

STUDENT SAFETY

Campus Safety and Security

Sonoran University meets OSHA standards for a safe workplace in an institution of higher learning. Students are asked to immediately report any unsafe conditions to the Facilities office directly by contacting facilities@sonoran.edu or by submitting a safety/incident report form (<https://scnm.questionpro.com/a/TakeSurvey/?tt=5IrynFoe5VM%3D>) online. Any on-campus student injury must be reported to the Dean of Students and the Facilities office immediately.

The Federal Campus Security Act of 1990 requires that an annual report on campus crime be made available to members of Sonoran University's community. This report is available on Sonoran University's website and in the Facilities office. Any security issues or concerns should be reported to the Facilities Office. Students should be aware of personal security practices, including being observant of their surroundings at all times, locking automobiles, walking in the evening in pairs, and guarding belongings. All buildings are locked nightly. Students may request a security escort to their vehicle by contacting the Facilities office for assistance.

Safety and Prevention Courses

As part of our ongoing effort to support the health and safety of our entire Sonoran University community, Sonoran University partners with a third party to offer online training courses. These courses are not for credit and are free to students. Sonoran University requires all incoming students to complete Alcohol EDU, Diversity, Equity and Inclusion, and, to ensure compliance with Title IX and the Clery Act, Sexual Assault Prevention courses. Additionally, prior to graduation, all students are required to complete the Sexual Assault Prevention – Ongoing Healthy Relationships course. This requirement is enforced during registration and applies to all degree-seeking students regardless of full- or part-time status.

Harassment Prohibition – Sexual and Other

Sonoran University has a strict policy against sexual harassment or sexual discrimination and harassment based on any legally protected basis. Conduct constituting sexual harassment, as defined herein, toward another person of the same or opposite sex is prohibited by this policy. The University explicitly prohibits harassment of any kind, both in person and in electronic formats. It is a violation of policy for any student to engage in any act or behavior constituting harassment toward any student, employee, vendor, customer, consultant, or any other individual or group of individuals with whom the institution interacts or does business. For complete information on Sonoran University's policies see the Harassment & Assault Policy (<https://catalog.sonoran.edu/student-handbook/student-policies/harassment-assault-policy/>) in the Student Handbook.

Definition of Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, both in verbal and electronic formats, and physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or a student's standing; or

- Submission to or rejection of such conduct by an individual is used as the basis of employment or school decisions affecting such individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work or school performance or creating an intimidating, hostile, or offensive working or school environment.

Sexual harassment takes many forms; examples of conduct that might be considered sexual harassment under this policy include but are not limited to:

- Sexual exploitation of a relationship between individuals of unequal power and authority
- Sexual exploitation of a relationship between peers and students that could affect the workplace or educational environment
- Repeated and unwanted requests for dates, sexual flirtations, or propositions of a sexual nature
- Subtle pressure for a sexual relationship
- Sexist remarks about a person's clothing, body, or sexual activities
- Unnecessary touching, patting, hugging, or brushing against a person's body
- Direct or implied threats that submission to sexual advances will affect or be a condition of employment, work status, or academic standing
- Physical assault
- Conduct of a sexual nature that causes humiliation or discomfort, such as use of inappropriate terms of address
- Sexually explicit or sexist comments, questions, or jokes, in writing or on t-shirts
- Conduct of a sexual nature that creates a hostile work or educational environment

Sonoran University's Sexual Violence/Assault Reporting Form (<https://sexual-violence-assault-form.questionpro.com/>).

Definition of Other Harassment

Arizona law defines harassment as "conduct that is directed at a specific person and that would cause a reasonable person to be seriously alarmed, annoyed or harassed" (ARS 13-2921). Additionally, it is any course of conduct that annoys, threatens, intimidates, alarms, or puts a person in fear of their safety. Harassment is based on, but not limited to, race, ethnicity, gender, socio-economic background, religion, sexual orientation, gender expression, gender identity, age, disability, veteran status, nationality, thinking styles, or life experiences or any other protected or status related to a minoritized, or marginalized identity is a violation of federal and state law.

Sonoran University is committed to achieving a learning, working, and patient care environment that is free of bias, harassment, and conduct seen as inappropriate. The Diversity Incident Response Policy outlines how the institution addresses any behavior related to bias, harassment (not sexual), and discrimination toward another student. Employee, vendor, patient, or other individuals or groups who the institution interacts with. More information on Sonoran University's policy and process is documented in MySonoran's Diversity and Inclusion Policy (https://my.sonoran.edu/ICS/icsfs/SCNM_Diversity_and_Inclusion_Policy_Final_10_10_11.pdf?target=5b5db96c-41c6-4006-bd50-e0bc3146aa89).

Individuals wanting to report an incident can use the Bias Incident Report Form (<https://forms.office.com/pages/responsepage.aspx?id=BA0K2UhH30SJG3oAM0LkZ7aAgxjhE4xOrXZuNqGAX6IUQTRLNEsxNEedjC8n10vZNSzR8yV5OMdIS4QntrORic5C9Bd1C57E642D3-8EEB-DAE4930B20DD>).

Examples of conduct that may constitute harassment based on a legally protected class include, but are not limited to:

- The use of slurs based on any protected group
- Epithets or negative stereotyping
- The use of socially unacceptable words at the workplace or in an online environment, even between students, employees, patients, vendors, or visitors of the same protected class
- Hazing
- Printed or digital materials that show hostility towards any legally protected class.

Harassment is defined to include any nonverbal, verbal, or physical conduct that creates an intimidating, hostile, or offensive learning, work, or patient care environment that unreasonably interferes with an individual's ability to carry out their roles and responsibilities.

Discipline/Consequences

Any student who permits, does not report, or engages in sexual or other prohibited harassment will be subject to disciplinary action, including dismissal. Legal action is also possible in addition to academic consequences. Any person who is a victim of or knows someone who is the victim of such harassment behavior must immediately contact the Title IX Deputy Coordinator (Dean of Students), and/or the Title IX Coordinator (Director of Human Resources) if a faculty or staff member is involved. Report incidents using the Sexual Incident Reporting Form (<https://sexual-violence-assault-form.questionpro.com/>).

Upon notice, a Title IX Coordinator will promptly investigate each complaint of harassment as thoroughly and as confidentially as possible and will take appropriate corrective action on all confirmed violations of this policy.

At the end of an investigation, a Title IX Coordinator will put the findings in writing and forward a copy to the Vice President of Student Affairs and the President, if a faculty or staff member is involved. The findings of the complaint and the action to be taken will be reported to the complainant and the alleged harasser as expeditiously as possible. Results may be indeterminate. If so, the matter will be recorded as unresolved, and a record of the investigation will be maintained in a separate file apart from any personnel or student file. If an individual is found to have engaged in sexual or other harassment, they are subject to all disciplinary action for violation of this policy up to and including suspension and/or dismissal as is consistent with existing policies and procedures. This policy explicitly prohibits retaliation against an individual who in good faith makes a formal complaint of sexual or other harassment. Sonoran University will not allow reprisal in any form against any complaining party or corroborating witness. By the same token, irresponsible and frivolous complaints or accusations will not be tolerated and may be subject to a Code of Conduct investigation.

Drug and Alcohol Abuse and Prevention

Sonoran University, its Medical Center, Neil Riordan Center for Regenerative Medicine, and all affiliated patient care sites are in full compliance with the Drug-free Workplace Act of 1988 and Drug-free Schools and Communities Act of 1989. Sonoran University will not tolerate

and will act against the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance by any student or personnel at Sonoran University, its Medical Center, Neil Riordan Center for Regenerative Medicine, through Sonoran University online resources, or any Sonoran University-affiliated patient care site or business. No student or employee is permitted on Sonoran University's campus or clinic premises while under the influence of alcohol or illegal drugs. Use, possession, or distribution by a student or employee of illegal drugs on or off Sonoran University premises is a major offense, and such persons are subject to dismissal or immediate suspension if proven in violation of this policy.

Higher Education Act – Drug Provision

Students are required to annually review Sonoran University's Drug and Alcohol Abuse and Prevention Policy. Drug and alcohol prevention information will be provided on Sonoran University's website and through annual emails to ensure that students have read and are aware of the University's Drug and Alcohol Abuse Prevention Policy as required by the Higher Education Act (HEA) Drug Provision, amended in 1998. For more information, see the Drug and Alcohol Abuse and Prevention Policy (<https://catalog.sonoran.edu/student-handbook/student-policies/drug-alcohol-abuse-prevention-policy/>).