to the investigator they would like the investigator to pose to the other party, or to a witness. The investigator will consider the Parties' written responses before completing the Investigative Report.

This will be the final opportunity to provide evidence to the investigator. Evidence not offered will not be accepted at the hearing, absent a showing of good cause. Parties may request a reasonable extension as their designated extension request. This is a one-time extension for ten (10) days.

Delays in the Investigation Process and Interactions with Law Enforcement

The Institute may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include but are not limited to: a request from law enforcement to temporarily delay the investigation, the need for language assistance, the absence of Parties and/or witnesses, and/or accommodations for disabilities or health conditions.

The Institute will communicate in writing the anticipated duration of the delay and reason to the Parties and provide the Parties with status updates if necessary. CalArts will promptly resume its investigation and resolution process as soon as feasible. During such a delay, CalArts will implement supportive measures as deemed appropriate.

The Institute's action(s) or processes are not typically altered or precluded on the grounds that civil or criminal charges involving the underlying incident(s) have been filed or that criminal charges have been dismissed or reduced.

Role and Participation of Witnesses in the Investigation

Failure of such witnesses to cooperate with and/or participate in the investigation or resolution process constitutes a violation of policy and may warrant discipline.

The investigator will arrange interview times with witnesses and consider options for witnesses on summer break or away from the Institute, which may require individuals to be interviewed remotely. Interviews can take place in person or remotely via Zoom, WebEx or similar technologies. The Investigator will take appropriate steps to reasonably ensure the security/privacy of remote interviews.

Recording of Interviews

No unauthorized audio or video recording of any kind is permitted during investigation meetings. Per California law, if Investigator(s) elect to audio and/or video record interviews, all involved Parties must be made aware of audio and/or video recording. The Title IX Coordinator will evaluate the request and make final determinations.

Investigative Report

The Title IX Coordinator and/or an investigator designated by the Title IX Coordinator will create an Investigative Report that fairly summarizes relevant evidence, and will provide that Report to the Parties at least ten (10) business days prior to the hearing in an electronic format for each Party's review and to provide any written response.

Only relevant evidence (including both inculpatory and exculpatory—i.e. tending to prove and disprove the allegations) will be referenced in the Investigative Report. The investigator may redact directly related information from the Investigative Report when that information is contained in documents or evidence that is/are otherwise relevant. The investigator will also provide the parties and their advisors in the matter a file of any directly related evidence that was not included in the report through a secured shared file.

G. Hearing Phase (For Conduct That Falls Under Title IX Prohibited Conduct)

General Rules of Hearings

Provided that the complaint is not resolved through a voluntary alternate resolution process, once the live hearing has concluded if agreed upon by both parties and the Title IX Coordinator, CalArts will not issue a disciplinary sanction arising from an allegation of covered sexual harassment without holding a live hearing.

Live Hearing

The live hearing may be conducted with all Parties physically present in the same geographic location, or, at CalArts' discretion, any or all Parties, witnesses, and other participants may appear at the live hearing virtually. CalArts will provide technology that will enable participants to simultaneously see and hear each other. At its discretion, CalArts may delay or adjourn a hearing based on technological errors not within a Party's control.

Recording Hearing

Hearings (but not deliberations) are recorded by the Institute for purposes of review in the event of an appeal. The parties may not record the proceedings and no other unauthorized recordings are permitted. CalArts will provide a transcript of the hearing if an appeal is filed. The recording/transcript of the hearing will be available for review for ten (10) business days.

The Hearing Officer(s), the parties, their Advisors, and appropriate administrators of the Institute will be permitted to watch/listen to the recording in a controlled environment determined by the Title IX Coordinator. No person will be given or be allowed to make a copy of the recording without permission of the Title IX Coordinator.

Participants in the Live Hearing

Live hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

Complainant and Respondent (The Parties)

- The Parties cannot waive the right to a live hearing, unless the issue is resolved under the voluntary alternate resolution process.
- The Institute may still proceed with the live hearing in the absence of a Party, and may reach a determination of responsibility in their absence, including through any evidence gathered during the investigation.

- CalArts will not threaten, coerce, intimidate, or discriminate against any Party in an attempt to secure the Party's participation.
- The Hearing Officer cannot draw an inference about the determination regarding responsibility based solely on a Party's absence from the live hearing or refusal to answer cross-examination or other questions.

The Hearing Officer

- The Hearing Officer will consist of a single decision-maker who will facilitate and adjudicate the matter.
- No Hearing Officer will also have served as the Title IX Coordinator, Title IX investigator, or Advisor to any Party in the case, nor may any Hearing Officer serve on the appeals body in the case.
- No Hearing Officer will have a conflict of interest or bias in favor of or against Complainants or respondents generally, or in favor or against the Parties to the particular case.
- The Hearing Officer will be trained on topics including how to serve impartially, issues of relevance, including how to apply the rape shield protections provided for Complainants, and any technology to be used at the hearing.

Advisor of Choice

- The Parties have the right to select an Advisor of their choice, who may be, but does not have to be, an attorney.
- The Parties have a right to cross-examination during the hearing.
- The Parties have a right to waive cross-examination.
- The Parties are not permitted to conduct cross-examination; it must be conducted by the Advisor.
- If Parties choose to conduct cross-examination, the Parties have the right to select an Advisor of their choice, who may be, but does not have to be, an attorney.
- If a Party does not select an Advisor, the Institute will select an Advisor to serve in this role for the limited purpose of conducting the cross-examination at no fee or charge to the Party, only if the Party wants to conduct cross-examination.
- The Advisor is not prohibited from having a conflict of interest or bias in favor of or against Complainants or respondents generally, or in favor or against the Parties to the particular case.
- The Advisor is not prohibited from being a witness in the matter.
- If a Party does not attend the live hearing, the Party's Advisor may appear and conduct cross-examination on their behalf.

Witnesses

- Witnesses cannot be compelled to participate in the live hearing, and have the right not to participate in the hearing free from retaliation.

H. Hearing Procedures (For Conduct That Falls Under Title IX Prohibited Conduct)

For all live hearings conducted under this Title IX Process, the procedure will be as follows:

- The Hearing Officer will open and establish rules and expectations for the hearing;
- The Parties will each be given the opportunity to provide opening, closing and impact statements;
- The Hearing Officer will ask questions of the Parties and Witnesses;
- Parties will be given the opportunity for live cross-examination through their advisor, after the Hearing Officer conducts its initial round of questioning;
- During the Parties' cross-examination, the Hearing Officer will have the authority to pause cross-examination at any time for the purposes of asking the Hearing Officer's own follow-up questions, and any time necessary in order to enforce the established rules of decorum.
- The Hearing Officer shall have the right to impose any time limits as appropriate.
- Should a Party or the Party's Advisor choose not to cross-examine a Party or witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the Hearing Officer. A Party's waiver of cross-examination does not eliminate the ability of the Hearing Officer to use statements made by the Party.

Live Cross-Examination Procedure

Each Party's Advisor will conduct live cross-examination of the other Party or Parties and witnesses. During this live cross-examination the Advisor will ask the other Party or Parties and witnesses relevant questions and follow-up questions, including those challenging credibility directly, orally, and in real time.

Before any cross-examination question is answered, the Hearing Officer will determine if the question is relevant. Cross-examination questions that are duplicative of those already asked, including by the Hearing Officer, may be deemed irrelevant if they have been asked and answered.

Written Notice of Outcome

The written Determination Regarding Responsibility will be issued simultaneously to all Parties to the Parties' CalArts email accounts. The Determination will include:

- **Allegations**
  - Identification of the allegations potentially constituting covered sexual harassment;
- **Procedural Recitation**
  - A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the Parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- **Findings of Fact**
  - Findings of fact supporting the determination;
- **Conclusions**

- Conclusions regarding which section of the CalArts Title IX and Sexual Harassment and Retaliation Interim Policy, if any, the Respondent has or has not violated;

- **For Each Allegation:**
  - A statement of, and rationale for, a determination regarding responsibility;
  - A statement of, and rationale for, any disciplinary sanctions the Institute imposes on the respondent; and
  - A statement of, and rationale for, whether remedies designed to restore or preserve equal access to the Institute's education program or activity will be provided by the Institute to the Complainant and the Respondent;
- **I. Appeal**
  - CalArts appeal procedures and permissible bases for appeal.

J. Impermissible Evidence

The following types of evidence, and questions seeking that evidence, are impermissible. This means this information will not be accessed or considered, except by CalArts to determine whether one of the exceptions listed below applies. This information will not be disclosed or otherwise used, regardless of relevance:

A. Evidence that is protected under a privilege recognized by Federal or State law, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;

B. Evidence provided to an employee designated by CalArts as exempt from internal reporting under this Policy, unless the person who made the disclosure or otherwise provided evidence to that employee has voluntarily consented to re-disclosure;

C. A party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless CalArts obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and

D. Evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct or is evidence about specific incidents of the Complainant's prior sexual conduct with the Respondent that is offered to prove consent to alleged sex-based harassment. The fact of prior consensual sexual conduct between the parties does not by itself demonstrate or imply the Complainant's consent to other sexual activity or preclude a determination that Prohibited Conduct occurred.

E. For cases of California Misconduct and California Sex-Based Harassment in Employment, an investigator or decision maker shall not consider the past sexual history of Complainant or Respondent except in limited circumstances. Specifically, they shall not consider:

F. Prior or subsequent sexual history between Complainant and anyone other than Respondent for any reason unless directly relevant to prove that physical injuries alleged to have been inflicted by Respondent were inflicted by another individual.

G. The existence of a dating relationship or prior or subsequent consensual sexual relations between Complainant and Respondent unless the evidence is relevant to how the parties communicated consent in prior or subsequent consensual sexual relations. Where the investigator or decision maker allows consideration of evidence about a dating relationship or prior or subsequent consensual sexual relations between Complainant and Respondent pursuant to this paragraph, the mere fact that Complainant and Respondent engaged in other consensual sexual relations with one another is never sufficient, by itself, to establish that the conduct in question was consensual.

Before allowing the consideration of any evidence proffered pursuant to this section, the investigator or decision maker shall provide a written explanation to the parties as to why consideration of the evidence is consistent with this paragraph.

Sanctions

Sanctions: Mitigating Factors

The following factors may include, but are not limited to, when determining a sanction:

a. The nature, severity of, and circumstances surrounding the violation(s);

b. The Respondent's disciplinary history;

c. The impact on the Parties;

d. The need for sanctions/responsive actions to prevent the future recurrence of discrimination, harassment, and/or retaliation.

e. The sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

f. The sanctions described in this policy are not exclusive of, and may be in addition to, other actions taken or sanctions imposed by external authorities.

Student Sanctions

Responsive actions for a student who has engaged in harassment and/or retaliation include, but are not limited to:

1) **Warning:** A formal statement that the conduct was unacceptable and a warning that further violation of any Institute policy, procedure, or directive will result in more severe sanctions/educational outcomes.

2) **Probation:** A written reprimand for violation of Institute policy, providing for more severe disciplinary sanctions in the event that the student is found in violation of any Institute policy, procedure, or directive within a specified period of time. Terms of the probation will be articulated and may include denial of specified social privileges, exclusion from Institute activities, exclusion from designated areas of campus, no-contact orders, and/or other measures deemed appropriate.

3) **Deferred Conduct Suspension**

a) Deferred Conduct Suspension is a designated period of time during which a student is given the opportunity to demonstrate the ability to abide by the Student Code of Conduct. Deferred Conduct Suspension is used for offenses found serious enough to warrant Conduct Suspension, but where the specific circumstances of the case mitigate the offense or for repeated offenses of a less serious nature.

b) A status imposed for a specific period of time in which the Student must successfully complete conditions outlined by the Hearing Officer. Further violations of this Policy or CalArts Student Code of Conduct or failure to complete any assigned conditions may result in additional disciplinary action including, but not limited to, suspension or dismissal. A student on Deferred Suspension is considered not in good conduct standing for the duration of the Deferred Suspension period.

4) **Suspension:** Termination of student status for a definite period of time not to exceed two years and/or until specific criteria are met. Students who return from suspension are automatically placed on probation through the remainder of their tenure as a student at CalArts.

5) **Expulsion:** Permanent termination of student status and revocation of rights to be on campus for any reason or to attend CalArts sponsored events.

6) **Withholding Diploma:** CalArts may withhold a student's diploma for a specified period of time and/or deny a student participation in commencement activities if the student has an allegation pending or as a sanction if the student is found responsible for an alleged violation.

7) **Revocation of Degree:** CalArts reserves the right to revoke a degree previously awarded from the Institute for fraud, misrepresentation, and/or other violation of Institute policies, procedures, or directives in obtaining the degree, or for other serious violations committed by a student prior to graduation.

8) **Other Actions:** In addition to or in place of the above sanctions, CalArts may assign any other sanctions as deemed appropriate.

Employee Sanctions/Responsive Action

Responsive actions for an employee who has engaged in harassment and/or retaliation include, but are not limited to:

A. Warning—Verbal or Written

B. Performance Improvement Plan/Management Process

C. Enhanced supervision, observation, or review

D. Required Counseling

E. Required Training or Education

F. Probation

G. Denial of Pay Increase/Pay Grade

H. Loss of Oversight or Supervisory Responsibility

I. Demotion

J. Transfer

K. Reassignment

L. Assignment to new supervisor

M. Restriction of stipends, creative leave, and/or professional development resources

N. Suspension with pay

O. Suspension without pay

P. Termination

Q. Other Actions: In addition to or in place of the above sanctions/employment actions, CalArts may assign any other employment action(s) as deemed appropriate.

Appeal Procedures

Parties are able to appeal the dismissal of a Formal Complaint by submitting their appeal in writing to the Title IX Coordinator or designee within ten (10) business days of receiving a decision regarding the dismissal.

Not liking the outcome(s) related to the dismissal of the formal complaint is not sufficient grounds for an appeal. Appeals are limited to the following grounds:

A. Procedural irregularity that affected the outcome of the matter (i.e. failure to follow the Institute's own procedures);

B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

C. The Title IX Coordinator, Investigator(s), or Hearing Officer(s) had a demonstrated conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

Request for Appeals

Each Party has an opportunity to file a Request for Appeal of the determination of responsibility. The request for appeal must be submitted in writing to the Title IX Coordinator within ten (10) business days of the delivery of the Determination of Responsibility stating the grounds for appeal.

Grounds for Appeal

Not liking the outcome(s) related to an investigation is not sufficient grounds for an appeal. Appeals are limited to the following grounds:

A. Procedural irregularity that affected the outcome of the matter (i.e. failure to follow the Institute's own procedures);

B. New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and

C. The Title IX Coordinator, Investigator(s), or Hearing Officer(s) had a conflict of interest or bias for or against Complainants or Respondents generally or the specific Complainant or Respondent that affected the outcome of the matter.

The Request for Appeal will be reviewed by the Appeal Hearing Officer(s) or designee to determine whether the request meets the grounds of appeal and is filed in a timely manner.

The Request for Appeal is reviewed by the Appeal Hearing Officer(s), who will determine whether the request to appeal has met the grounds for appeal. The Appeal Hearing Officer(s) will render a determination within ten (10) business days.

Request for Appeal Decision

A. If the Appeal Hearing Officer(s) determine the Request for Appeal does not meet one or more of the grounds outlined in this Policy, the request will be denied and the Parties will be notified in writing of the denial and the rationale.

B. If the Appeal Hearing Officer(s) determine the Request for Appeal meets one or more of the grounds in the Request for Appeal outlined in this Policy and was submitted in a timely manner, the other Party is provided access through the Institute's secured system, and will be given ten (10) business days to submit a response to the portion of the request for appeal that was approved and involves them.

Notice of Appeal Outcome

Once Parties have had the opportunity to review and respond to the request for appeal, the Appeal Hearing Officer(s) will review the written appeal submissions by the party(ies), evidence documentation (including all exhibits and related materials), and the written notice of outcome.

Appeals are not intended to provide for a full rehearing of the allegations. In most cases appeals are confined to a review of the written documentation or record of the original investigation, hearing and pertinent documentation regarding the specific ground for appeal.

The Appeal Hearing Officer may:

A. Affirm the findings or determinations of responsibility;

B. Affirm or modify (decrease or increase) the sanction(s); or

C. Remand the matter for further investigation or clarification.

A Notice of Appeal Outcome will be sent to the Party(ies), including the decision on each approved ground and rationale for each decision and any sanctions that the Institute is permitted to share according to state and federal law. The Appeal Hearing Officer will render a decision within 14 business days, barring exigent circumstances. Once an appeal is determined by the Appeal Hearing Officer(s), the outcome is final. Further appeals are not permitted, even if a decision or sanction is changed.

Record Keeping

For each sexual harassment complaint, the Institute must maintain records for seven (7) years that include:

A. Records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment;

B. The basis for all conclusions that the Institute response was not deliberately indifferent;

C. Documentation that the school took measures designed to restore or preserve equal access;

D. If the Institute did not provide supportive measures, the reasons why such a response was not clearly unreasonable in light of the known circumstances.

If there was a formal complaint, hearing and outcome, the records must contain:

A. Any determination regarding responsibility;

B. Any disciplinary sanctions imposed on the Respondent;

C. Any audio or audiovisual recording or transcript required under federal regulation;

D. Any remedies or supportive measures provided to the Complainant;

E. Any appeal and the result therefrom;

F. Any voluntary alternate resolution process and the result therefrom.

N. Training Materials

- All materials used to train Title IX Coordinators, Investigator(s), Hearing Officer(s), and any person who facilitates a voluntary alternate resolution process;
- CalArts will make these training materials publicly available on the CalArts website.

Shared Responsibility: Policy Adherence, Prevention and Education, and Bystander Intervention

A. Policy Adherence

All students, faculty, staff, administrators and other members of the CalArts community are responsible for ensuring that their conduct does not violate this policy. If CalArts employees know of, receive a complaint about, or obtain information that indicates possible discrimination, harassment, and sexual misconduct, they must take immediate steps to ensure that the matter is addressed. Questions regarding this policy may be directed to one of the Title IX coordinators.

B. Prevention and Education

CalArts provides resources for education about and prevention of discrimination, harassment, and sexual misconduct—including sexual assault, dating and domestic violence, and stalking. Students, faculty, and staff are urged to take advantage of on-going prevention and awareness campaigns and are encouraged to participate actively in prevention and risk-reduction efforts to recognize warning signs of abusive behavior, unhealthy relationships, and how to avoid personal attacks. Consistent with federal requirements, CalArts will, on an annual basis, train individuals who are responsible for investigating and adjudicating reports of discrimination, harassment, and sexual misconduct on issues related to sexual assault, dating and domestic violence, and stalking, as well as how to conduct a hearing process that protects the safety of the Complainant(s) and promotes accountability.

In addition to free and confidential counseling offered to students by the licensed mental health counselors in Student Affairs, staff from Student Affairs also invite speakers from local trauma centers and domestic violence prevention agencies to meet with students and to provide education and prevention resources.

C. Bystander Intervention

CalArts considers the welfare of students, faculty, staff, administrators, and its guests to be of paramount importance. The Institute recognizes that at times students, who reside on or off campus, may need assistance. CalArts urges all community members to offer help and assistance to others in need and to take reasonable and prudent actions to prevent or stop an act of sexual harassment or sexual misconduct. Taking direct or indirect action, when safe to do so, when witnessing potential sexual assault, dating and domestic violence, or stalking may help prevent or stop a harmful act. Safe and positive ways to intervene might include: enlisting the assistance of friends, and/or seeking assistance from a person in authority, such as staff, faculty, mentors, deans, Campus Safety officers, or law enforcement officers from the LA Sheriff's Department.

Nondiscrimination Policy

California Institute of the Arts (CalArts) is committed to the principle of equal opportunity. CalArts does not discriminate against individuals on the basis of race, color, sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related thereto), gender, gender identity, gender expression, sexual orientation, religion and religious creed (including religious dress and grooming practices), disability (mental or physical) including HIV and AIDS, medical condition (cancer and genetic characteristics), marital status, age, military and veteran status, ancestry, ethnic or national origin (including language use restrictions), or other characteristics or classifications protected by the law in the administration of its educational, employment, or admissions policies; scholarships and loan programs; and other Institute administered programs and activities.

This policy strictly prohibits discrimination against, or the harassment of, any individual at CalArts or at Institute activities occurring away from campus, including but not limited to all individuals regularly or temporarily employed, studying, or with an official capacity at CalArts (such as Trustees, visiting artists, volunteers, and contractors). Persons violating this policy will be subject to corrective action up to and including discharge from employment or dismissal from CalArts.

It is the responsibility of all CalArts community members to ensure compliance with this policy. Accordingly, anyone who believes they are being harassed or discriminated against, have observed harassment of, or discrimination against, another person at the Institute in violation of this policy, or believe such conduct has occurred, should immediately report the incident to one of the individuals listed below.

Because harassment and discrimination can also constitute violations of federal and state law (e.g., Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, as amended, and/or the California Fair Employment and Housing Act), individuals who feel that they have been subjected to harassment or discrimination may, in addition to notifying CalArts, file a complaint with the appropriate state or federal agencies, including, in the case of employees, the United States Equal Employment Opportunity Commission and/or California Department of Fair Employment and Housing. In addition, students and/or employees may file a complaint with the Office for Civil Rights, United States Department of Education.

Inquiries or complaints concerning the application of Title VII, Title IX, Section 504, ADA, or other non-discrimination policies may be referred to the following individuals or offices:

> **Title IX Coordinator**
> Dionne Simmons, Room Chouinard 113
> 661-291-3019 · dsimmons@calarts.edu
>
> **Institute Diversity Officer, Section 504/ADA Compliance (Students)**
> Eva Graham, Room F300
> 661-253-2785 · egraham@calarts.edu

ADA Compliance (Faculty and Staff)
Erik Klem, Director, Security
eklem@calarts.edu · 661-255-3094

Individuals who believe they experienced prohibited discrimination, harassment, and/or sexual misconduct should be aware that both state and federal law impose time deadlines for the filing of complaints and that the use of the internal complaint procedures described in this policy will not change such filing deadlines.

San Francisco Office, Office for Civil Rights
U.S. Department of Education
50 United Nations Plaza, San Francisco, CA 94102
415-486-5555 (telephone) · 415-486-5570 (fax) · 800-877-8339 (TDD)
ocr.sanfrancisco@ed.gov

California Department of Fair Employment and Housing
611 W. 6th Street, Suite 1500, Los Angeles, CA 90017
213-439-6799

United States Equal Employment Opportunity Commission
255 East Temple Street, 4th Floor, Los Angeles, CA 90012
213-894-1000

Alcohol and Other Drug Policies and Prevention Education

Alcohol and Other Drugs Policy

This section is CalArts' annual notice under the Drug-Free Schools and Communities Act (34 CFR Part 86) and the Clery Act. It is distributed each year to every student and employee.

At a Glance

- **Prohibited:** Unlawful possession, use, manufacture, transport, or distribution of illicit drugs, drug paraphernalia, simulated drugs, or alcohol by students, faculty, or staff on CalArts property or at CalArts activities.
- **Cannabis:** Not allowed on campus or at CalArts activities, even for adults 21 and over, because it remains illegal under federal law.
- **Alcohol:** No one under 21 may possess or be served alcohol. Alcohol may not be sold on campus. Beer and wine may be served only at approved events.
- **Consequences:** Violations lead to CalArts discipline, up to expulsion or termination, and may be referred for prosecution. Federal and California laws carry fines and jail or prison time.
- **Call for help:** A student who seeks medical help in an alcohol or drug emergency, for themselves or someone else, will not be disciplined for violating this policy.
- **Get support:** Counseling Services, 661-388-5306 (24/7 line: 855-364-7981); Campus Safety, 661-222-2702; emergencies, 911.

Standards of Conduct

CalArts prohibits the unlawful possession, use, transport, manufacture, or distribution of illicit drugs, drug paraphernalia, simulated drugs, and alcohol by students, faculty, and staff on Institute property or as part of any Institute activity. This policy is stated in the Student Code of Conduct, the Faculty and Staff Handbooks, and the CalArts Alcohol and Drugs Policy.

California law allows adults 21 and over to use cannabis, but cannabis remains a controlled substance under federal law. Because CalArts receives federal funding, cannabis in any form is prohibited on campus and at Institute activities, including for medical use.

In the State of California anyone under the age of 21 cannot be served or be in possession of alcohol. Alcohol may not be sold anywhere on the CalArts campus. In California anyone driving with a .08 or greater blood alcohol content is considered "driving under the influence" and subject to loss of their driver's license and other penalties. These penalties can include incarceration.

California law allows adults 21 and over to use cannabis, but cannabis remains a controlled substance under federal law. Because CalArts receives federal funding, cannabis in any form is prohibited on

campus and at Institute activities, including for medical use. Misusing a prescription drug, including taking someone else's medication or sharing yours, is also a violation.

The Institute recognizes the importance of assisting students, faculty and staff in dealing with substance or alcohol abuse problems, and to that end, offers educational and benefit programs dealing with such matters. Questions regarding this should be discussed with the Vice President of Student Affairs, Executive Director Human Resources, AVP Campus and Residence Life, CalArts Licensed Therapists, or the Director of Community Rights and Responsibilities.

Risk of Substance Use and Abuse Education

The use of alcohol and drugs can adversely affect one’s health and may negatively impede the learning process and creative art making. In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, CalArts is informing you of the Institute’s policies on drugs and alcohol and the health risks associated with use.

Enforcement of Alcohol and Drug Laws

CalArts enforces federal and California laws on underage drinking and illegal drugs. Campus Safety officers respond to alcohol and drug violations on campus, document incidents, and refer students to Community Rights and Responsibilities and employees to Human Resources. Campus Safety officers are not police officers; criminal violations are referred to the Los Angeles County Sheriff's Department (Santa Clarita Valley Station).

Medical Amnesty (Responsible Action)

CalArts wants students to call for help in an emergency. Students who seek medical assistance for themselves or someone else in an alcohol- or drug-related emergency, and students for whom help is sought, will not be disciplined by CalArts for violating the Alcohol and Drugs Policy. This protection covers only the alcohol and drug policy; it does not cover other violations such as property damage or assault. Students may still be asked to complete an education or health follow-up.

California's Good Samaritan law (Health and Safety Code § 11376.5) also protects a person who seeks medical help for a drug overdose from arrest or prosecution for possessing a small amount of drugs for personal use.

Institutional Sanctions

CalArts will impose disciplinary sanctions on students and employees who violate these standards, consistent with federal, state, and local law, up to and including expulsion or termination of employment and referral for prosecution. Completing an approved education, counseling, or treatment program may be required as a sanction.

Applies to	Possible sanctions
Students	Conduct warning; behavioral expectations letter; required education or assessment; loss of privileges and exclusion from activities; restitution; parent or guardian notification (students under 21, as allowed by law); conduct probation; residence hall suspension or dismissal; conduct suspension; conduct dismissal (expulsion); referral for prosecution.
Faculty and staff	Verbal or written warning; required participation in an assistance or treatment program; suspension; termination of employment; referral for prosecution.

Legal Sanctions

Violating alcohol and drug laws can lead to fines, jail or prison, loss of a driver's license, forfeiture of property, and a criminal record that can affect employment, housing, professional licensing, and immigration status. The table below summarizes key federal, California, and local laws; penalties increase for repeat offenses, large quantities, and offenses involving minors, injury, or death.

Offense	Penalties (summary)
Federal law	
Simple possession of a controlled substance, including cannabis (21 U.S.C. § 844)	First offense: up to 1 year in prison and a minimum $1,000 fine. Second offense: 15 days to 2 years and a minimum $2,500 fine. Later offenses: 90 days to 3 years and a minimum $5,000 fine.
Manufacture, distribution, or possession with intent to distribute (21 U.S.C. § 841)	Depends on the drug and amount; up to life in prison. Mandatory minimum sentences apply to set quantities of fentanyl, heroin, cocaine, methamphetamine, and other drugs, and a 20-year minimum applies when death or serious injury results.
Distribution within 1,000 feet of a school or college (21 U.S.C. § 860)	Up to twice the normal maximum penalty; minimum 1 year in prison.
Forfeiture and loss of federal benefits (21 U.S.C. §§ 853, 862, 881)	Vehicles, money, and property used in or gained from drug offenses may be forfeited. A court may deny federal grants, contracts, and professional or commercial licenses. Under the FAFSA Simplification Act, a drug conviction no longer affects eligibility for federal student aid.
California law	
Person under 21 possessing alcohol in public (Bus. & Prof. Code § 25662)	Misdemeanor. $250 fine or 24–32 hours of community service; later offenses $500 or 36–48 hours.
Furnishing alcohol to a person under 21 (Bus. & Prof. Code § 25658)	Misdemeanor. $1,000 fine and at least 24 hours of community service. If the underage person then causes great bodily injury or death: up to 1 year in county jail and/or a fine up to $1,000.

Offense	Penalties (summary)
Using a fake ID to buy alcohol (Bus. & Prof. Code § 25661)	Misdemeanor. Minimum $250 fine and/or 24–32 hours of community service.
Public intoxication (Penal Code § 647(f))	Misdemeanor. Up to 6 months in county jail and/or up to $1,000 fine.
Driving under the influence of alcohol or drugs, 0.08% BAC or higher (Vehicle Code § 23152)	First offense: up to 6 months in jail, fines of $390–$1,000 plus assessments, license suspension, DUI program, and probation. Repeat offenses and DUI causing injury can be felonies.
Drivers under 21 (Vehicle Code §§ 23136, 23140)	BAC of 0.01% or more: 1-year license suspension. BAC of 0.05% or more: infraction, fine, and license suspension.
Open container in a vehicle (Vehicle Code §§ 23222, 23223)	Infraction and fine.
Possession of a controlled substance (Health & Safety Code §§ 11350, 11377)	Generally a misdemeanor: up to 1 year in county jail. Under Proposition 36 (2024), possession of fentanyl, heroin, cocaine, or methamphetamine by a person with two or more prior drug convictions may be charged as a treatment-mandated felony, with up to 3 years if treatment is not completed.
Possession for sale, sale, or transport for sale (Health & Safety Code §§ 11351, 11352, 11378, 11379)	Felony. Typically 2 to 5 years, with added years for large quantities, including fentanyl.
Drug paraphernalia (Health & Safety Code § 11364)	Misdemeanor. Up to 6 months in county jail and/or a fine.
Cannabis (Health & Safety Code §§ 11357, 11362.1, 11362.3)	Adults 21+ may possess up to 28.5 grams (8 grams of concentrate) off campus under state law. Under 21: infraction with fine, drug education, or community service. Use in public: infraction, $100 fine. Selling without a license: misdemeanor, up to 6 months and/or $500.
Local law — City of Santa Clarita and Los Angeles County ordinances	
Alcohol in parks/public places (SCCC § 14.06.140)	A person may not enter, remain in, or be in any City park or public place while possessing, transporting, selling, giving away, or consuming alcoholic beverages, except at an authorized concession or properly licensed special event. Misdemeanor. Unless another penalty is specified, a misdemeanor may carry a fine up to $1,000, up to 6 months imprisonment, or both.
Public intoxication in parks/public places (SCCC § 14.06.150)	Prohibits being in a City park or public place while under the influence of alcohol or narcotics/dangerous drugs. The section does not itself specify the offense level; the general Municipal Code penalty provisions apply where applicable.
Smoking in public places (SCCC § 9.50.050)	Smoking is unlawful in any public place within Santa Clarita, subject to specified exceptions. Infraction: up to $100 first violation; $200 second

Offense	Penalties (summary)
	violation of the same provision within 1 year; $500 for additional violations within 1 year.
Smoking in City parks (SCCC § 9.50.055)	Smoking is unlawful in any park in the City of Santa Clarita, except as otherwise provided. Infraction: up to $100 / $200 / $500 under the City's general infraction schedule.
Smoking/vaping definition (SCCC § 9.50.020)	Santa Clarita's definition of "smoke or smoking" expressly includes electronic smoking devices and the emitting, inhaling, or exhaling of their vapor. Therefore, the City's smoking prohibitions cover vaping/e-cigarettes, not merely traditional cigarettes.
Smoking in City facilities/buildings (SCCC § 9.50.030)	Smoking is prohibited inside City Hall and other City facilities/buildings except where specifically designated. Infraction: up to $100 / $200 / $500 depending on prior violations.
Smoking in workplaces (SCCC § 9.50.040)	Smoking is prohibited in workplaces, including offices, hallways, restrooms, elevators, stairways, lobbies, classrooms, meeting rooms, auditoriums, etc. The definition of smoking includes vaping. Infraction: up to $100 / $200 / $500.

Health Risks of Alcohol and Other Drugs

Alcohol and drug use can seriously harm your health, relationships, and ability to learn and make art. Mixing substances, or taking pills or powders from an unknown source, greatly increases the risk of overdose and death.

Substance	Short-term effects and risks	Long-term effects and risks
Alcohol (beer, wine, liquor)	Impaired judgment, coordination, and reaction time; slurred speech; nausea and vomiting; blackouts; greater risk of injuries, car crashes, violence, and sexual assault; alcohol poisoning, which can cause brain damage or death. Especially dangerous combined with opioids, benzodiazepines, or other sedatives.	Alcohol use disorder; liver disease; high blood pressure, heart disease, and stroke; cancers of the mouth, throat, esophagus, liver, breast, and colon; depression and anxiety; memory problems; birth defects if used during pregnancy.
Cannabis (marijuana, hashish, edibles, vapes, concentrates)	Altered senses and sense of time; impaired memory, learning, coordination, and reaction time; increased heart rate and appetite; anxiety and paranoia. High doses, especially edibles and concentrates, can cause psychosis and severe vomiting.	Cannabis use disorder; ongoing memory and learning problems; higher risk of psychosis and schizophrenia in some people; chronic cough and bronchitis from smoking; cannabinoid hyperemesis syndrome (repeated severe vomiting).
Cocaine (coke, crack)	Euphoria and increased energy; enlarged pupils; higher body temperature, heart rate, and blood pressure; anxiety, paranoia, and	Addiction; loss of smell, nosebleeds, and nasal damage from snorting; lung damage from smoking; bowel damage from reduced blood

Substance	Short-term effects and risks	Long-term effects and risks
	erratic or violent behavior; irregular heartbeat, heart attack, stroke, seizure, coma, and death.	flow; weight loss and malnutrition; heart disease.
Methamphetamine and amphetamines (meth, crystal; misused prescription stimulants such as Adderall)	Increased wakefulness and activity; decreased appetite; faster breathing and heart rate; higher blood pressure and body temperature; irregular heartbeat; overheating, stroke, seizures, and death.	Addiction; anxiety, insomnia, and mood problems; violent behavior; psychosis (paranoia, hallucinations, delusions); severe dental problems; skin sores from scratching; weight loss; memory and thinking problems.
MDMA (Ecstasy, Molly)	Lowered inhibition; enhanced senses; increased heart rate and blood pressure; muscle tension and teeth clenching; nausea; chills or sweating; sharp rise in body temperature that can lead to kidney failure or death.	Long-lasting confusion; depression; problems with attention, memory, and sleep; increased anxiety and impulsiveness.
Hallucinogens (LSD, psilocybin mushrooms, mescaline)	Hallucinations; rapid emotional swings; distorted perception of reality; raised heart rate, blood pressure, and body temperature; dizziness; tremors; panic and paranoia; dangerous behavior.	Ongoing visual disturbances and flashbacks (hallucinogen persisting perception disorder); disorganized thinking; paranoia; mood swings.
Dissociative drugs (ketamine, PCP, DXM, salvia)	Feeling detached from one's body and surroundings; numbness; impaired movement; confusion; memory loss; hallucinations; nausea and vomiting; raised blood pressure; dangerously slowed breathing; violent behavior with PCP; seizures, coma, and death.	Memory loss; problems with speech and thinking; depression and anxiety; ketamine-related bladder ulcers and pain, and kidney problems.
Heroin and illicit fentanyl (illicit opioids)	Euphoria; drowsiness; nausea; slowed breathing and heart rate; unconsciousness; overdose and death. Fentanyl is about 50 times stronger than heroin and is often hidden in counterfeit pills and other drugs, so even one use can be fatal.	Addiction; collapsed veins, abscesses, and heart infections from injection; HIV and hepatitis from shared needles; liver and kidney disease; pneumonia; severe withdrawal.
Prescription opioids (oxycodone, hydrocodone, codeine) when misused	Pain relief; drowsiness; nausea; constipation; euphoria; slowed breathing; overdose and death, especially when mixed with alcohol or benzodiazepines.	Tolerance, dependence, and addiction; higher risk of overdose; risk of moving to heroin or fentanyl.
Benzodiazepines and sedatives (Xanax, Valium, Klonopin, sleeping pills) when misused	Drowsiness; slurred speech; confusion; dizziness; poor memory and concentration; slowed breathing. Overdose risk rises sharply with alcohol or opioids. Counterfeit pills sold as "Xanax" may contain fentanyl.	Tolerance, dependence, and addiction; memory problems; withdrawal that can cause seizures, so stopping suddenly can be dangerous.
GHB (and other "date rape" drugs such as Rohypnol)	Euphoria; drowsiness; nausea and vomiting; confusion; memory loss; unconsciousness; slowed heart rate and breathing; seizures, coma, and death. Can be slipped into drinks to facilitate sexual assault.	Dependence and severe withdrawal with repeated use, including anxiety, insomnia, tremors, and seizures.

Substance	Short-term effects and risks	Long-term effects and risks
Inhalants (solvents, aerosols, gases, nitrites or "poppers")	Confusion; nausea; slurred speech; loss of coordination; dizziness; hallucinations; headaches; sudden death from heart failure ("sudden sniffing death"), even the first time; suffocation or choking.	Liver, kidney, and bone marrow damage; nerve damage; brain damage from lack of oxygen, affecting thinking, movement, vision, and hearing.
Nicotine (cigarettes, vapes and e-cigarettes, chewing tobacco)	Increased blood pressure, breathing, and heart rate; harm to pregnancy.	Addiction; lung, mouth, throat, and other cancers; chronic bronchitis and emphysema; heart disease and stroke; vaping can expose users to harmful chemicals and metals.

Sources: National Institute on Drug Abuse (nida.nih.gov) and National Institute on Alcohol Abuse and Alcoholism (niaaa.nih.gov). Reviewed September 2026.

If You Think Someone Has Overdosed

- Call 911, then Campus Safety at 661-222-2702. Medical amnesty applies (see above).
- Warning signs include confusion, vomiting, seizures, slow or irregular breathing, blue or pale skin, and being unable to wake up.
- If opioids may be involved, give naloxone (Narcan) if available. It is sold over the counter at pharmacies.
- Stay with the person, turn them on their side to prevent choking, and do not leave them to "sleep it off."

Alcohol and Drug Education and Prevention Programs

CalArts offers the following alcohol and drug education programs:

Program	Audience	Delivery	When / Offered by
Alcohol and drug information at new student orientation	New students	In-person	Each fall; Student Affairs
Wellness workshops and referrals	All students	In-person	During the academic year; Counseling Services
Catharsis online alcohol and drug education course	New undergraduate and graduate (BFA, MFA) students	Online	During fall orientation of each academic year
Annual distribution of this notice	All students and employees	Each year by email	Compliance / Human Resources
Tabling evening to teach students about alcohol consumption (drink	All students	At the beginning of each year	Offered March 2026

Program	Audience	Delivery	When / Offered by
size, attempt a pour, drug and alcohol interactions)			
Training for Drag Ball volunteers: on-site training focused on overdose and intoxication recognition and "triage" — understanding what you can do in the moment and when to refer to EMS in an event setting	Student leaders for a CalArts event	Prior to a large CalArts event	May 26, 2026

Counseling, Treatment, and Referral Resources

Resource	Contact	Notes
On campus		
Counseling Services, Room F201H	661-388-5306	Free, confidential short-term counseling with licensed therapists (up to 12 sessions per year), in person or by telehealth; referrals to outside providers. Students only.
24/7 Counseling Line (AcademicLiveCare)	855-364-7981	Available to CalArts students any time. Telehealth: calarts.myahpcare.com.
Student Health Center, Room D208	661-253-7830 studenthealth@calarts.edu	Medical care and referrals for students.
Campus Safety, Room E100	661-222-2702	24/7. Emergencies: call 911 first.
Employee Assistance Program	Anthem Insurance Companies (800) 999-7222	Confidential counseling and referrals for faculty and staff.
Human Resources	hr@calarts.edu 661-222-2796	Questions about the employee alcohol and drug policy and leave for treatment.
Off campus		
988 Suicide & Crisis Lifeline	Call or text 988	24/7 crisis support, including for substance use.
SAMHSA National Helpline	1-800-662-4357 findtreatment.gov	24/7, free, confidential treatment referral.
Alcoholics Anonymous, Santa Clarita Valley Central Office	661-250-9922 (24-hour) aascv.org	26951 Ruether Ave., Suite B-6, Santa Clarita, CA 91351.
Phoenix House	818-686-3000 https://phoenixhouseca.org/contact/	Outpatient services, withdrawal programs and mentor services.
Narcotics Anonymous, Santa Clarita Valley	800-338-2155 scvna.com	Meeting information and helpline.

Resource	Contact	Notes
SMART Recovery	smartrecovery.org	Free in-person and online recovery meetings.
Henry Mayo Newhall Hospital Emergency Department	661-200-2000	24-hour emergency care.

Hazing Prevention Policy, Procedures and Training

Overview

The Stop Campus Hazing Act was signed into law on December 23, 2024. This law requires colleges and universities to:

- Compile and disclose statistics of hazing incidents reported to CSAs or local police in the Annual Security and Fire Safety Report;
- Publish information related to hazing incidents in a new required Campus Hazing Transparency Report; and
- Publish specified information related to anti-hazing policies and hazing prevention programs.

CalArts is committed to complying with the Stop Campus Hazing Act. Accordingly, the collection of statistics on reported hazing incidents began in January 2025 and is included in this 2026 Annual Security Report (ASR).

In addition, prior to the enactment of the federal Stop Campus Hazing Act, California passed Assembly Bill 2193, which amends the California Education Code beginning with Section 66305, and is also referred to as the Stop Campus Hazing Act.

The California Stop Campus Hazing Act includes a general prohibition on hazing, establishes civil liability for educational institutions and participants/student organizations in certain circumstances, and creates a rebuttable presumption that the institution took reasonable steps to prevent hazing if certain criteria are met. If an institution has done all of the following, the institution has taken reasonable steps to prevent hazing:

1. Creation of a policy governing student behavior that includes a prohibition on hazing, how to anonymously report hazing incidents, the disciplinary actions for a violation of the policy, and procedures by which all students are informed of this policy, with applicable penalties.
2. Creation of a policy governing employee behavior that includes a prohibition on hazing, the disciplinary actions for a violation of the policy, and procedures by which all students are informed of this policy, with applicable penalties.
3. Implementation of a comprehensive prevention and outreach program addressing hazing.

CalArts prohibits hazing and complies with the federal Stop Campus Hazing Act, which amended the Jeanne Clery Campus Safety Act, as well as the California Stop Campus Hazing Act (Education Code § 66305 et seq.) and California Penal Code § 245.6 (Matt's Law). This section summarizes CalArts' hazing policy, how to report hazing, how reports are investigated, prevention programs, and hazing statistics. The complete Anti-Hazing Policy is available at https://calarts.edu/policies-calarts/institute-policies/anti-hazing-policy-interim, This policy applies to all CalArts students (including members of any CalArts Clubs and Organizations, student government, student leadership, intramural sports) and all CalArts employees (administrators, regular and special faculty, and staff).

CalArts Statement on Hazing

CalArts will not tolerate hazing by any individual, group, team, or student organization, whether or not the organization is recognized by CalArts. The policy applies to all students, student organizations (including clubs, student government, and intramural teams), faculty, and staff, and applies to conduct on or off campus. Consent of the person subjected to hazing is not a defense.

Definitions of Hazing

Under the Federal Stop Campus Hazing Act, for purposes of reporting hazing statistics, Hazing is defined as "any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that— (I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and (II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including— (aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity; (bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity; (cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; (dd) causing, coercing, or otherwise inducing another person to perform sexual acts; (ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct; (ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and (gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law."

Under the California Stop Campus Hazing Act, Hazing is defined as "any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events."

"Hazing" or "Haze" also have their own stand-alone definitions under the California Penal Code [240–248] (see the end of this section).

Clery Act Definition

For Clery Act reporting, CalArts counts incidents that meet the federal definition of hazing: any intentional, knowing, or reckless act committed by a person (individually or with others) against another person, regardless of that person's willingness to participate, that (1) is committed in the course of initiation into, affiliation with, or maintenance of membership in a student organization, and (2) causes or creates a risk, above the reasonable risk of participation, of physical or psychological injury. Examples include striking or physical abuse; forced sleep deprivation, exposure, confinement, or extreme

calisthenics; forced consumption of food, alcohol, drugs, or other substances; coerced sexual acts; threats that cause reasonable fear of bodily harm; and activity involving a criminal violation.

Student organization: an organization at CalArts (such as a club, association, band, or Student Union) in which two or more members are CalArts students, whether or not CalArts recognizes it.

Reporting Hazing

CalArts is committed to providing a variety of welcoming and accessible ways for community members to voice concerns about and report instances of alleged hazing or retaliation. Reporting an issue is the best way for the community to help an individual receive the resources, support, and supportive measures available at CalArts.

Employees

All CalArts employees are required to report any allegations or knowledge of conduct prohibited under this policy by contacting:

- Director of Community Rights and Responsibilities — studentconduct@calarts.edu

CalArts provides multiple methods to report hazing concerns or allegations for non-mandated reports. Reports can be made to any of the following:

- Office of Community Rights and Responsibilities. Please note that individuals have the ability to report anonymously through this form, if they so choose.
- Email: studentconduct@calarts.edu
- Law enforcement in urgent situations or if criminal activity is suspected

Retaliation

Retaliation against any individual who in good faith reports Hazing or participates in an investigation is strictly prohibited and will be subject to disciplinary action.

Investigation of Reports of Hazing Involving Students

Reports of hazing will be reviewed and addressed pursuant to the applicable policies and procedures of CalArts. Depending on the nature and circumstances of the conduct, this may include, but is not limited to, processes outlined in the CalArts Student Code of Conduct, the CalArts Title IX and Sexual Harassment and Retaliation Interim Policy (applicable to incidents involving sex-based harassment or discrimination), and the CalArts Discrimination, Harassment, and Retaliation (DHR) Policy (applicable to incidents involving protected class misconduct unrelated to sex).

The determination of which policies and procedures apply will be based on the specific facts of each report, and cases may be evaluated under more than one policy if warranted by the circumstances.

Interim Measures

CalArts reserves the right to implement interim measures as necessary to protect the health, safety, and well-being of the campus community pending the outcome of an investigation or resolution process.

Such measures may include, but are not limited to, Mutual Stay Away Directives, adjustments to housing or academic schedules, suspension of privileges, or interim suspension from the Institute.

Sanctions and Disciplinary Actions

Participation in prohibited hazing activities may lead to significant consequences for individuals and/or organizations, including, but not limited to, disciplinary measures up to and including suspension or expulsion for individual(s) and the possible permanent revocation of recognition of clubs and/or organizations.

Investigation of Reports of Hazing Involving Employees

Reports of hazing will be reviewed and addressed pursuant to the applicable policies and procedures of CalArts. Depending on the nature and circumstances of the conduct, this may include, but is not limited to, processes outlined in the CalArts Workplace Violence Prevention Plan, the CalArts Title IX and Sexual Harassment and Retaliation Interim Policy (applicable to incidents involving sex-based harassment or discrimination), Faculty Handbook and Staff Handbook.

The determination of which policies and procedures apply will be based on the specific facts of each report, and cases may be evaluated under more than one policy if warranted by the circumstances.

Law Enforcement, Criminal and Civil Proceedings

Institutional processes and potential sanctions are independent from any actions that may be pursued by law enforcement agencies or through civil or criminal court proceedings. Individuals and/or organizations alleged to have engaged in hazing may also be subject to prosecution under applicable state or federal law, and civil or criminal liability arising from the same conduct that constitutes an alleged or substantiated violation of CalArts policies.

Prevention and Education

CalArts is partnering with Catharsis Production to provide online hazing prevention education to all students and employees. StandUp to Hazing™ participants will gain practical tools to recognize warning signs of hazing, take effective action, and create healthy group cultures. This comprehensive training equips students, staff, and faculty with research-backed strategies that drive real change.

Learning objectives include:

- Identify elements that comprise hazing
- Recognize warning signs
- Learn how to take effective action
- Understand how to create healthy group cultures
- Reporting Obligations

Club and Organization Advisors and Leadership will be provided with additional training related to hazing prevention.

Disclosures

Campus Hazing Transparency Report (CHTR)

The Office of Community Rights and Responsibilities will maintain a report of all violations of Hazing that are reported to the Institute and which result in a violation of this Policy (CHTR). Such a report shall not include any personally identifying information, including any information that would reveal personally identifiable information. The Institute will update the CHTR bi-annually, on December 23rd and June 23rd of each year, and will post the updated report on the Institute's website. The Institute shall retain the CHTR for the current year as well as for five consecutive calendar years from the date of publication, or as otherwise consistent with applicable law.

Notwithstanding the foregoing, the Institute is not required to develop a CHTR until such time that the Institute has a finding of a Hazing violation. Also, the CHTR does not have to be updated for any period in which the Institute does not have a finding of a Hazing violation; however, in such a scenario CalArts will still conduct a bi-annual review to identify any findings of Hazing.

The CHTR may also include any additional information determined by CalArts to be necessary or reported as required by State law.

Annual Security Report

Campus Safety has updated the Annual Security Report on an annual basis to include all required hazing statistics and reporting requirements in compliance with the Federal Stop Campus Hazing Act.

Hazing Is a Crime

Students and employees should be aware that hazing is a criminal offense in the State of California.

California Penal Code § 245.6 (also known as Matt's Law), Penal Code [240–248]:

(a) It shall be unlawful to engage in hazing, as defined in this section.

(b) "Hazing" means any method of initiation or preinitiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

(c) A violation of this section that does not result in serious bodily injury is a misdemeanor, punishable by a fine of not less than one hundred dollars ($100), nor more than five thousand dollars ($5,000), or imprisonment in the county jail for not more than one year, or both.

(d) Any person who personally engages in hazing that results in death or serious bodily injury as defined in paragraph (4) of subdivision (f) of Section 243 of the Penal Code, is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in county jail not exceeding one year, or by imprisonment pursuant to subdivision (h) of Section 1170.

(e) The person against whom the hazing is directed may commence a civil action for injury or damages. The action may be brought against any participants in the hazing, or any organization to which the student is seeking membership whose agents, directors, trustees, managers, or officers authorized, requested, commanded, participated in, or ratified the hazing.

(f) Prosecution under this section shall not prohibit prosecution under any other provision of law.

Hazing Definitions Tables

Definitions Applicable to This Policy Under the Federal Stop Campus Hazing Act (SCHA)

Term	Definition
Student Organization	In accordance with the Federal Stop Campus Hazing Act (SCHA), Student Organization is defined as "an organization at an institution of higher education (such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government) in which two or more of the members are students enrolled at the institution of higher education, whether or not the organization is established or recognized by the institution."
Hazing	Hazing is defined as "any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that— (I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and (II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including— (aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone's body, or similar activity ;(bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity ;(cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances ;(dd) causing, coercing, or otherwise inducing another person to perform sexual acts ;(ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct ;(ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and (gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.

Definitions Applicable to This Policy Under the California Stop Campus Hazing Act

Term	Definition
(a) Affiliated	"Affiliated" means currently recognized or sanctioned by the educational institution through its official student organization application process. For purposes of this chapter, an organization that had previously been recognized or sanctioned by the educational institution but has subsequently had that recognition or sanction withdrawn or revoked by the educational institution shall not be considered affiliated.
(b) Educational institution	"Educational institution" means a public or private institution of higher education in the state. The term includes the officers, employees, or governing bodies of the institution, when acting in their official capacity.
(c) Hazing	"Hazing" means any method of initiation or preinitiation into an affiliated student organization or student body, which the initiator knows or should have known is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

Definitions Applicable to This Policy Under the California Penal Code

Term	Definition
Hazing	"Hazing" means any method of initiation or preinitiation into a student organization or student body, whether or not the organization or body is officially recognized by an educational institution, which is likely to cause serious bodily injury to any former, current, or prospective student of any school, community college, college, university, or other educational institution in this state. The term "hazing" does not include customary athletic events or school-sanctioned events.

Crime Statistics

Crime Statistics for 2023, 2024 and 2025

Crime statistics for 2023, 2024 and 2025 are also available online at: Clery Act: Annual Security Report – Campus Safety

In compiling statistics as required by the Clery Act, the following definitions are to be used for reporting the crimes listed in § 668.46(c), in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting (UCR) Program. The definitions for murder, rape, robbery, aggravated assault, burglary, motor vehicle theft, weapons: carrying, possessing, etc., law violations, drug abuse violations, and liquor law violations are from the "Summary Reporting System (SRS) User Manual" from the FBI's UCR Program. The definitions of fondling, incest, and statutory rape are excerpted from the "National Incident-Based Reporting System (NIBRS) User Manual" from the FBI's UCR Program. The definitions of larceny-theft (except motor vehicle theft), simple assault, intimidation, and destruction/damage/vandalism of property are from the "Hate Crime Data Collection Guidelines and Training Manual" from the FBI's UCR Program. For the purposes of Clery crime statistics, the definitions of dating violence, domestic violence and stalking are from the Violence Against Women Act of 1994.

Crime definitions provided by the Clery Act and the Violence Against Women Act can differ from California Penal Code statutes and are enforced by California law enforcement agencies.

Clery Reportable Crimes: Definitions

Criminal Offense	Definition
Criminal Offenses	
Murder/Non-Negligent Manslaughter	The willful killing of one human being by another.
Manslaughter by Negligence	The killing of another person through gross negligence.
Robbery	The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.
Aggravated Assault	An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accomplished by the use of weapons or by means likely to produce death or great bodily harm.
Burglary	The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with the intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Criminal Offense	Definition
Motor Vehicle Theft	The theft or attempted theft of a motor vehicle.
Arson	Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.
Sex Offenses	
Rape	Penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim, including when the victim is incapable of giving consent. This offense includes the rape of both males and females.
Fondling	The touching of the private body parts of another person for the purpose of sexual gratification, without consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental or physical incapacity.
Incest	Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
Statutory Rape	Sexual intercourse with a person who is under the statutory age of consent.
Violence Against Women Act Definitions	
Dating Violence	Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; where the existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating Violence is not limited to sexual or physical abuse or the threat of such abuse. (If an act of violence meets the definition of domestic violence, then the act is classified as Domestic Violence rather than Dating Violence.)
Domestic Violence	A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of California, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of California.
Stalking	The term ''stalking'' is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (a) fear for the person's safety or the safety of others; or (b) suffer substantial emotional distress. For the purposes of this definition:

Criminal Offense	Definition
	A. “Course of conduct” means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person’s property. B. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the victim. C. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
Arrests and Referrals	
Weapons: Carrying, Possessing, Etc.	The violation of laws or ordinances that are regulatory in nature, prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices or other deadly weapons.
Drug Abuse Violations	The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.
Liquor Law Violations	The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.
Hate Crimes	
Hate Crimes	A hate crime is a criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim. For the purposes of reporting, bias includes the actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin and disability.
Larceny-Theft (Except Motor Vehicle Theft)	The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.
Simple Assault	An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Criminal Offense	Definition
Intimidation	To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
Destruction/Damage/Vandalism of Property	To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or person having custody or control of it.

Clery Geography

Location	Definition
On-campus property	Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and Any building or property that is within or reasonably contiguous to the area identified in the above paragraph of this definition, that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.
Non-campus property	Any building or property owned or controlled by a student organization that is officially recognized by the institution; or Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
Public property	All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

2023–2025 Clery Act Statistics — California Institute of the Arts

On-campus student housing facilities are a subset of on-campus property; incidents counted in the housing column are also included in the on-campus property column.

Criminal Offenses					
Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Manslaughter by Negligence	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Fondling	2023	0	0	0	0
	2024	**2**	**1**	0	0
	2025	0	0	0	0
Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Burglary	2023	0	0	0	0
	2024	0	0	0	0
	2025	**1**	0	0	0

Criminal Offenses

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Hate Crimes

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Murder/Non-Negligent Manslaughter	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Fondling	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Incest	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Statutory Rape	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Robbery	2023	0	0	0	0

Hate Crimes					
Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
	2024	0	0	0	0
	2025	0	0	0	0
Aggravated Assault	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Burglary	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Motor Vehicle Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Arson	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Simple Assault	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Larceny/Theft	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Intimidation	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Destruction/Damage/Vandalism of Property	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

VAWA Offenses

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Domestic Violence	2023	0	0	0	0
	2024	0	0	0	0
	2025	**1**	0	0	0
Dating Violence	2023	**1**	0	0	0
	2024	**2**	0	0	0
	2025	**1**	0	0	0
Stalking	2023	0	0	0	**2**
	2024	**2**	0	0	0
	2025	0	0	0	0

Arrests

Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Weapons: Carrying, Possessing, Etc.	2023	0	0	0	0
	2024	0	0	0	**1**
	2025	0	0	0	0
Drug Abuse Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Disciplinary Actions					
Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Weapons: Carrying, Possessing, Etc.	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Drug Abuse Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0
Liquor Law Violations	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

Unfounded Crimes					
Offense	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Unfounded	2023	0	0	0	0
	2024	0	0	0	0
	2025	0	0	0	0

2023–2025 Clery Act Fire Statistics — California Institute of the Arts

Location	Year	Date of Fire	Cause of Fire	Injuries From Fire	Deaths From Fire	Property Damage
Ahmanson Hall	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Chouinard Hall	2023	0	0	0	0	0
	2024	0	0	0	0	0

Location	Year	Date of Fire	Cause of Fire	Injuries From Fire	Deaths From Fire	Property Damage
	2025	0	0	0	0	0
On Campus	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

Hazing Statistics

Hazing statistics officially became a requirement for the Annual Security Report (ASR) starting with the October 1, 2026 reporting cycle, covering data collected from the 2025 calendar year.

Hazing Statistics	Year	On-Campus Property	On-Campus Student Housing Facilities	Non-Campus Property	Public Property
Hazing	2025	0	0	0	0

Annual Fire Safety Report

Residence Hall Fire Safety Systems

A description of each on-campus student housing facility fire safety system:

- **Chouinard Hall** has on-campus central monitoring of the smoke detectors that are located in front of each pantry cooking station. Local battery-operated smoke alarms are located inside each sleeping room. Fire extinguishers are located inside laundries, and are located in all hallways.
- **Ahmanson Hall** has on-campus central monitoring of the smoke detectors that are located in each hallway. Monitored heat detectors are located in each kitchen/dining area and bedroom. In addition, each bedroom has a local battery-operated smoke alarm and each hallway has an ABC fire extinguisher.

Residence Hall	On-site Monitoring	Sprinklers	Extinguishers	Evacuation Plans	Drills	Smoke Detectors
Ahmanson Hall	Yes	No	Yes	Yes	2	Yes
Chouinard Hall	Yes	No	Yes	Yes	2	Yes

Fire Drills

The number of fire drills held during the previous calendar year:

- Two; one in October and one in July.

Policies on Portable Electrical Appliances, Smoking and Open Flames

- No appliances with open or visible heating coils are allowed. No smoking is permitted. No open flames are allowed without a permit from the L.A. County Fire Dept.

Student Housing Evacuation

- Evacuation routes are posted in each residence room.
- Evacuation routes from buildings to the safe assembly area are included in registration information.
- Residence Hall employees are trained and equipped to assist in case of evacuation.

Fire Safety Education and Training

- Resident Assistants attend an annual fire extinguisher safety training in which they learn about:
    - Fire triangle
    - Types of fires

    - Types of fire extinguishers
    - Safety considerations when fighting fires
    - Notification procedures
    - Proper technique for using fire extinguishers
- Procedures:
    - Notify first (pull fire alarm, call Campus Safety)
    - Evacuate people
    - Evaluate the fire
    - Fight the fire if it is small
    - Otherwise, leave the building

Reporting Fires

- Fires are to be reported to the Campus Safety Office, Housing Office, Associate V.P. Operations, Associate Dean, Student Affairs/Residential Life.

Future Improvements and Fire Statistics Summary

- Future improvements: None
- Fire Statistics: 0 Fires

Conclusion

All members of the CalArts community must cooperate and work together to report and resolve criminal matters in a timely fashion. By working together, the community can create a safe and secure environment for everyone.

Appendix A — Jurisdictional Crime Definitions of VAWA and Clery

Please keep in mind that the following is a review of the statutes covering sexual assault and related crimes in California. It is intended only for purposes of information and guidance and should not be construed as legal advice. In processes and procedures addressing reports of VAWA crimes and other sex offenses, CalArts is also in compliance with California Education Code section 67386.

In addition, crime definitions provided by the Clery Act and the Violence Against Women Act can differ from the California Penal Code statutes that are enforced by California law enforcement agencies. The following table compares the federal definitions, codified for Clery Act purposes in 34 C.F.R. 668.46(c), with the California statutes for similar crimes pertaining to sexual misconduct. The following excerpts from related California laws on criminal sexual behavior are meant to be illustrative, not exhaustive.

Statute	California Law
Consent	
Consent — Penal Code § 261.5	(a) Unlawful sexual intercourse is an act of sexual intercourse accomplished with a person who is not the spouse of the perpetrator, if the person is a minor. For the purposes of this section, a "minor" is a person under the age of 18 years and an "adult" is a person who is at least 18 years of age. (b) Any person who engages in an act of unlawful sexual intercourse with a minor who is not more than three years older or three years younger than the perpetrator, is guilty of a misdemeanor. (c) Any person who engages in an act of unlawful sexual intercourse with a minor who is more than three years younger than the perpetrator is guilty of either a misdemeanor or a felony, and shall be punished by imprisonment in a county jail not exceeding one year.
Consent — Penal Code § 261.6 (Part 1. Of Crimes and Punishments [25–680.4]; Title 9. Of Crimes Against the Person Involving Sexual Assault, and Crimes Against Public Decency and Good Morals [261–368.7]; Chapter 1. Rape, Abduction, Carnal Abuse of Children, and Seduction [261–269])	(a) Consent is positive cooperation in act or attitude pursuant to an exercise of free will. The person must act freely and voluntarily and have knowledge of the nature of the act or transaction involved. (b) A current or previous dating or marital relationship shall not be sufficient to constitute consent where consent is at issue in a prosecution under Section 261, 286, 287, or 289, or former Section 262 or 288a. (c) This section shall not affect the admissibility of evidence or the burden of proof on the issue of consent. (Amended by Stats. 2021, Ch. 626, Sec. 19. (AB 1171) Effective January 1, 2022.)
Consent — Penal Code § 261.7 (Part 1. Of Crimes and Punishments [25–680.4]; Title 9 [261–368.7] (Heading of Title 9 amended by Stats. 1982, Ch. 1111, Sec. 2.); Chapter 1. Rape,	In prosecutions under Section 261, 286, 287, or 289, or former Section 262 or 288a, in which consent is at issue, evidence that the victim suggested, requested, or otherwise communicated to the defendant that the defendant uses a condom or other birth control device, without additional evidence of consent, is not sufficient to constitute consent.

Statute	California Law
Abduction, Carnal Abuse of Children, and Seduction [261–269])	
Sexual Assault	
CA Penal Code	The definition of sexual assault in the CA Penal Code can vary depending on the Title, Chapter, and Section within the Penal Code. Penal Code sections that match the Clery/VAWA definition of sexual assault include, but are not limited to, the following (this list is intended to be illustrative, not comprehensive): § 220 – Assault with intent to commit mayhem or specified sex offenses; assault of a person under 18 years of age with intent to commit specified sex offenses § 243.4 – Sexual Battery § 261 – Rape § 261.5 – Unlawful Sexual Intercourse with a minor § 262 – Spousal Rape § 264.1 – Punishment for aiding or abetting rape § 266c – Inducing consent to a sexual act by fraud or fear § 269 – Aggravated sexual assault of a child § 285 – Incest § 286 – Sodomy § 288 – Lewd or lascivious acts involving children § 288.5 – Continuous sexual abuse of a child § 288a – Oral Copulation § 289 – Penetration by foreign object § 647.6 – Annoying or molesting children Per § 263.1 PC, all forms of nonconsensual sexual assault may be considered rape for the purposes of the gravity of the offense and the support of survivors.
Sexual Battery	Crimes in section 243.4, including but not limited to: § 243.4(a) – Any person who touches an intimate part of another person while that person is unlawfully restrained by the accused or an accomplice, and if the touching is against the will of the person touched and is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery. § 243.4(b) – Any person who touches an intimate part of another person who is institutionalized for medical treatment and who is seriously disabled or medically incapacitated, if the touching is against the will of the person touched, and if the touching is for the purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of sexual battery.

Statute	California Law
	§ 243.4(e)(1) – Any person who touches an intimate part of another person, if the touching is against the will of the person touched, and is for the specific purpose of sexual arousal, sexual gratification, or sexual abuse, is guilty of misdemeanor sexual battery.
Sexual Assault — California Education Code 67380	Defines sexual assault as including, but not limited to, rape, forced sodomy, forced oral copulation, rape by a foreign object, sexual battery, or the threat of any of these.
Penal Code § 261.5(a) — Unlawful intercourse	Unlawful intercourse is an act of sexual intercourse accomplished with someone who is not the spouse of the perpetrator, if the person is a minor. For the purposes of this section, a “minor” is a person under the age of 18 years and an “adult” is a person who is at least 18 years of age.
Domestic Violence, Dating Violence and Stalking	
Domestic Violence/Dating Violence (CA Penal Code, Chapter 2, Section 273.5 and Section 243)	§ 242 – A battery is any willful and unlawful use of force or violence upon the person of another. § 243(e)(1) – A battery committed against a spouse, a person with whom the defendant is cohabiting, a person who is the parent of the defendant’s child, former spouse, fiancé, or fiancée, or a person with whom the defendant currently has, or has previously had, a dating or engagement relationship. § 273.5(a) – Any person who willfully inflicts corporal injury resulting in a traumatic condition upon a victim described in subdivision (b) is guilty of a felony. (b) Subdivision (a) shall apply if the victim is or was one or more of the following: (1) The offender's spouse or former spouse. (2) The offender's cohabitant or former cohabitant. (3) The offender's fiancé or fiancée, or someone with whom the offender has, or previously had, an engagement or dating relationship. § 13700(b) – "Domestic violence" means abuse committed against an adult or a minor who is a spouse, former spouse, cohabitant, former cohabitant, or person with whom the suspect has had a child or is having or has had a dating or engagement relationship. For purposes of this subdivision, "cohabitant" means two unrelated adult persons living together for a substantial period of time, resulting in some permanency of relationship. Factors that may determine whether persons are cohabiting include, but are not limited to, (1) sexual relations between the parties while sharing the same living quarters, (2) sharing of income or expenses, (3) joint use or ownership of property, (4) whether the parties hold themselves out as husband and wife, (5) the continuity of the relationship, and (6) the length of the relationship.
Stalking — CA Penal Code, Chapter 2, Section 646.9	(a) Any person who willfully, maliciously, and repeatedly follows or willfully and maliciously harasses another person and who makes a credible threat with the intent to place that person in reasonable fear for his or her safety, or the safety of his or her immediate family is guilty of the crime of stalking, punishable by imprisonment in a county jail for not more than one year, or by

Statute	California Law
	a fine of not more than one thousand dollars ($1,000), or by both that fine and imprisonment, or by imprisonment in the state prison.
CA Penal Code, Chapter 2, Section 653m	(a) Every person who, with intent to annoy, telephones or makes contact by means of an electronic communication device with another and addresses to or about the other person any obscene language or addresses to the other person any threat to inflict injury to the person or property of the person addressed or any member of his or her family, is guilty of a misdemeanor. Nothing in this subdivision shall apply to telephone calls or electronic contacts made in good faith. (b) Every person who, with intent to annoy or harass, makes repeated telephone calls or makes repeated contact by means of an electronic communication device, or makes any combination of calls or contact, to another person is, whether or not conversation ensues from making the telephone call or contact by means of an electronic communication device, guilty of a misdemeanor. Nothing in this subdivision shall apply to telephone calls or electronic contacts made in good faith or during the ordinary course and scope of business.
Other Clery Crimes	
Penal Code § 187(a) — Murder	Murder is the unlawful killing of a human being, or a fetus, with malice aforethought.
Penal Code § 245(a) — "Assault with a deadly weapon or by force likely to cause great bodily injury"	(1) Any person who commits an assault upon the person of another with a deadly weapon or instrument other than a firearm. (2) Any person who commits an assault upon the person of another with a firearm. (3) Any person who commits an assault upon the person of another by any means of force likely to produce great bodily injury.
Penal Code § 451 — Arson	A person is guilty of arson when he or she willfully and maliciously sets fire to or burns or causes to be burned or who aids, counsels, or procures the burning of, any structure, forest land, or property.
Penal Code § 459 — Burglary	Every person who enters any house, room, apartment, tenement, shop, warehouse, store, [...] vehicle as defined by the Vehicle Code, ... with the intent to commit a grand or petit larceny or any felony is guilty of a burglary.
Penal Code § 422.55(a) — "Hate crime"	Hate Crime means a criminal act committed, in whole or in part, because of one or more of the following actual or perceived characteristics of the victim: (1) Disability. (2) Gender. (3) Nationality. (4) Race or ethnicity. (5) Religion. (6) Sexual Orientation. (7) Association with a person or group with one or more of these perceived or actual characteristics.
Penal Code § 192 — Manslaughter	Manslaughter is the unlawful killing of a human being without malice.

Statute	California Law
Penal Code § 192(b) — Involuntary Manslaughter	Involuntary – in the commission of an unlawful act, not amounting to a felony; or in the commission of a lawful act which might produce death, in an unlawful manner, or without due caution and circumspection.

Appendix B — Definitions of Prohibited Conduct Outlined in CalArts Policy

Term	Definition
Definitions of Title IX Sexual Harassment	Sexual harassment, as prohibited by Title IX, means conduct based on sex (where sex is defined by the federal government as sex assigned at birth) that falls in one or more of these categories: (a) quid pro quo harassment by a University employee; (b) any unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education programs or activities; or (c) any instance of sexual assault, dating violence, domestic violence, or stalking as defined in Title IX Sexual Violence. To be considered Title IX Sexual Harassment, the conduct must occur at a time when the Complainant is participating in, or attempting to participate in, an educational program or activity of the University. To be considered Title IX Sexual Harassment the alleged conduct must occur in the United States and either on University property or during University programs or activities in locations, events, or circumstances over which the University exercised substantial control over both the Respondent and the context in which the Title IX Prohibited Conduct occurred. Harassment involving an Institute student or employee outside of these conditions may be dealt with pursuant to the Institute's other definitions of prohibited sexual harassment in this Policy.
Title IX Quid Pro Quo Harassment Based on Sex	"Title IX Quid Pro Quo Harassment" takes place when a person employed by the University conditions the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome conduct. Examples of this type of harassment include but are not limited to: a professor promising a better grade if a student goes out with the professor or a staff member suggesting they will not turn a student in for a violation of the Student Code of Conduct if the student exposes parts of their body or shares intimate photographs.
Title IX Hostile Environment Based on Sex	"Title IX Unwelcome Conduct" includes unwelcome conduct that a reasonable person would find so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's programs and activities. Unwelcome conduct that is prohibited by Title IX is not necessarily any conduct that any person finds to be unwelcome. First, the unwelcome conduct is assessed from the standpoint of a "reasonable person." Second, the unwelcome conduct must be severe and pervasive and objectively offensive. Third, the unwelcome conduct must serve to deny a person equal education access.
Title IX Sexual Assault	"Title IX Sexual Assault" is any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Affirmative Consent is required. For the purpose of

Term	Definition
	these definitions, a Sexual Act is defined as conduct between persons consisting of: contact between the penis and the vulva, or between penises and vulvas; contact between the penis and the anus; contact between the mouth and the penis; contact between the mouth and the vulva; contact between the mouth and anus; contact between abuses; or contact involving any of the above or the buttocks or breasts. Private body parts include all of the body parts specified above, including genitals, groin area, breasts, and buttocks. Title IX Sexual Assault includes: **Rape.** A "rape" is defined as the penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the affirmative consent of the victim. Prohibited Conduct includes attempted rape. **Statutory Rape.** "Statutory rape" is defined as sexual intercourse with a person who is under the statutory age of consent. In California, the statutory age of consent is eighteen (18). In California, there is no close-in-age exception. **Criminal Sexual Contact.** The intentional touching of the clothed or unclothed body parts without the affirmative consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation. The forced touching by the Complainant of the Respondent's clothed or unclothed body parts, without the affirmative consent of the Complainant for the purpose of sexual degradation, sexual gratification, or sexual humiliation. This offense includes instances where the Complainant is incapable of giving consent because of age or incapacity due to temporary or permanent mental or physical impairment or intoxication for the purpose of sexual degradation, sexual gratification, or sexual humiliation. **Incest.** "Incest" is defined as sexual intercourse between persons who are related to each other within degrees wherein marriage is prohibited by law.
Title IX Dating Violence	"Title IX Dating Violence" is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship is determined by consideration of the totality of the circumstances including length and type of relationship and the frequency of interaction between the persons involved in the relationship. "Violence" means physical conduct that intentionally or recklessly threatens the health and safety of the recipient of the behavior, including assault. "Violence" can include patterns of abusive behavior that may consist of or include non-physical tactics (such as threats, isolation, property destruction, abuse of pets, economic control, displaying weapons, degradation, or exploitation of a power imbalance).
Title IX Domestic Violence	"Title IX Domestic Violence" is abuse committed against an adult or a minor who is a spouse, former spouse, cohabitant, former cohabitant, or person with whom the suspect has had a child or is having or has had a dating or engagement relationship. Under California law, "cohabitant" means two unrelated adult persons living together for a substantial period of time, resulting

Term	Definition
	in some permanency of relationship. Domestic violence includes physical battery and bodily injury, as well as threats of injury. Conduct by a party in defense of self or another is not Dating or Domestic Violence under this Policy. If either party asserts that they acted in defense of self or another, the Title IX decision-makers will use all available, relevant evidence to evaluate the assertion, including reasonableness of the defensive actions and which party is the predominant aggressor.
Title IX Stalking Based on Sex	"Title IX Stalking" is engaging in a course of conduct based on sex directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others, or to suffer substantial emotional distress. Stalking conduct can include willfully, maliciously, or repeatedly following or harassing a person, even if the accused does not intend harm.

Sex-Based Hostile Environment Harassment in Educational Programs and Activities

In addition to harassment based on sex that is prohibited by the definition of Title IX Sexual Harassment, the University also prohibits sexually harassing conduct in its Educational Programs and Activities where such conduct is prohibited by the California Education Code and falls under the jurisdiction of this Policy. If the conduct falls under the definition and jurisdiction of Title IX Sexual Harassment, it will also be processed under that definition. In either case, the Director of Community Rights and Responsibilities & Title IX Coordinator shall assess each report of alleged Prohibited Conduct and provide outreach, as appropriate, to each identifiable student who is alleged to be the victim of reported Prohibited Conduct.

Term	Definition
Sex-Based Hostile Environment Harassment in Educational Programs and Activities	"Sex-Based Hostile Environment Harassment in Educational Programs and Activities" is defined as: Unwelcome sex-based conduct (where sex includes sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity) that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the Institute's education program or activity (i.e. creates a hostile environment); Unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting where the conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment. Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following: • The degree to which the conduct affected the individual's ability to access the Institute's education program or activity ;- The type, frequency, and duration of the conduct

Term	Definition
	;- The parties' ages, roles within the Institute's education program or activity, previous interactions, and other factors about a party that may be relevant to evaluating the effects of the conduct ;- The location of the conduct and the context in which the conduct occurred; and • Other sex-based harassment in the Institute's education program or activity. Harassment involving an Institute student or employee outside of these conditions may be dealt with pursuant to the Institute's other definitions of prohibited sex-based harassment. Nothing in this definition is intended to interfere with an individual's rights to freedom of speech or expression pursuant to the United States Constitution, the California Constitution, and the California Leonard Law.
Non-Title IX Sexual Violence in Education	"Non-Title IX Sexual Violence in Education" is defined as physical sexual acts perpetrated against a person without the person's affirmative consent. Physical sexual acts include both of the following: • Rape, defined as penetration, no matter how slight, of the vagina or anus with any part or object, or oral copulation of a sex organ by another person, without the affirmative consent of the victim ;- Sexual battery, defined as the intentional touching of another person's intimate parts without affirmative consent, intentionally causing a person to touch the intimate parts of another without consent, or using a person's own intimate part to intentionally touch another person's body without consent.
Sexual Exploitation	"Sexual Exploitation" is defined as a person taking sexual advantage of another person for the benefit of anyone other than that person without that person's consent, including, but not limited to, any of the following acts: • the prostituting of another person ;- the trafficking of another person, defined as the inducement of a person to perform a commercial sex act, or labor or services, through force, fraud, or coercion ;- the recording of images, including video or photograph, or audio, or the creation through artificial intelligence or other means, of another person's sexual activity or intimate parts, if the individual distributing the images or audio knows or should have known that the person depicted in the images or audio did not consent to the disclosure; or • the viewing of another person's sexual activity or intimate parts, in a place where that other person would have a reasonable expectation of privacy, without that person's consent, for the purpose of arousing or gratifying sexual desire.
Stalking Based on Gender Identity, Gender Expression and Sexual Orientation	"Stalking Based on Gender Identity, Gender Expression and Sexual Orientation" is engaging in a course of conduct, on the basis of other sex-based protected categories (including sex, sex stereotypes, sex characteristics, pregnancy or

Term	Definition
	related conditions, sexual orientation, gender identity and gender expression) directed at a specific person that would cause a reasonable person to: • fear for the person's safety or the safety of others; or • suffer substantial emotional distress. Stalking conduct can include willfully, maliciously, or repeatedly following or harassing a person, even if the accused does not intend harm.
Other Dating Violence	See the definition of Title IX Dating Violence. The conduct must occur outside of the jurisdiction of Title IX and the parties must meet the definitions of "Complainant" and "Respondent."
Other Domestic Violence	See the definition of Title IX Domestic Violence. The conduct must occur outside of the jurisdiction of Title IX and the parties must meet the definitions of "Complainant" and "Respondent."

Appendix C — Key Definitions

Term	Definition
Advisor	Each party has the right to choose and consult with an advisor of their choice at their own expense. The advisor may be any person, including a friend, family member, therapist, union representative, or an attorney. CalArts will not limit their choice of advisor. Parties in this process may be accompanied by an advisor of choice to any meeting or proceeding to which they are required or are eligible to attend. Except where explicitly stated by this Policy, advisors shall not participate directly in the process. CalArts will provide the parties equal access to advisors; any restrictions on advisor participation will be applied equally. An Advisor may not represent, advocate, or speak on behalf of a Complainant or Respondent. An Advisor may not disrupt or impede any resolution proceeding.
Complaint	A complaint means an oral or written request to the Title IX Coordinator that objectively can be understood as a request for CalArts to investigate and make a determination about alleged sex discrimination under this Policy. A complaint may be filed with the Title IX Coordinator in person, by mail, or by electronic mail (email), by using the contact information listed on the CalArts Title IX and Sexual Harassment and Retaliation Interim Policy, or as described in this Policy. Individuals who would like more information about filing a complaint are invited to contact the Title IX Coordinator for additional information.
Complainant	Any individual who has reported being or is alleged to be impacted by Prohibited Conduct as defined by this Policy, and who was participating in a CalArts program or activity (or attempting to participate) at the time of the alleged misconduct.
Confidential Resources	Any individual identified by CalArts who receives information about conduct prohibited under this Policy in their confidential capacity and who is privileged under state law will not report prohibited conduct disclosed to them without written consent. Designation as a confidential resource under this Policy only exempts such individuals from disclosure to the Title IX Coordinator. It does not affect other mandatory reporting obligations under state child abuse reporting laws, the Clery Act as a campus security authority, or other laws that require reporting to campus or local law enforcement.
Days	Any reference to days refers to business days when CalArts is in normal operation.
Decision Maker	Trained professional designated by CalArts to decide responsibility, sanction, or appeals. A Decision maker may be one person or a panel of multiple people as determined by CalArts. When there is no hearing, the Investigator may be appointed as the Decision Maker.
Disclosure or Report	A disclosure or report may be made by anyone, whether they learned about conduct potentially constituting sex discrimination under this Policy, or whether

Term	Definition
	they personally experienced such conduct. A person making a disclosure or report may or may not be seeking to initiate an investigation.
Education Program or Activity	CalArts' “education program or activity” includes all campus operations, including off-campus settings that are operated or overseen by CalArts: including, for example, field trips, online classes, and athletic programs; conduct subject to CalArts' disciplinary authority that occurs off-campus; conduct that takes place via CalArts-sponsored electronic devices, computer and internet networks and digital platforms operated by, or used in the operations of, CalArts. Conduct that occurs outside of the education program or activity may contribute to a hostile environment within the program or activity.
Finding	A written conclusion by a preponderance of the evidence, issued by an Investigator, that the conduct did or did not occur as alleged.
Remedies	Remedies means measures provided, as appropriate, to a Complainant or any other person CalArts identifies as having had their equal access to CalArts’ education program or activity limited or denied by sex discrimination or other prohibited conduct covered by this Policy. These measures are provided to restore or preserve that person’s access to the education program or activity after CalArts determines that sex discrimination occurred. Only the Complainant will be informed of any remedies pertaining to them. Some examples are academic support and/or opportunity to retake a class or resubmit work or time extensions on course or degree completion, or non-academic support such as counseling, or changes to work assignments or locations. The Title IX Coordinator is responsible for implementation of remedies.
Respondent	An individual, or group of individuals such as a student organization, who has been reported to be the perpetrator of conduct that could constitute Prohibited Conduct under this policy; or retaliation for engaging in a protected activity.
Student	Any person who has (or will have) attained student status by way of: 1. Admission, housing or other service that requires student status. 2. Registration for one or more credit hours. 3. Enrollment in any non-credit, certificate or other program offered by CalArts.

Appendix D — Affirmative Consent and Related Concepts: Coercion, Force, and Incapacitation

Section 67386 of the California Education Code requires postsecondary institutions in California to adopt an affirmative consent standard. CalArts' definition of Affirmative Consent is outlined below.

The behaviors prohibited by the Title IX Sexual Harassment policy are outlined below. These behaviors are defined by an affirmative consent standard where “yes means yes” as follows:

Affirmative Consent must be knowing (conscious), must be voluntary, mutual, must have clear permission, agreement by word and action and given without coercion, force, threats or intimidation, by all participants to engage in sexual activity.

Individuals may perceive and experience the same interaction in different ways. Therefore, it is the responsibility of each party involved in the sexual activity to ensure Affirmative Consent has been obtained from the other participant(s) prior to engaging in the sexual activity, and to determine that the other has affirmatively consented before engaging in the activity.

Affirmative Consent is demonstrated through mutually understandable words and/or clear actions that indicate a willingness to engage freely in sexual activity. Affirmative Consent is active, not passive.

Individuals with a previous or current intimate relationship do not automatically give initial or continued affirmative consent to sexual activity. Even in the context of a relationship, there must be mutually understandable communication that clearly indicates a willingness to engage in sexual activity.

Each participant in a sexual encounter is expected to obtain affirmative consent to each act of sexual activity. This requires participants to check in and communicate with each other or others to ensure that affirmative consent is given knowingly, voluntarily, and affirmatively. Affirmative Consent to one form of sexual activity does not constitute affirmative consent to engage in all forms of sexual activity. Affirmative Consent to some sexual contact (such as kissing or Criminal Sexual Contact) cannot be presumed to be affirmative consent for other sexual activity (such as intercourse). If an individual expresses conditions on their willingness to affirmatively consent (e.g., use of a condom) or limitations on the scope of their affirmative consent, those conditions and limitations must be respected.

Affirmative Consent in relationships must also be considered in context. When parties affirmatively consent to BDSM or other forms of kink, non-affirmative consent may be shown by the use of a safe word. Resistance, force, violence, or even saying “no” may be part of the kink and thus consensual; thus the Institute's evaluation of communication in kink situations should be guided by reasonableness, rather than strict adherence to policy that assumes non-kink relationships as a default.

If affirmative consent is not clearly provided prior to engaging in the activity, affirmative consent may be ratified by word or action at some point during the interaction or thereafter, but clear communication from the outset is strongly encouraged.

Affirmative Consent may not be inferred from silence, passivity, lack of resistance, or lack of an active response alone. A person who does not physically resist or verbally refuse sexual activity is not

necessarily giving affirmative consent. Relying on non-verbal communication can lead to misunderstandings.

If at any time it is reasonably apparent that any person(s) is hesitant, confused, or unsure, all Parties should stop and obtain mutual verbal affirmative consent before continuing such activity.

Affirmative Consent may be withdrawn by any person(s) at any time. Affirmative Consent can also be withdrawn once given, as long as the withdrawal is reasonably and clearly communicated, or through unambiguous actions that indicate a desire to end sexual activity. If affirmative consent is withdrawn, that sexual activity should cease within a reasonably immediate time.

Consent is not affirmative if it results from the use or threat of force, intimidation, or coercion, or any other factor that would eliminate an individual's ability to exercise her/or/his own free will to choose whether or not to have sexual contact.

An individual who is physically incapacitated from alcohol, drug, and/or medication consumption (voluntarily or involuntarily), or is unconscious, unaware, mentally or physically helpless, or is otherwise unable to understand the fact, nature, or extent of the sexual activity is considered unable to give affirmative consent. For example, one who is asleep or passed out cannot give affirmative consent.

In the State of California, affirmative consent can never be given by minors under the age of 18.

Proof of affirmative consent or non-affirmative consent is not a burden placed on either party involved in a complaint. Instead, the burden remains on the Institute to determine whether its policy has been violated. The existence of affirmative consent is based on the totality of the circumstances evaluated from the perspective of a reasonable person in the same or similar circumstances, including the context in which the alleged misconduct occurred and any similar and previous patterns that may be evidenced.

CalArts takes very seriously the issue of affirmative consent for all Parties. When investigating and evaluating complaints of sexual misconduct, the following shall be considered invalid excuses or justifications by the respondent when ze/he/she believed the complainant affirmatively consented to sexual activity: Affirmative Consent cannot be inferred from silence, the absence of a "no," or lack of protest or resistance.

- **"I was drunk."** Being intoxicated from alcohol, drugs, and medications, or engaging in other reckless behavior, does not exonerate an individual from obtaining affirmative consent from the other person(s) for each act of sexual activity. The initiator of sexual behavior owes respect to their potential sexual partner(s). The use of alcohol, drugs, and/or medications by any person(s), including the person(s) alleged to have committed sexual misconduct, does not diminish one's responsibility to obtain affirmative consent and will never excuse an alleged violation of this policy.
- **"I assumed everything was okay."** Reasonable steps must be taken to ascertain whether the complainant knowingly, voluntarily, and affirmatively consented to each and every act of sexual activity.
- Obtained from a person who is asleep or otherwise mentally or physically incapacitated, and this condition was known or reasonably should have been known by the other individual(s) involved in the incident.

- Not taking the time to check in and communicate with one's partner(s). Affirmative consent requires that any person who engages in sexual activities with others check in with their sexual partner(s) on a consistent basis to determine whether consent was affirmatively given. Communicating with your partner(s) shows that you respect them and their wishes.

Related Concepts: Coercion, Force, and Incapacitation

A. **Coercion:** A direct or implied threat of force, violence, danger, hardship, or retribution sufficient to persuade a reasonable person of ordinary susceptibility to perform an act which otherwise would not have been performed or acquiesce in an act to which one would not have submitted. Coercion can include unreasonable pressure for sexual activity. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get affirmative consent from another. A person's words or conduct cannot amount to coercion unless they wrongfully impair the other's freedom of will and ability to choose whether or not to engage in sexual activity. When someone makes it clear that they do not want to engage in sexual activity, that they want to stop, or that they do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be coercive.

B. **Force:** Force is the use or threat of physical violence or intimidation to overcome an individual's freedom to choose whether or not to participate in sexual activity.

C. **Incapacitation:** An individual who is incapacitated cannot affirmatively consent to sexual activity. Incapacitation is defined as the inability, temporarily or permanently, to give affirmative consent, because an individual is mentally or physically helpless, unconscious, and unaware that the sexual activity is occurring, or is otherwise unable to understand the fact, nature, or extent of the sexual activity.

One of the many reasons why engaging in sexual activity while under the influence of alcohol, drugs, and medications is considered to be risky behavior is because the ingestion of such substances can create confusion as to whether affirmative consent was obtained. Because incapacitation may be difficult to discern, those wishing to engage in sexual activity are strongly encouraged to err on the side of caution–that is, when in doubt assume that the other person is incapacitated and is therefore unable to give affirmative consent.

Incapacitation may result from alcohol, drug, and medication consumption. Warning signs that a person may be approaching incapacitation may include slurred speech, vomiting, unsteady gait (i.e., a manner of walking, stepping, or running), odor of alcohol or other substance, combativeness, and/or emotional volatility. If there is any doubt as to the level or extent of the other person's intoxication or impairment, the prudent course of action is to forgo or cease any sexual contact or activity.

An individual who engages in sexual activity with someone the individual knows or reasonably should know is incapable of making a rational, reasonable decision about whether to engage in sexual activity is in violation of this policy. This includes persons whose incapacity results from ingestion of a "date rape" or "predatory" drug. Possession, use, and/or distribution of any of these drugs is prohibited and administering one of these drugs to another person for the purpose of inducing incapacitation is prohibited under this policy and state criminal statutes.

As stated earlier, being intoxicated or impaired by alcohol, drugs, and medications is never an excuse for committing sexual harassment and sexual misconduct, and does not diminish one's responsibility to obtain affirmative consent knowingly, willingly, and affirmatively. It is the burden of any person wishing to engage in sexual activity with others to determine the capacity of their potential sexual partner's ability to provide affirmative consent.

Appendix E — Prohibited Relationships by Persons in Authority Policy

Faculty, Staff, Administrator

CalArts maintains the following policy regarding amorous relationships between employees and students and amorous relationships between employees, consistent with the Staff and Faculty Handbooks.

Relationships with Students

CalArts prohibits all faculty, staff, and administrators, including graduate teaching assistants, from engaging in or pursuing amorous relationships with students whom they currently, or may in the future, instruct, mentor, evaluate, supervise, advise, or exercise other forms of professional responsibilities such as allocating resources, selecting students for scholarships and awards, and providing recommendations and references.

The term “amorous relationship” is intended to encompass dating and consensual sexual relationships.

The Institute wishes to make the community aware that amorous relationships between employees and students can commonly result in claims of sexual harassment and/or sexual misconduct. Furthermore, the Institute questions the degree to which consensual intimacy on the part of the student can be voluntary due to the inherent power differential between such individuals. In the event of a claim of discrimination, harassment, and/or sexual misconduct following what one or both parties may have initially viewed as a consensual relationship, the consent will be evaluated in light of this power differential.

Such relationships also affect other students and colleagues, as they have the potential to place the involved employee in a position to actually or be perceived as favoring or advancing one student's interests to the potential detriment of others, leading to charges of favoritism or bias. Consensual amorous relationships may also have deleterious effects on the educational and/or work environment of fellow students and employees from which third-party grievances may arise.

The Institute recognizes that, in certain circumstances, a student and employee may have entered into an amorous relationship which predates enrollment or employment. In such circumstances, the relationship would not be in violation of the CalArts Policy, but must be promptly reported to the employee's supervisor so that an actual, potential and/or the appearance of a conflict of interest may be managed.

Relationships Between Employees

Supervisor and Subordinate Relationships: CalArts also discourages faculty, staff, and administrators from engaging in amorous relationships with persons who work under their supervision and who are potentially subject to their judgment concerning personnel actions. Although such relationships may be a matter of mutual consent, the power differentials inherent in such relationships can undermine the integrity of the work environment. Moreover, if a charge of sexual misconduct is subsequently lodged, it may be difficult to establish mutual consent.

Index of Required Clery Act Disclosures

This index maps each disclosure required by the Clery Act (20 U.S.C. § 1092(f)), its implementing regulations at 34 CFR 668.46 and 668.49 (including the Violence Against Women Act amendments), and the Stop Campus Hazing Act to the section of this report where it appears. Section names are links; page numbers refer to the page numbers printed at the bottom of each page.

Regulatory citations are provided for navigation. Confirm them against the current Department of Education Campus Safety and Security Reporting guidance before relying on them.

Citation	Required disclosure	Where it appears in this report	Page
Publication, Distribution and Crime Statistics			
34 CFR 668.41(e)	Annual publication by October 1; notice of availability; how to obtain a paper copy	Preparing the Annual Security Report Availability of This Report	6 21
34 CFR 668.46(b)(1), (c)(1)	Crime statistics for the three most recent calendar years (criminal offenses, VAWA offenses)	2023–2025 Clery Act Statistics — California Institute of the Arts	87
34 CFR 668.46(c)(1)	Arrests and disciplinary referrals for liquor law, drug law and weapons violations	2023–2025 Clery Act Statistics — California Institute of the Arts	87
34 CFR 668.46(c)(4)	Hate crimes, including larceny-theft, simple assault, intimidation and vandalism, by category of bias	2023–2025 Clery Act Statistics — California Institute of the Arts Clery Reportable Crimes: Definitions	87 84
34 CFR 668.46(c)(2)(iii)	Unfounded crimes	2023–2025 Clery Act Statistics — California Institute of the Arts	87
34 CFR 668.46(a), (c)(5)	Statistics by Clery geography (on-campus, on-campus student housing, non-campus, public property)	Clery Geography Reporting Locations	87 8
34 CFR 668.46(c)	Crime definitions used in compiling statistics (FBI UCR / NIBRS / VAWA)	Crime Statistics for 2023, 2024 and 2025 Clery Reportable Crimes: Definitions	84 84
34 CFR 668.46(c)(11)	Good-faith effort to obtain statistics from local or state police	Campus Safety Partnership with Local and Other Law Enforcement Agencies	10
Stop Campus Hazing Act	Hazing incident statistics (beginning with calendar year 2025)	Hazing Statistics	93
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