Idaho College of Osteopathic Medicine

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2025 Annual Security Report

Information for July 08, 2024, to December 31, 2024

Published September 30, 2025

MESSAGE FROM THE PRESIDENT

On behalf of the College Community, welcome to the Idaho College of Osteopathic Medicine!

Ensuring the safety of ICOM's students, faculty, staff and visitors is one of our highest institutional priorities. ICOM is committed to regularly updating and improving our campus safety plans. I encourage you to review this report. It provides important details about the safety resources available to you.

ICOM strives to promote and maintain a campus environment conducive to academic achievement. A truly safe campus can only be achieved through the cooperation of the entire campus community. With your help and participation, and our commitment, we are confident that the time you spend with us will be safe and productive.

Tracy J. Farnsworth, EdD, MHSA, MBA
President and Chief Executive Officer

MESSAGE FROM THE DEAN/CAO

The Idaho College of Osteopathic Medicine's Annual Security Report is published each year to provide annual crime statistics, as well as information regarding safety and security-related services offered by the college. This report is designed to provide students, staff, faculty and visitors with personal safety information, and to comply with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. A Fire Safety Log and Annual Fire Report is not included in this document as ICOM does not have student housing.

This report covers the Idaho College of Osteopathic Medicine main campus in Meridian, Idaho. Whether your business here is as a medical student, faculty member, staff member, or visitor, we are working hard to make this campus a place in which you can comfortably live, work and learn.

Kevin Wilson, DO, FACOI, FACP
Dean and Chief Academic Officer

MESSAGE FROM CAMPUS SECURITY

ICOM Security Team Mission Statement

The Mission of ICOM Campus Security is to create a safe and secure learning and working environment while providing outstanding customer service to students, employees, and visitors to the college. This mission will be accomplished through teamwork and collaborative problem solving, utilizing best-practices in the campus security field.

ICOM Campus Security is committed to your safety and well-being. We pride ourselves in serving the ICOM community through professionalism, respect, integrity, dedication, and excellence.

All members of ICOM Campus Security are highly experienced, retired law enforcement officers dedicated to the mission of the college. ICOM Campus Security has a strong working relationship with the Meridian Police Department, along with other emergency response agencies in the community. The safety of the ICOM community is our number one priority. We want you to know that campus security is here to assist and support you in your pursuit of a high quality osteopathic medical education.

Brian E. Connolly
Director of Campus Security/Clery Compliance Officer

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Introduction

The Jeanne Clery Campus Safety Act (hereinafter “the Clery Act”) requires higher education institutions which have qualified for Title IV student financial assistance programs to disclose campus crime statistics and security information through an Annual Security Report (ASR) to be published by October 1st of every year. A number of policy statements are required in the Annual Security Report to meet compliance with the Clery Act.

Annual Security Report

The Annual Security Report (ASR), which is required by the Clery Act, is compiled by the Director of Campus Security, the designated Clery Compliance Coordinator for the college. The report contains Clery-reportable crime statistics which occurred within the ICOM geographic area for the preceding three years.

In the spring of each year, the ICOM Director of Campus Security submits a written request to the Meridian Police Department to provide statistics for the preceding calendar year for any Clery-reportable crimes which occurred within the ICOM campus geography area. This includes public property adjacent to the campus. The statistics used for the Annual Security Report are taken from these records, as well as Clery-reportable crimes reported to ICOM Campus Security Officers or to other ICOM Campus Security Authorities (CSAs), regardless of if the crimes were subsequently reported to law enforcement. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime occurred.

Crime statistics are also requested from the appropriate law enforcement agencies for the temporary housing locations listed under **Non-Campus Buildings or Property** (see below).

The Idaho College of Osteopathic Medicine Annual Security Report (ASR) will be published in September of every calendar year. The report will be posted to the ICOM website at the following link: https://www.icom.edu/campus/safety/

The link to the ASR will be distributed via email to currently enrolled students and employees no later than October 1st of each calendar year. The notification will include notice of the report’s availability, and a list of brief descriptions of the information contained within the report. ICOM will provide a paper copy of the Annual Security Report upon request. The request does not need to be made in writing, and there is no charge to individuals for a copy of the report.

Availability of the report will also be provided to any prospective student or prospective employee. Campus Security submits the annual crime statistics in this report to the United States Department of Education (ED). The statistical information gathered by the Department of Education is available to the public through the ED website.

Campus Clery Geography

For the purposes of collecting statistics for submission to the Department of Education and inclusion in an institution's Annual Security Report, Clery Geography includes buildings and property that are part of the institution's campus (including a subset of on-campus student housing facilities), the institution's non-campus buildings or property, and public property within or immediately adjacent to and accessible from the campus. See map below.

On-Campus Geography: The campus of the Idaho College of Osteopathic Medicine is located at 1401 E. Central Drive in Meridian, Idaho. It is a small campus, less than 1/8-mile square, bordered by the West Ada School District parking lot on the north, the greenbelt owned by West Ada School District on the east and south, and Idaho State University-Meridian Medical Science Center at 1311 E. Central Drive on the west.- Through a written agreement with ISU-Meridian, ICOM students utilize the Treasure Valley Anatomy and Physiology Laboratory (TVAPL) adjacent the ICOM building on the ISU-Meridian campus; most other ICOM classes are held within the ICOM building, and

any exceptions to this will be noted below under Non-Campus Buildings or Property. Although the ISU-Meridian campus is adjacent to ICOM and students use the facility during a portion of the school year, ISU collects and reports the statistics for that campus. Consulting with the Department of Education, ICOM Clery Act personnel were advised not to “double count” any statistics for crimes that occur there.

ICOM owns a satellite parking area located at 1460 E Central Drive on the northwest corner of E. Central Drive and S. Locust Grove. Since this lot is owned by ICOM and is less than one mile from the main campus, it is considered on-campus for Clery Geography purposes. This lot provides 192 spaces of student/general parking and is bound by East Central Drive on the south, South Locust Drove Road on the east, and the irrigation canal which separates the property from the Idaho State Police Training grounds on the west. See map below.

Designated employee parking for the campus is located on the north and south sides of the ICOM building, with student/general parking located on the north and east side. A total of 255 parking spaces are available adjacent to the building. The east side parking lot is available for use by West Ada School District employees, when necessary. Visitor spaces are located on the south side of the main campus building. In total, there are 10 designated disabled parking spaces on the campus. Most students attending ICOM

travel to and from the school via personal automobile, motorcycle, or bicycle. The satellite parking lot adds an additional 194 spaces.

On Campus-Student Housing: ICOM provides no on-campus student housing.

Non-Campus Buildings or Property: While ICOM owns no off-campus property, it does provide temporary housing in several locations for ICOM students during their third year of clinical rotations. These locations are considered **Non-Campus Properties** that are controlled by ICOM for purposes of the Clery Act:

1175 Canyon Ave.
Idaho Falls, Idaho 83402
Statistics from July 08, 2024, to December 31, 2024.

1459 Tara Street
Twin Falls, Idaho 83301
Statistics from July 08, 2024, to December 31, 2024.

745 N 600 East #1
Logan, Utah 84321
Statistics from July 08, 2024, to December 31, 2024.

The following non-campus location is utilized as a classroom for ICOM student instruction:

Boise Urban Garden School (ICOM Elective Course)
Comba Park
2995 N. Five Mile Road
Boise, ID 83713**
Statistics from 09/27/2024, 10/14/2024, 10/28/2024, 11/01/2024, 11/18/2024 and 11/22/2024.

These non-Campus sites may change from year to year. If the dates of usage begin after January 1 or end prior to December 31 of any given year, that fact will be noted in italics below the address.

Public Property: Public property that is considered to be in the Clery geographic area for ICOM includes that portion of E. Central Drive and the sidewalks on the north side of the street from the entrance of the ICOM parking lot to the intersection with S. Locust Grove Road and the sidewalk south of that location; the street and sidewalks on the

east and west side of S. Locust Grove Road from the ICOM parking area property frontage north of the intersection with E. Central Drive.

Security and Access to Campus Facilities

ICOM is committed to the safety and well-being of students, employees, and visitors. ICOM is a closed campus with a single point of entry for visitors during business hours. The ICOM campus is not open to the public; visitors must have specific business with an employee or student. **The building is staffed by Campus Security from 7:30am - 11:30 pm, seven days a week when classes are in session.** Summer hours may vary. Campus Security is normally located in the reception area at the front entrance unless foot patrols are being conducted in the interior or exterior of the building. **The on-duty Campus Security Officer can be reached by calling 208-795-4311.**

ICOM students and employees are issued identification badges during orientation and are required to wear the badges for access to the building. The badges will not allow entry beyond access hours.

Guests to ICOM are required to check-in at the reception desk using the electronic kiosk. Their photographs are taken, and they are issued temporary identification which they are required to display. An electronic log is created which records their name, photograph and date/time of their arrival. Visitors are to be escorted by ICOM students or employees at all times.

During orientation and throughout the year, students and new employees are reminded not to allow unauthorized persons into the building, and to report anyone they do not recognize to Campus Security.

During an extended closure, such as for Winter Break, only authorized personnel will be granted access to campus property and facilities. Campus Security Officers carry keys to all ICOM areas and are available during business hours to access rooms for authorized entry.

The ICOM Senior Director of Facilities has the responsibility for the day-to-day operations of the ICOM building. Building maintenance is performed either by the Senior Director or their subordinate. Private contractors provide additional services such as snow removal from the sidewalks and driveways, landscaping maintenance, as well as other tasks as needed.

Campus Security Officers conduct regular foot patrols both inside the ICOM building and in the adjacent ICOM parking lots and will investigate and report any facilities safety concerns to the Senior Director of Facilities. ICOM students and employees are encouraged to report unsafe conditions inside or outside the building to any Campus Security Officer. This can be done via telephone, email, or in person.

The ICOM Chief Information Officer has the responsibility for ensuring that building swipe-card access, via student and employee identification cards, operates properly. Students or employees whose identification cards are lost or stolen should report the loss to the Chief Information Officer/designee as soon as possible to prevent access to the building by unauthorized individuals. Maintenance of the video surveillance system and of the Alertus Mass Notification System is conducted by a company contracted by ICOM.

Campus Law Enforcement Authority

ICOM Campus Security is comprised of experienced, retired law enforcement officers with responsibility for the safety and security of ICOM students, employees and property. Campus Security Officers act as agents for the College and have the authority to ask persons for identification to determine whether they have lawful business on the ICOM campus. ICOM Campus Security is not a law enforcement agency and the security officers do not have law enforcement authority.

The patrol jurisdiction of ICOM Campus Security Officers includes the ICOM building located at 1401 E. Central Drive, Meridian, Idaho; the sidewalks immediately adjacent the ICOM building; the front (south) parking area and fountain plaza area; and the north parking area adjacent to the building. ICOM property also includes the satellite parking area and utility building located at 1460 E. Central Drive on the northwest corner of E. Central Drive and S. Locust Grove Road. ICOM shares control of the parking area on the east side of the ICOM building, as well as the north row of the north lot, through an agreement with the West Ada School District. Since ICOM has at least partial control over those parking areas, they are considered part of the patrol jurisdiction of the college. However, this agreement does not extend the Patrol Jurisdiction of ICOM to the WASD parking lot north of the building, nor to the basketball court or greenbelt area surrounding the campus.

Authority to Arrest and Relationships with Law Enforcement

ICOM Campus Security Officers have no law enforcement authority; however, they do have citizen arrest powers granted all private citizens through Idaho State Code. Criminal incidents are referred to the Meridian Police Department, who have law enforcement jurisdiction on and adjacent to the ICOM campus. While the College has no written Memorandum of Understanding with the Meridian Police Department regarding any topics, including investigation of criminal incidents, ICOM Campus Security maintains a highly professional working relationship with this agency. Strong partnerships between ICOM and the Meridian Police Department, Meridian Fire Department, and Ada County Paramedics, strengthens the safety and security of the ICOM Campus. Idaho State Police and the Ada County Sheriff's Office may respond in the event of a major emergency on campus, but they normally do not patrol the campus nor respond to calls for service at ICOM. Campus Security does not regularly interact with either agency.

For the safety and security of ICOM students, employees and visitors, Campus Security Officers are authorized by the Idaho College of Osteopathic Medicine to be armed. They receive regular firearms training, at least semi-annually, and must complete and pass the same qualification course required of locally retired police officers annually. Campus Security Officers train regularly to respond to the potential of an intruder or active shooter in the building or on the campus.

All Campus Security Officers are required to obtain, and renew yearly, a Retired Law Enforcement Concealed Weapons License issued by the state of Idaho. There are two reasons for this requirement. The first reason is that the application process, as well as all subsequent renewals, trigger a criminal background check on the officer. The second reason involves the proximity of ICOM to Renaissance High School, a public secondary school to which the Idaho Gun Free School Zones Act (Idaho Statute 18-3302D) applies. The required license immunizes the retired law enforcement officer from prosecution under the statute for possessing a firearm on school property.

ICOM Campus Security considers personal safety, along with property protection, a priority. Any incident report or safety concern is reviewed and acted upon accordingly. Criminal incident reports generated by ICOM Campus Security will be referred to the Meridian Police Department for investigation, unless the victim does not wish to file a formal report with law enforcement.

Students and employees are required to comply with the directives of Campus Security, all law enforcement agencies, and all ICOM officials. Students are also required to present a valid ID upon request.

Monitoring of Student Organizations

At some institutions of higher education, local law enforcement monitors criminal activity at locations utilized by recognized student organizations (such as fraternity and sorority houses), and reports this to the school. ICOM has no student organizations with non-campus locations and has no agreement with local law enforcement to monitor criminal activity, on or off campus, of any recognized ICOM student organization.

Crime Statistics: Classifying and Counting Clery Act Crimes

The Clery Act requires institutions to disclose statistics for reported crimes based on the following details:
Where the crimes occurred,
To whom the crimes were reported,
The types of crimes that were reported, and
The year in which the crimes were reported.

Educational institutions must disclose statistics for reported Clery Act crimes that occur (1) on campus, (2) on public property within or immediately adjacent to the campus, and (3) in or on non-campus buildings or property that the institution owns or controls. Crimes that didn't occur within the ICOM Clery Act Geography are not included in the Clery Act statistics, even if ICOM students or employees are involved.

The entire campus of the Idaho College of Osteopathic Medicine is located within the law enforcement jurisdiction of the Meridian Police Department.

Categories of Clery Act Crimes

The Clery Act requires educational institutions to include four general categories of crime statistics:

Criminal Offenses: Criminal Homicide, including Murder, Non-negligent Manslaughter, and Manslaughter by Negligence; Sexual Assault, including Rape, Fondling, Incest and Statutory Rape; Robbery; Aggravated Assault; Burglary; Motor Vehicle Theft; and Arson.

Hate Crimes: Any of the above-mentioned offenses, and any incidents of Larceny-Theft, Simple Assault, Intimidation, or Destruction/Damage/ Vandalism of Property that were motivated by bias. * *(see Clery Act definitions listed below)*

Violence Against Women Act (VAWA) Offenses: Any incidents of Domestic Violence, Dating Violence and Stalking. (Note that Sexual Assault is also a VAWA Offense but is included in the Criminal Offenses category for Clery Act reporting purposes).

Arrests and Referrals for Disciplinary Action: for any Weapons related Law Violations, Drug Law Violations and Liquor Law Violations.

Statistics must be disclosed separately for each of these four general categories. If an incident meets definitions in more than one of these categories, it must be reported in each category.

*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. Although there are many possible categories of bias, under the Clery Act, only the following eight categories are reported:
Race — A preformed negative attitude toward a group of persons who possess common physical characteristics, e.g., color of skin, eyes, and/or hair, facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind, e.g., Asians, African Americans, and Caucasians.
Religion — A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
Sexual Orientation — A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation. Sexual Orientation is the term for a person's physical, romantic, and/or emotional attraction to members of the same and/or opposite sex, including lesbian, gay, bisexual, and heterosexual individuals.
Gender — A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
Gender Identity — A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals. Gender non-conforming describes a person who does not conform to the gender-based expectations of society, e.g., a woman dressed in traditionally male clothing or a man wearing makeup. A gender non-conforming person may or may not be a lesbian, gay, bisexual, or transgender person but may be perceived as such.
Ethnicity — A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology

that stresses common ancestry. The concept of ethnicity differs from the closely related term “race” in that “race” refers to a grouping based mostly upon biological criteria, while “ethnicity” also encompasses additional cultural factors.
National Origin — A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth. This bias may be against people that have a name or accent associated with a national origin group, participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.
Disability — A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

The Daily Crime Log

The ICOM Director of Campus Security maintains a Daily Crime Log to record all criminal incidents and alleged criminal incidents that are reported to Campus Security. All other members of Campus Security are designated as alternates in the event the Director is unavailable to record an incident in the Daily Crime Log. All crimes reported to Campus Security are entered into the Daily Crime Log within 2 business days.

Crime log entries include all crimes reported to Campus Security for the required geographic locations, not just Clery Act crimes.

The crime log includes specific information about all criminal incidents that occur on campus geography but does not compile crime statistics.

The log is designed to provide crime information on a more timely basis than the annual statistical disclosures. A crime must be entered into the log within two business days of when it was reported to ICOM Campus Security. This includes crimes that are reported directly to ICOM Campus Security, as well as crimes that are initially reported to another Campus Security Authority or to a local law enforcement agency, when subsequently reported to Campus Security.

The Daily Crime Log is required to provide the following information:
The date the crime was reported
The date and time the crime occurred
The nature of the crime
The general location of the crime
The disposition of the complaint, if known

An electronic link to the current Daily Crime Log can reached from the ICOM website Safety and Security page at the following URL: https://www.icom.edu/campus/safety/

Upon request, a print copy of the Daily Crime Log can be made available for inspection at the Campus Security Desk near the main entrance to ICOM at 1401 E. Central Drive in Meridian, Idaho from 8:00 a.am to 5:00 p.m. Monday through Friday, excluding holidays.

Reporting Crimes to Meet Disclosure Requirements

Members of the ICOM community should report all crimes or emergencies to Campus Security at (208) 795-4311, or a designated campus security authority (see below) as soon as possible for inclusion in the annual statistical disclosure and assessing them for the purpose of issuing a Timely Warning Notice or Emergency Notification, when deemed necessary.

Campus Security Authorities (CSA)

A Campus Security Authority (CSA) is an individual, who by virtue of their college responsibilities and under the Clery Act, is designated to receive and report criminal incidents to ICOM Campus Security so that they may be included and published in ICOM's Annual Security Report. Individuals identified as Campus Security Authorities must undergo annual CSA training. This training will be provided via online training through the Human Resources Department, and may be supplemented with additional presentations from ICOM Campus Security.

Designated ICOM Campus Security Authorities

All ICOM Campus Security Officers are CSAs, but other ICOM employees designated as CSAs include:

ICOM Dean/CAO
ICOM Title IX Coordinator
Associate Dean of Student Services
Vice President of Marketing and Communications
Vice President of Human Resources and Organizational Development

- Assistant Dean of Learner Outcomes, Assessment and Student Engagement
- Director of Student Success
- Diversity Specialist (when acting in that capacity)

Director of Student Affairs
Payroll/Human Resources Specialist

Student Affairs Coordinator
Learning Specialists
Faculty members who have significant student contact outside of the classroom learning environment (does not include faculty academic advisors)
All members of the Professionalism and Academic Review Committee when serving as such
Administrative Assistants to the Dean, and the Title IX Coordinator, as well as the Front Desk Receptionist
All members of the Title IX Response Team not listed above, including the Administrative Assistant

Campus Security Authority Responsibilities

The function of a Campus Security Authority is to report to ICOM Campus Security allegations of any Clery Act crimes that he or she directly receives. CSAs are responsible for informing Campus Security of allegations of Clery Act crimes that are reported to them in their capacity as a CSA only. CSAs are not responsible for investigating or reporting incidents that they overhear students talking about in a hallway conversation; that a classmate or student mentions during an in-class discussion; that a victim mentions during a speech, workshop, or any other form of group presentation; or that the CSA otherwise learns about in an indirect manner.

It is preferable that CSAs directly notify the on-duty ICOM Campus Security Officer of any allegations of Clery-reportable crimes which have occurred on campus. As an alternative, the CSA may file an online CSA report which will be forwarded to the Director of Campus Security.

The online reporting form can be found at this link:
https://www.surveymonkey.com/r/Q3LPRRP

A crime which has just occurred, or is in progress, should be reported immediately to the on-duty ICOM Campus Security Officer. If appropriate, a call to 9-1-1 should be made prior to contacting Campus Security.

The Director of Campus Security has the responsibility to screen the reports and to ensure they are routed to the appropriate parties (local law enforcement, Title IX Coordinator, Vice President of HR or others) for further investigation and follow-up.

The Director of Campus Security is responsible for coordination and oversight of the Campus Security Authorities at the college. These duties include:

Ensuring each CSA understands their responsibilities and completes their required annual CSA training.
Ensuring CSA crime reports are completed and forwarded to Campus Security on a timely basis.
Maintaining documentation of crime reports submitted to Campus Security.

Accurate and Prompt Crime Reporting

Crime victims are strongly encouraged to immediately report criminal activity to the appropriate police agencies, and to ICOM Campus Security for crimes committed on campus. Prompt reporting will assure timely warning notices of campus crime and assist in full disclosure of crime statistics.

Members of the ICOM community are strongly encouraged to accurately and promptly report crimes and emergencies to Campus Security and the appropriate police agencies, including when the victim of a crime elects not to, or is unable to, report it themselves. Likewise, others in the ICOM community who may not have witnessed the incident themselves, but are aware of it, are encouraged to report it to Campus Security.

Reporting Criminal Actions or other Emergencies

Crimes and emergencies can be reported by dialing 9-1-1, or by contacting the on-duty Campus Security Officer in person or calling 208-795-4311. In the event of an emergency, or if the crime is still in progress, the calls should first be placed to 9-1-1. Any suspicious activity or person seen in the parking lots or loitering around vehicles, inside buildings or around the campus community should be reported. Campus Security can also provide reporting advice concerning crimes or incidents which occur off campus.

While Clery Act crimes may be reported to any ICOM Campus Security Authority, those reporting crimes are encouraged to make reports directly with the Director of Campus Security or any Campus Security Officer.

Response to a Report

Campus Security Officers are available from 7:30 am to 11:30 pm, seven days a week, unless the building is closed for an announced holiday. During the summer, hours of operation are normally reduced. During this time, Campus Security will only be available from 8:00 am to 8:00 pm, seven days a week. In response to a report, a Campus Security Officer will take the appropriate action. Reported crimes will be documented

and forwarded to the appropriate agency at the victim's request. All crime and incident reports will be forwarded to the Director of Campus Security and routed to the appropriate ICOM official when necessary. If assistance is needed from the local Police or Fire Department, Campus Security will contact them. If a rape or other sexual assault is reported, ICOM staff on scene, including Campus Security, will offer the victim information on the variety of services available.

Voluntary Confidential Reporting

If you are the victim of a crime and do not want to pursue action within the College system or the criminal justice system, you may still want to consider making a confidential report. With your permission, a Campus Security officer can file a report on the details of the incident without revealing your identity (except to the Title IX Coordinator in the event of a reported sex offense or sexual harassment). The purpose of a confidential report is to comply with your wish to keep the matter confidential, while taking steps to enhance the future safety of yourself and others. With such information, ICOM can keep an accurate record of the number of incidents involving students, employees and visitors; determine where there is a pattern of crime regarding a particular location, method, or assailant; and alert the campus community to potential danger. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution. Victims or witnesses wishing to report a crime on a voluntary, confidential basis for inclusion in the annual security report can submit an anonymous report form to ICOM Campus Security at the following link: https://www.surveymonkey.com/r/NJY5TLX

Pastoral and Professional Counselors

ICOM employs professional counselors to provide counseling services to students. In addition, Idaho State University's Counseling Clinic provides a low-cost service for ICOM students. Many college students experience stressors associated with all aspects of their lives, i.e. academics, familial, relational, etc. The counseling clinic is available to help provide the needed support as students navigate their lives alongside their educational journey.

Counseling for employees is available through the college's Employee Assistance Program.

Campus “Pastoral Counselors” and “Professional Counselors,” when acting as such, are not considered to be a campus security authority for Clery Act purposes and are not required to report crimes for inclusion in the annual disclosure of crime statistics.

> *Pastoral Counselor*
> An employee of an institution, who is associated with a religious order or denomination, recognized by that religious order or denomination as someone who provides confidential counseling and who is functioning within the scope of that recognition as a pastoral counselor. ICOM does not employee pastoral counselors.
>
> *Professional Counselor*
> An employee of an institution whose official responsibilities include providing psychological counseling to members of the institution’s community, and who is functioning within the scope of his or her license or certification.

Counselors are encouraged, if and when they deem it appropriate, to inform individuals they are counseling of their ability to report crimes on an anonymous basis for inclusion in the annual disclosure of crime statistics. An anonymous report can be filed online at https://www.surveymonkey.com/r/NJY5TLX

Timely Warnings

In the event a Clery Act crime is reported within the ICOM Clery geography (On Campus, Public Property and Non-Campus Property), that, in the judgment of the Director of Campus Security, or designee, and is considered to represent an ongoing and/or serious threat to students and/or employees, a campus wide Timely Warning notice will be issued. ***The decision to broadcast a Timely Warning is determined on a case-by-case basis and will take into consideration: the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.***

Timely Warnings will be distributed to the entire ICOM community via email blast to all ICOM email accounts of all employees and students. Timely warnings may also be issued using some or all the following methods of communications: cell phone text messages or messages sent through the Alertus system, the internal building Dukane intercom system or building postings by ICOM Administrators. If there is an immediate threat to the health or safety of students and/or employees occurring on campus, ICOM will follow its **Emergency Notification** procedures described below.

Timely Warning Notices will be distributed as soon as pertinent information is available, in a manner that withholds the names of victims as confidential, and with the goal of aiding in the prevention of similar occurrences. ICOM may, in appropriate circumstances, include personally identifiable information (PII) in a timely warning. Although personally identifiable information is generally protected from disclosure under the Family Educational Rights and Privacy Act (FERPA), such information may be released in a Timely Warning.

The Director of Campus Security, the on-duty Campus Security Officer, the Chief Information Officer or the Senior Director of Facilities will normally write and disseminate Timely Warnings. Other ICOM officials authorized to issue Timely Warnings include the President and the Dean. The Vice President of Communications and Marketing should be consulted, when practicable, in drafting the message to the ICOM community.

Timely Warnings are typically issued for the following Uniform Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications:

- Murder/Non-Negligent Manslaughter
- A string of Burglaries or Motor Vehicle Thefts that occur in reasonably close proximity to one another;
- Aggravated Assault (cases involving assaults among known parties, such as two roommates fighting which results in an aggravated injury, will be evaluated on a case-by-case basis to determine if the individual is believed to be an ongoing threat to the larger ICOM community)
- Robbery involving force or violence (cases including pick pocketing and purse snatching will typically not result in the issuance of a Timely Warning Notice, but will be assessed on a case-by-case basis)
- Sexual Assault (considered on a case-by-case basis depending on the facts of the case, when and where the incident occurred, when it was reported, and the amount information known by the Director of Campus Safety, or designee). In cases involving sexual assault, they are often reported long after the incident occurred, thus there is no ability to distribute a “timely” warning notice to the community. All cases of sexual assault, including stranger and non-stranger/acquaintance cases, will be assessed for potential issuance of a Timely Warning Notice.
- Major incidents of Arson.

ICOM may elect to issue an alert for other crimes, or crimes that occur outside of our campus property but may affect the campus community, as determined on a case-by-case basis.

ICOM is not required to issue a Timely Warning with respect to crimes reported to a pastoral or professional counselor.

Emergency Notifications

The Idaho College of Osteopathic Medicine has developed a process to notify the campus community in cases of emergency. While it is impossible to predict every significant emergency or dangerous situation that may occur on campus, in the event of an emergency, ICOM will initiate and provide, without unnecessary delay, notification to the appropriate segment(s) of the College community. The notification will occur upon the confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, employees, and visitors occurring on campus.

The following list of situations, or similar circumstances, could require an Emergency Notification, after confirmation:
A potential life-threatening situation on the campus (active shooter or bomb threat)
A building emergency (gas leak, hazardous material spill, etc.)
Extreme weather conditions (official weather warnings)
Unplanned college closures (for weather, power outages, etc.)
Communicable disease outbreak; terrorist incident; civil unrest; natural disaster; hazardous materials incident and structural fire.

Individuals can report emergencies occurring at Idaho College of Osteopathic Medicine by calling 208-795-4311 or 911.

In considering the issuance of an Emergency Notification, one of the below designated ICOM officials will, without unnecessary delay, and taking into account the safety of the community, determine the content of the Notification and initiate the Notification; unless issuing a Notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency.

One of the following individuals or their designee will assess the situation, either by direct observation or notification by local emergency services, and determine if a circumstance warrants an Emergency Notification:

- The Director of Campus Security
- The Senior Director of Facilities
- The on-duty Campus Security Officer

Once an emergency or dangerous situation has been confirmed by one or more of the individuals listed above, they will authorize the Emergency Notification.

If the Director of Campus Security or designee, in conjunction with other College administrators, local first responders, Public Health Officials and/or the National Weather Service, confirms that there is an emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the ICOM community , Campus Security and the Senior Director of Facilities, or the Chief Information Officer, will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the ICOM Community or to the appropriate segment of the community, if the threat is limited to a particular location or segment of the population.

As time permits, the individual authorizing the Emergency Notification will ensure that the ICOM President and/or the ICOM Dean are aware of the situation if they were not on campus at the time of the Notification.

Emergency Notification/Method of Distribution

ICOM Campus Security will send Emergency Notifications through the Alertus Mass Notification system and/or the ICOM campus email system. The Dukane building paging system may also be utilized if necessary.

In the event Campus Security is unavailable to issue an Alertus message or building page, the Senior Director of Facilities or the Chief Information Officer can issue the alert.

The Vice President of Communications may send information about the Notification via social media to the general public and the media, if appropriate.

Notification will be made by using some or all of the following methods depending on the type of emergency: ICOM Alertus Alert System (which contains email, cell phone text, voice message alert); fire alarm (where available), Dukane building paging system, public address systems (where available), social media, digital signage (where available), local media, webpage and/or in person communication. If any these systems fail or the College deems it appropriate, in person communication may be used to communicate an emergency.

Recipients of the Emergency Notification

Under most circumstances, ICOM will send its entire community an Emergency Notification. If sending the Notification to some members of the campus community and not others becomes necessary, the following factors will be considered:

Type of Emergency,
Location of Emergency, or
The possibility the Emergency will become more dangerous.

Other factors, not included above, which can impact the segmentation of the Emergency Notification, can also be included. These will be evaluated on a case-by-case basis at the discretion of the official crafting the notification.

All students and employees are given access to the Alertus application. Instructions on downloading and activating the app, including necessary passcodes, are provided to all students and employees.

Emergency Status Updates and "All Clear" Notifications
Emergency Notification status updates will be made when new information or instructions are available. These updates will be distributed through the Alertus app and/or the ICOM email system.

An "All Clear" Notification indicates the emergency has been contained. All Clear Notifications must be approved by the Director of Campus Security, the on-duty Campus Security Officer, or the Senior Director of Facilities.

If a situation is believed to present a significant emergency or dangerous situation to the larger community outside of the ICOM campus, the on-duty Campus Security Officer, or their designee, will notify the 9-1-1 Emergency Dispatch Center.

The local news media may be utilized to disseminate emergency information to members of the larger community, including neighbors, parents and other interested parties. The larger community can also access emergency information via the Idaho College of Osteopathic Medicine homepage and/or social media.

If there is an immediate threat to the health or safety of students or employees occurring on campus, an institution must follow its emergency notification procedures. An institution that follows its emergency notification procedures is not required to issue a timely warning based on the same circumstances; however, the institution must provide adequate follow-up information to the college community as needed.

Annual Emergency Response and Evacuation Testing and Evaluation

ICOM maintains an Emergency Response Plan that outlines responsibilities of campus units during emergencies. This plan outlines incident priorities, campus organization and specific responsibilities of particular units or positions.

College units are responsible for developing emergency response and continuity of

operations plans for their areas and staff. Campus emergency management provides resources and guidance for the development of these plans. Emergencies occurring on campus should be reported to Campus Security by calling 208-795-4311 or by dialing 911. In conjunction with other emergency agencies, ICOM will test various aspects of the college's emergency response and evacuation procedures at least once per year. These tests can include tabletop exercises, field exercises, and tests of the emergency notification systems on campus. The tests may or may not be announced ahead of time, providing the opportunity to objectively test the response procedures, since they are designed to assess and evaluate the emergency plans and capabilities of the institution.

The Director of Campus Security will publicize the school's emergency response and evacuation procedures in conjunction with at least one test per calendar year that meets all the requirements of the Higher Education Opportunity Act.

Each test will be documented for future reference. This will include a description of the test, the date and time the test was conducted, and whether it was announced or unannounced.

The annual program may include both drills and exercises.
A drill is an activity that tests a single procedural operation (e.g., a test of initiating a cell phone alert system or a test of campus security personnel conducting a campus lockdown).
An exercise is a test involving coordination of efforts (e.g., a test of the coordination of first responders, including police, firefighters and emergency medical technicians).

The drills and exercise plan will contain follow-through activities designed to review the test, such as conducting interviews or surveys to obtain feedback from participants. The follow-through activities will:
Be designed for assessment of emergency plans and capabilities. The test should have measurable goals, such as, "everyone involved in the emergency response and notification procedures will understand his or her role and responsibility."
Be designed for evaluation of emergency plans and capabilities. The assessment will allow ICOM Operations to determine if the test met its intended goals. For example, "The evacuation process accounted for did/did not account for the diverse needs of all members of the campus community."

Emergency Evacuation Procedures

The emergency evacuation procedures are tested at least twice each year. Students and employees learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. Campus Security does not tell building occupants in advance about the designated locations for long-term evacuations because those decisions are affected by time of day, location of the building being evacuated, the availability of the various designated emergency gathering locations on campus, and other factors such as the location and nature of the threat. In both cases, Campus Security staff on the scene will communicate information to students regarding the developing situation or any evacuation status changes.

The purpose of evacuation drills is to prepare building occupants for an organized evacuation in case of a fire or other emergency. At ICOM evacuation drills are used as a way to educate and train occupants on fire safety issues specific to their building. During the drill, occupants 'practice' drill procedures and familiarize themselves with the location of exits and the sound of the fire alarm.

General Evacuation Procedures

At the sound of a fire alarm or if you are instructed to evacuate, leave your work area immediately and proceed to the nearest exit, and leave the building. If you are the first to recognize a fire situation, evacuate to a safe location using the nearest exit and notify Campus Security at 208-795-4311 or dial 911.

1. Remain Calm
2. Do NOT use Elevators, Use the Stairs.
3. Assist the physically impaired. If he/she unable to exit without using an elevator, secure a safe location near a stairwell, and immediately inform Campus Security or the responding Fire Dept. of the individual's location.
4. Proceed to a clear area at least 150 feet from the building. Keep all walkways clear for emergency vehicles.
5. Make sure all personnel are out of the building.
6. Do not re-enter the building.

Shelter-in-Place Procedures –What it Means to "Shelter-in-Place"

If an incident occurs and the buildings or areas around you become unstable, or if the air outdoors becomes dangerous due to toxic or irritating substances, it is usually safer to stay indoors, because leaving the area may expose you to that danger. Thus, to "shelter-in-place" means to make a shelter of the building that you are in, and with a few

adjustments this location can be made even safer and more comfortable until it is safe to go outside.

Basic "Shelter-in-Place" Guidance

If an incident occurs and the building you are in is not damaged, stay inside in an interior room until you are told it is safe to come out. If your building is damaged, take your personal belonging (purse, wallet, access card, etc.) and follow the evacuation procedures for your building (close your door, proceed to the nearest exit, and use the stairs instead of the elevators). Once you have evacuated, seek shelter at the nearest College building quickly. If police or fire department personnel are on the scene, follow their directions.

How You Will Know to "Shelter-in-Place"

A shelter-in-place notification may come from several sources, Campus Security, other College employees, Local PD, or other authorities utilizing the College's emergency communications tools.

How to "Shelter–in-Place"

No matter where you are, the basic steps of shelter-in-place will generally remain the same. Should the need ever arise, follow these steps, unless instructed otherwise by local emergency personnel:

1. If you are inside, stay where you are. Collect any emergency shelter-in-place supplies and a telephone to be used in case of emergency. If you are outdoors, proceed into the closest building quickly or follow instructions from emergency personnel on the scene.
2. Locate a room to shelter inside. It should be:
   - An interior room;
   - Above ground level; and
   - Without windows or with the least number of windows. If there is a large group of people inside a particular building, several rooms may be necessary.
3. Shut and lock all windows (tighter seal) and close exterior doors.
4. Turn off air conditioners, heaters, and fans.
5. Close vents to ventilation systems as you are able. (College staff will turn off the ventilation as quickly as possible.)
6. Make a list of the people with you and ask someone (hall staff, faculty, or other staff) to call the list in to Campus Security so they know where you are sheltering. If only students are present, one of the students should call in the list.
7. Turn on a radio or TV and listen for further instructions.
8. Make yourself comfortable

Personal Safety and Security

During student and new employee orientation, students and employees receive training related to building rules, safety and security recommendations, fire alarm evacuation, assembly areas, areas of rescue assistance, building evacuation and building lockdown procedures, and active shooter response guidelines. ICOM Campus Security is responsible for providing this training.

The following web-based training through Collabornation, ICOM's online training portal, is made available for new and current students, as well as new and current employees:

A Student Guide to Campus Safety
Colleges and universities devote much time and effort to creating safe learning and living environments for students and staff. Students have an important role to play. This course outlines the safety precautions students should know and apply, whether they are on or off campus.

Responsibility for Own Safety
Students and employees are ultimately responsible for their own safety and the safety of the campus, as campus security and law enforcement can't be everywhere. The best security features of a building can be defeated by the failure to follow building access guidelines. Holding the door for someone who you do not know and is not wearing ICOM identification is one example of building security being compromised. Anything or anyone who appears out of place on campus should be reported to Campus Security.

Bystander Intervention
Bystander intervention is defined as safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes:
Recognizing situations of potential harm;
Understanding institutional structures and cultural conditions that facilitate violence;
Overcoming barriers to intervening;
Identifying safe and effective intervention options; and
Taking action to intervene.

ICOM expects all community members to take reasonable and prudent actions to prevent or stop a crime. Taking action may include direct intervention, calling law enforcement, or seeking assistance from a person in authority. ICOM community

members who choose to exercise this positive moral obligation will be supported by the college and protected from retaliation.

Security Awareness and Crime Prevention Programs

One of the essential ingredients of any successful crime prevention program is an informed public. It is the intent of the Idaho College of Osteopathic Medicine to inform students of good crime prevention and security awareness practices. Throughout the year, Campus Security provides messaging to students and employees via email and the bi-weekly newsletter related to crime prevention and personal safety. These include:

School Bus Safety — explaining the specific requirements of Idaho Code concerning passing or overtaking a school bus.
Personal Safety — recommendations for personal safety, e.g., beware of your surroundings, keep in well populated areas, walk with a purpose, etc.
Burglary Prevention — tips to reduce the odds of being a victim of a residential or vehicle burglary.
Winter Driving — a refresher on winter driving techniques, importance of vehicle maintenance, and road report resources for those traveling during the holidays.
Holiday Safety — safe shopping tips for the holiday season.
Spring Break Safety — safely enjoying all that Idaho's outdoors has to offer.

Two members of the ICOM Campus Security Team are certified Crime Prevention Through Environmental Design (CPTED) specialists. CPTED is a multi-disciplinary approach of crime prevention that uses urban and architectural design and the management of built and natural environments. CPTED strategies aim to reduce victimization, deter offender decisions that precede criminal acts, and build a sense of community among inhabitants so they can gain territorial control of areas, reduce crime, and minimize fear of crime. CPTED is pronounced 'sep-ted' and it is also known around the world as Designing Out Crime, defensible space, and other similar terms. The campus security team members will be available to both employees and students to provide recommendations on personal safety, as well as making their homes less vulnerable to crime.

All crime prevention and security awareness programs encourage students and employees are encouraged to be responsible for their own security and the security of others. Participants in these programs are asked to be alert, security-conscious and involved and advised to call Campus Safety to report suspicious behavior. For additional questions regarding crime prevention, contact the department directly at 208-795-4311.

Safety Escorts

ICOM students, faculty, and staff are encouraged to contact the on-duty Campus Security Officer if they would like a safety escort to their vehicle. During winter months this is even more important due to the shortened daylight hours. The on-duty Security Officer can be reached at the front Security/Reception Desk, or by calling 208-795-4311.

Emergency Telephones in Parking Lots

ICOM maintains three Blue Pole Emergency Telephones within the campus parking lots; one is located on the north side of the building, one is located on the east side, and an additional emergency telephone isin the parking annex at 1460 E. Central Drive on the northwest corner of E. Central Drive and N. Locust Grove Roads. Pushing the red button on the pole places a 9-1-1 call directly to the 9-1-1 Operator. The location of the phone is displayed with dispatch and the external speaker allows the caller to speak directly with the dispatcher. The Blue Pole Emergency Telephones on ICOM property are tested quarterly to ensure proper operation.

Drug, Alcohol and Substance Abuse

Purpose/Scope
This policy provides Idaho College of Osteopathic Medicine (ICOM) students with guidelines pertaining to drug and alcohol use/abuse during the normal course of enrollment at Idaho College of Osteopathic Medicine.

Definitions
PARC- Professional and Academic Review Committee.

Policy
ICOM promotes a safe, healthy and productive learning environment free from the influences of drugs and alcohol to ensure the safety and welfare of students, faculty and patients cared for by ICOM representatives. ICOM policy requires students to be free from illicit drug use and free from addiction.

To comply with the Drug-Free Schools and Communities Act of 1989 and subsequent amendments, ICOM publishes information regarding the College's prevention programs related to drug and alcohol abuse prevention which include standards of conduct that

prohibit the unlawful possession, use, and distribution of alcohol and illegal drugs on campus and at institution-associated activities; sanctions for violations of federal, state, and local laws and College policy; a description of health risks associated with alcohol and other drug use and abuse; and a description of available counseling, treatment, rehabilitation and/or re-entry programs for ICOM students and employees. A complete description of these topics, as provided in the College's annual notification to students and employees, is available online at: https://www.icom.edu/wp-content/uploads/2021/07/Drug-and-Alcohol-Abuse-Prevention-Program-August-2020.pdf.

ICOM students are prohibited from the use, consumption, sale, purchase, possession, manufacture or distribution of illegal drugs, drug paraphernalia, and/or alcohol while on ICOM property or clinical sites or while engaged in ICOM-sponsored activities without prior permission from the Dean/CAO.

Students are expected to adhere to ICOM policy and applicable federal, state and local laws. Students are also subject to all applicable legal sanctions under local, state and federal law for any offenses involving illicit drugs on ICOM property or at ICOM sponsored activities.

To ensure the health and safety of students and all members of the ICOM community, ICOM reserves the right, in its sole and absolute discretion, to require any student enrolled to submit to drug and/or alcohol testing. Testing can be requested by an ICOM administrator, faculty or medical professional associated with the ICOM, or a hospital or other medical facility to which ICOM sends students for clinical clerkships. Additional information of ICOM screening protocol can be reviewed in Section 5.5 of the Student Handbook.

Students are sent program information through electronic mail within 30 days from the start of the school year.

Consequences of Non-Compliance

Non-compliance to this policy is a breach of the ICOM Honor Code. Specifically, Section 9 (Unprofessional or Unethical Behavior, Sub Section – Breach of Integrity).

Suspected violations of this policy will result in the student being removed immediately from the class/learning environment. ICOM officials may promptly require the student, at the official's discretion, be tested for drug/alcohol use. This can be required of any student if there is an incident of erratic or unusual behavior, indicative of such use or

abuse, or there is a reasonable concern for the safety of the student or others due to a student's behavior.

Any student who is removed from the learning environment who tests positive for or admits to drug or alcohol use prior or during the learning environment will receive a failing grade for the class/learning experience. Students may also be remanded to PARC which may result in disciplinary action up to and including suspension or dismissal.

Refusal or failure to submit to testing may result in disciplinary action up to, and including, dismissal. Students found to have screening tests positive for alcohol, illicit substances, and controlled substances (defined as a drug or substance that is listed in Schedules I through V of the Federal Controlled Substances Act (21 U.S.C. §812)) or prescription medications without a valid prescription may be subject to disciplinary action up to, and including, dismissal. Please note this also includes substances which are illegal in the state of Idaho, but which may be legal in other states.

Students suspected or found under the influence or with an open container of alcohol or illegal drugs on campus or at clinical sites or who arrive at school in an intoxicated state will be temporarily suspended and will face disciplinary actions that could result in immediate suspension or dismissal.

Students in violation of federal, state or local laws will be reported to the appropriate law enforcement agency and may be subject to prosecution in accordance with the law.

ICOM Sanctions

Students found participating in the use, consumption, sale, purchase, possession, manufacture or distribution of illegal drugs, drug paraphernalia, and/or alcohol while on ICOM property or while engaged in ICOM-sponsored activities, without prior permission, shall be subject to disciplinary sanctions on a case-by-case basis.

Substantiated violations of ICOM's drug and alcohol policies may result in disciplinary sanctions, up to and including expulsion/termination from ICOM. Sanctions may include, but are not limited to, the following:

Warning — written notice that the behavior is not acceptable at ICOM and that additional incidents may result in more severe sanctions.

Behavior Contract — a contract that states behavioral expectations with penalties and sanctions addressed if the contract is violated. If the student refuses to sign the behavior contract, the penalties and sanctions identified in the contract will be enacted.

Disciplinary Probation — a period of time (which may be indefinite) during which a student is under warning that any other violation of college policy may result in suspension or expulsion/termination.
Suspension — a defined period of time during which the student is not permitted to engage in any of the privileges, courses, organizations, events, or activities associated with being a student at ICOM. During the period of suspension, the student is banned from ICOM property unless otherwise stated.
Expulsion or Termination — the indefinite termination of a student's status at the ICOM.

Drug and Alcohol Abuse Prevention Program
The Idaho College of Osteopathic Medicine (ICOM) is committed to providing its students and employees a safe and healthy environment. The use of drugs and alcohol can adversely affect the educational environment and may have devastating effects on the personal lives of those who abuse these substances. For this reason, ICOM prohibits the unlawful possession, use, sale, manufacture or distribution of unauthorized drugs and alcohol on campus or at any ICOM-sponsored activity.

The Meridian Police Department is responsible for the enforcement of state underage drinking laws and enforcement of Federal and State drug laws.

ICOM Drug and Alcohol Abuse Prevention Program

Hazing

ICOM is committed to maintaining a campus environment free from hazing. Through compliance with the Stop Campus Hazing Act, transparent reporting, and proactive prevention education, ICOM aims to protect the well-being of its community members and uphold the values of respect and integrity.

Prevention and Education - ICOM is dedicated to preventing hazing through education and awareness programs. These programs will be designed to inform students and staff about the dangers of hazing, how to recognize it, and the importance of reporting incidents. Prevention programs will be regularly reviewed and updated to ensure effectiveness.

Reporting Hazing -Students, faculty, and staff are encouraged to report hazing incidents promptly. Reports can be made through ICOM's campus safety office, the campus Title IX Coordinator, or the Dean for Student Services.

Violence Against Women Reauthorization Act of 2013 and 2022

The Idaho College of Osteopathic Medicine prohibits the offenses of domestic violence, dating violence, sexual assault, and stalking (as defined by the Clery Act) and reaffirms its commitment to maintaining a campus environment that emphasizes the dignity and worth of all members of the university community. Toward that end, ICOM 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 ICOM official.

Clery Act Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

The Clery Act defines the crimes of domestic violence, dating violence, sexual assault and stalking as follows:

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 in which the crime of violence 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 the jurisdiction in which the crime of violence occurred.
For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Dating Violence
Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.
The existence of such a relationship shall be based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

For the purposes of this definition — Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
Dating violence does not include acts covered under the definition of domestic violence.

For the purposes of complying with the requirements of this section and §668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Sexual Assault
An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting (UCR) program. Per the National Incident-Based Reporting System User Manual from the FBI UCR Program, a sex offense is *"any sexual act directed against another person, without the consent of the victim, including instances where the victim if incapable of giving consent."*

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 consent of the victim.
Fondling is defined as the touching of the private parts of another person for the purposes of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
Incest is defined as sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
Statutory Rape is defined as sexual intercourse with a person who is under the statutory age of consent.

Stalking
This offense occurs when a person engages in a course of conduct 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
significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
The course of conduct consists of at least two acts in a single calendar year. These acts would include, but are not limited to, acts in which the person 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” refers to how an average person under similar circumstances would react or perceive the situation.
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.

State of Idaho Definitions of Domestic Violence, Dating Violence, Sexual Assault and Stalking

Domestic Violence and Dating Violence Idaho State Law Idaho Code § 18-918

Domestic Violence
For the purpose of this section: (a) “Household member” means a person who is a spouse, former spouse, or a person who has a child in common regardless of whether they have been married or a person with whom a person is cohabiting, whether or not they have married or have held themselves out to be husband or wife. (a) “Traumatic injury” means a condition of the body, such as a wound or external or internal injury, whether of a minor or serious nature, caused by physical force.
Any household member who in committing a battery, as defined in section 18-903, Idaho Code, inflicts a traumatic injury upon any other household member is guilty of a felony.
A household member who commits an assault, as defined in section 18-901, Idaho Code, against another household member which does not result in traumatic injury is guilty of a misdemeanor domestic assault. (b) A household member who commits a battery, as defined in section 18-903, Idaho Code, against another household member which does not result in traumatic injury is guilty of a misdemeanor domestic battery.

Idaho Code § 39-6303 – (Domestic/Dating Violence) Definitions
“Domestic violence” means the physical injury, sexual abuse or forced imprisonment or threat thereof of a family or household member, or of a minor child by a person with whom the minor child has had or is having a dating relationship, or of an adult by a person with whom the adult has had or is having a dating relationship.
“Dating relationship,” for the purposes of this chapter, is defined as a social relationship of a romantic nature. Factors that the court may consider in making this determination include: (a) The nature of the relationship; (b) The length of time the relationship has existed; (c) The frequency of interaction between the parties; and (d) The time since termination of the relationship, if applicable.

Sexual Assault
Idaho Code does not use the term “sexual assault,” however the following offenses could be reasonably categorized as such:

Idaho State Law Idaho Code § 18-6101 - Rape Defined
Rape is defined as the penetration, however slight, of the oral, anal or vaginal opening with the perpetrator’s penis accomplished with a female under any one (1) of the following circumstances:
Where the female is under the age of sixteen (16) years and the perpetrator is eighteen (18) years of age or older.
Where the female is sixteen (16) or seventeen (17) years of age and the perpetrator is three (3) years or more older than the female.
Where she is incapable, through any unsoundness of mind, due to any cause including, but not limited to, mental illness, mental disability or developmental disability, whether temporary or permanent, of giving legal consent.
Where she resists but her resistance is overcome by force or violence.
Where she is prevented from resistance by the infliction, attempted infliction, or threatened infliction of bodily harm, accompanied by apparent power of execution; or is unable to resist due to any intoxicating, narcotic, or anesthetic substance.
Where she is at the time unconscious of the nature of the act. As used in this section, “unconscious of the nature of the act” means incapable of resisting because the victim meets one (1) of the following conditions: (a) Was unconscious or asleep; (b) Was not aware, knowing, perceiving, or cognizant that the act occurred.
Where she submits under the belief that the person committing the act is her husband, and the belief is induced by artifice, pretense or concealment practiced by the accused, with intent to induce such belief.
Where she submits under the belief that the person committing the act is someone other than the accused, and the belief is induced by artifice, pretense or concealment practiced by the accused, with the intent to induce such belief.
Where she submits under the belief, instilled by the actor, that if she does not submit, the actor will cause physical harm to some person in the future; or cause damage to property; or engage in other conduct constituting a crime; or accuse any person of a crime or cause criminal charges to be instituted against her; or expose a secret or publicize an asserted fact, whether true or false, tending to subject any person to hatred, contempt or ridicule.

The provisions of subsections (1) and (2) of this section shall not affect the age requirements in any other provision of law, unless otherwise provided in any such law.

Further, for the purposes of subsection (2) of this section, in determining whether the perpetrator is three (3) years or more older than the female, the difference in age shall be measured from the date of birth of the perpetrator to the date of birth of the female.

Idaho Code § 18-6108 - Male Rape

Male rape is defined as the penetration, however slight, of the oral or anal opening of another male, with the perpetrator's penis, for the purpose of sexual arousal, gratification or abuse, under any of the following circumstances:

Where the victim is under the age of sixteen (16) years and the perpetrator is eighteen (18) years of age or older.

Where the victim is sixteen (16) or seventeen (17) years of age and the perpetrator is three (3) years or more older than the victim.

Where the victim is incapable, through any unsoundness of mind, whether temporary or permanent, of giving consent.

Where the victim resists but his resistance is overcome by force or violence.

Where the victim is prevented from resistance by threats of immediate and great bodily harm, accompanied by apparent power of execution.

Where the victim is prevented from resistance by the use of any intoxicating, narcotic, or anesthetic substance administered by or with the privity of the accused.

Where the victim is at the time unconscious of the nature of the act, and this is known to the accused.

The provisions of subsections (1) and (2) of this section shall not affect the age requirements in any other provision of law, unless otherwise provided in any such law. Further, for the purposes of subsection (2) of this section, in determining whether the perpetrator is three (3) years or more older than the victim, the difference in age shall be measured from the date of birth of the perpetrator to the date of birth of the victim.

Idaho Code § 18-6608 - Forcible Sexual Penetration by Use of Foreign Object

Every person who, for the purpose of sexual arousal, gratification or abuse, causes the penetration, however slight, of the genital or anal opening of another person, by any object, instrument or device, against the victim's will by use of force or violence or by duress, or by threats of immediate and great bodily harm, accompanied by apparent power of execution, or where the victim is incapable, through any unsoundness of mind, whether temporary or permanent, of giving legal consent, or where the victim is prevented from resistance by any intoxicating, narcotic or anesthetic substance, shall be guilty of a felony and shall be punished by imprisonment in the state prison for not more than life.

Stalking Idaho State Law Idaho Code § 18-7905

Stalking in the First Degree:

A person commits the crime of stalking in the first degree if the person violates section 18-7906, Idaho Code, and: (a) The actions constituting the offense are in violation of a temporary restraining order, protection order, no contact order or injunction, or any combination thereof; or (b) The actions constituting the offense are in violation of a condition of probation or parole; or (c) The victim is under the age of sixteen (16) years; or (d) At any time during the course of conduct constituting the offense, the defendant possessed a deadly weapon or instrument; or (e) The defendant has been previously convicted of a crime under this section or section 18-7906, Idaho Code, or a substantially conforming foreign criminal violation within seven (7) years, notwithstanding the form of the judgment or withheld judgment; or (f) The defendant has been previously convicted of a crime, or an attempt, solicitation or conspiracy to commit a crime, involving the same victim as the present offense under any of the following provisions of Idaho Code or a substantially conforming foreign criminal violation within seven (7) years, notwithstanding the form of the judgment or withheld judgment: (i) Chapter 9, title 18; (ii) Chapter 15, title 18; (iii) Chapter 61, title 18; (iv) Section 18-4014 (administering poison with intent to kill); (v) Section 18-4015 (assault with intent to murder); (vi) Section 18-4501 (kidnapping); (vii) Section 18-5501 (poisoning); (viii) Section 18-6608 (forcible sexual penetration by use of foreign object); (ix) Section 18-7902 (malicious harassment); or (x) Section 18-8103 (act of terrorism).

Idaho State Law Idaho Code § 18-7906
Stalking in the Second Degree:

A person commits the crime of stalking in the second degree if the person knowingly and maliciously: (a) Engages in a course of conduct that seriously alarms, annoys or harasses the victim and is such as would cause a reasonable person substantial emotional distress; or (b) Engages in a course of conduct such as would cause a reasonable person to be in fear of death or physical injury, or in fear of the death or physical injury of a family or household member.
As used in this section: (a) “Course of conduct” means repeated acts of nonconsensual contact involving the victim or a family or household member of the victim, provided however, that constitutionally protected activity is not included within the meaning of this definition. (b) “Family or household member” means: (i) A spouse or former spouse of the victim, a person who has a child in common with the victim regardless of whether they have been married, a person with whom the victim is cohabiting whether or not they have married or have held themselves out to be husband or wife, and persons related to the victim by blood, adoption or marriage; or (ii) A person with whom the victim is or has been in a dating relationship, as defined in section 39-6303, Idaho

Code; or (iii) A person living in the same residence as the victim. (c) “Nonconsensual contact” means any contact with the victim that is initiated or continued without the victim’s consent, that is beyond the scope of the consent provided by the victim, or that is in disregard of the victim’s expressed desire that the contact be avoided or discontinued. “Nonconsensual contact” includes, but is not limited to: (i) Following the victim or maintaining surveillance, including by electronic means, on the victim; (ii) Contacting the victim in a public place or on private property; (iii) Appearing at the workplace or residence of the victim; (iv) Entering onto or remaining on property owned, leased or occupied by the victim; (v) Contacting the victim by telephone or causing the victim’s telephone to ring repeatedly or continuously regardless of whether a conversation ensues; (vi) Sending mail or electronic communications to the victim; or (vii) Placing an object on, or delivering an object to, property owned, leased or occupied by the victim. (d) “Victim” means a person who is the target of a course of conduct.

Consent

Idaho State Law Idaho does not provide a general definition of consent (as it pertains to sexual activity), however there are components of different statutory offenses that speak to consent and are included in the applicable statutes above.

Non-Consensual Intentional Sexual Contact: is any intentional sexual touching with any object, by any person upon another, without consent and/or by force.

Non-Consensual Sexual Intercourse: is any sexual intercourse, however slight, by any person upon another without consent and/or by force.

Sexual Assault, Domestic Violence, Dating Violence, and Stalking Prevention

The Idaho College of Osteopathic Medicine offers primary prevention and awareness programs to incoming students and new employees designed to prevent and intervene in sexual assault, domestic violence, dating violence and stalking. ICOM Student Services has primary responsibility for primary prevention and awareness programs offered to new students; ICOM Human Resources has primary responsibility for those programs offered to new employees.

The prevention and awareness programs offered by ICOM are designed to be comprehensive, intentional and integrated programming, initiatives, strategies and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that are: culturally relevant; inclusive of diverse communities and identities;

sustainable; responsive to community needs; informed by research or assessed for value, effectiveness, or outcome; and consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels.

The specific programming, campaigns and initiatives offered are detailed below. In their totality, these training programs include at least the following components:
Clear language that ICOM prohibits sexual assault, domestic violence, dating violence and stalking;
Definitions of sexual assault, domestic violence, dating violence, and stalking as defined by VAWA, the State of Idaho and ICOM Policy;
The definition of consent in reference to sexual activity as defined by the State of Idaho and ICOM Policy;
A description of safe and positive options for bystander intervention;
Information on risk reduction strategies;
Information about possible sanctions or protective measures that ICOM may impose following a final determination of an institutional disciplinary procedure;
Education about sexual assault, domestic violence, dating violence and stalking;
Information about on and off campus services available to victims and how they can access those services as well as options for assistance;
Procedures victims should follow if an offense has occurred, including information in writing about: the importance of preserving evidence when a VAWA offense occurs; to whom an offense should be reported; options regarding law enforcement and campus authorities, including the option to notify proper law enforcement authorities who include on campus and local police, be assisted by campus authorities in notifying law enforcement if the victim so chooses, and decline to notify such authorities; and where applicable, the rights of the victims and the institution's responsibilities regarding orders of protection;
Disciplinary procedures that ICOM follows;
Information about how the institution will protect the confidentiality of victims;
Written notification to students and employees about existing counseling, health, mental health, victim advocacy, legal assistance, and other services available for victims both on campus and in the community; and
Written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations whether the victim chooses to report the crime to law enforcement or not.

How to be an Active Bystander

Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating

violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking action to intervene.

Bystanders play a critical role in the prevention of sexual and relationship violence. They are “individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.” We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help.

Below is a list of some ways to be an active bystander
If you or someone else is in immediate danger, dial 911. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
Speak up when someone discusses plans to take sexual advantage of another person.
Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

Risk Reduction

Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims to promote safety and to help individuals and communities address conditions that facilitate violence.

With no intent to victim blame and recognizing that only abusers are responsible for their abuse, the following are some strategies to reduce one’s risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)
Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
Try to avoid isolated areas. It is more difficult to get help if no one is around.
Walk with purpose. Even if you don’t know where you are going, act like you do.
Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.

Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
Make sure your cell phone is with you and charged and that you have cab money.
Don't allow yourself to be isolated with someone you don’t trust or someone you don’t know.
Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.
Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.
If you suspect you or a friend has been drugged, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
If you need to get out of an uncomfortable or scary situation here are some things that you can try:
Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
Have a code word with your friends or family so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
Lie. If you don’t want to hurt the person’s feelings it is better to lie and make up a reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else that you need to be, etc.

Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

VAWA Primary Prevention and Awareness Programming — New Students

ICOM offers the following primary prevention and awareness programs for all incoming students:

A Student Guide to Sexual Violence Prevention and Response-Online Course
This course will help students understand what they can do to prevent sexual violence, as well as how they can respond to survivors of sexual violence. Students will also examine the definition of bystander intervention, as well as explore how to define and identify consent.

A Student Guide to Campus Safety-Online Course
Colleges and universities devote much time and effort to creating safe learning and living environments for students and staff. Students have an important role to play. This course outlines the safety precautions students should know and apply, whether they are on or off campus.

A Student Guide to the Clery Act-Online Course
The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, commonly known as the Clery Act, is a federal law that requires colleges and universities to track and disclose information about crimes that occur on or near campus. This course is designed to help students understand how the Clery Act impacts them and their school. Live or online presentation.

A Student Guide to Title IX-Online Course
Title IX is a federal civil rights law that prohibits sexual discrimination in educational institutions that receive federal funding. Under Title IX, discrimination based on sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion. This course helps students to identify their rights under Title IX and describe their school’s responsibilities under the law. Live or online presentation.

A Student Guide to Sexual Violence and the Law-Online Course

According to the US Department of Justice, an average of one in four undergraduate women experience sexual assault by the time they finish college. A series of federal laws empower colleges and universities to take action against sexual violence on campus. This course offers students a brief look at the Title IX, the Clery Act, the Violence Against Women Act (VAWA), and the Campus Violence Elimination Act.

VAWA Primary Prevention Programming — New Employees

The College offers the following primary prevention and awareness programs for all new employees upon hire and yearly for all employees:

Clery Act Collection-Online Course
The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, commonly known as the Clery Act, is a federal law that requires colleges and universities to track and disclose information about crimes that occur on or near campus. This course is designed to help students and employees understand how the Clery Act impacts them and their school.

Family Educational Rights and Privacy Act (FERPA) Training-Online Course
The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

Title IX Interim Course-Online Course
Title IX of the Education Amendments of 1972 prohibits sexual discrimination in educational institutions that receive federal funding. It applies to the vast majority of colleges and universities—public, private, and parochial—and has a broad scope. Under Title IX, discrimination on the basis of sex can include sexual harassment or sexual violence, such as rape, sexual assault, sexual battery, and sexual coercion. A school that fails to respond t0 and remedy the situation risks losing federal funding.

Harassment and Discrimination Prevention-Online Course
A respectful workplace is a key element in creating a fair, collaborative, and inclusive environment that allows every member of a higher education institution’s community to meet their teaching, research, and public service goals. At the heart of a respectful workplace is zero tolerance for discrimination and harassment.

VAWA Ongoing Prevention and Awareness Campaigns

ICOM Students Services provides or facilitates ongoing prevention and awareness campaigns to the college community (both students and employees) throughout the year through partnerships with local community support providers such as the Idaho Coalition Against Sexual & Domestic Violence, Women's and Children's Alliance, Faces of Hope, the Meridian Police Department, and the Nampa Family Justice Center. In an effort to increase awareness about the issues of sexual assault, domestic violence, dating violence and stalking, support providers make themselves available to any student organizations and departments that would like additional information or presentations regarding these crimes.

ICOM's prevention and awareness campaigns coincide with nationally recognized awareness months. In addition to providing presentations from outside speakers, the ICOM Vice President of Communications may display information on the college's electronic reader boards, as well through the college's social media outlets or local news networks. ICOM offers the following ongoing awareness and prevention programs for students and employees:

September- National Campus Safety Awareness Month Activities for students and employees
Safety Awareness Campaign communications from Campus Security, flyers from the Clery Center/NCSAM placed on electronic reader-boards, in the ICOM building.
October- National Domestic Violence Awareness Month Activities for students and employees
Domestic Violence Awareness communications from Student Services, flyers from Women's and Children's Alliance placed on electronic reader-boards, in the ICOM building.
Wear Purple Day-Students and employees are encouraged to wear purple in recognition of Domestic Violence Prevention.
Fundraiser for Women's and Children's Alliance (sale of purple ribbons to be placed on trees around the ICOM campus in recognition of Domestic Violence prevention
January- National Stalking Awareness Month Activities for students and employees
Stalking Awareness communications from Campus Security, flyers from the Clery Center/NCSAM placed on electronic reader-boards, in the ICOM building.
February- Dating Violence Awareness Month Activities for students and employees
"Then Everything Changed" video presentation. Kristin Mitchell was attacked and murdered as she was trying to break up with her ex-boyfriend only three weeks after graduating from college. Her parents, Bill and Michele Mitchell, believe that if she and they had been educated about the warning signs of dating violence, that her death

could have been prevented. Kristin's Krusade carries on Kristin's legacy by educating on dating violence, domestic violence, and stalking through Clery Center's mission for safer campuses. Information shared via email and ICOM Insider Newsletter.
Dating Violence Awareness communications from Campus Security, flyers from the Clery Center/NCSAM placed on electronic reader-boards, in the ICOM building.
April- National Sexual Assault Awareness Month Activities for students and employees
National Sexual Assault Awareness Month Awareness communications from Campus Security, flyers from the National Sexual Assault Resource Center and RAINN (Rape, Abuse & Incest National Network) placed on electronic reader-boards, in the ICOM building.

Procedures for Victims of VAWA Crimes

Immediate medical attention is encouraged after experiencing dating/domestic violence or sexual assault. Further, being examined as soon as possible is important so that evidence can be collected and processed.

FACES of Hope Victim Center *(located at 417 S. 6th Street, phone number 208-577-4400, https://www.facesofhopevictimcenter.org/)* is a specialized facility in Ada County with experienced nurses and physicians trained to conduct sexual assault forensic exams. The facility also employs a physician who specializes in providing services for victims of domestic violence. If you have a significant injury requiring immediate medical attention, you should go to an emergency room at Saint Alphonsus or St. Luke's hospitals; both have response teams specially trained to assist victims of sexual assault and domestic violence. If you do not have injuries or your injuries are minor, hospital staff or law enforcement may transport you to FACES for services. It is recommended that you seek medical treatment, regardless of whether or not you report the incident to the police.

In Canyon County, **The Family Justice Center** provides similar services. It is located at 1305 3rd St South in Nampa, ID. Phone 208-475-5700
https://www.cityofnampa.us/190/Family-Justice-Center

When an incident is reported at a hospital, the police may be called to take a report. They may be accompanied by a Victim/Witness Coordinator who will help guide the victim through the judicial process. ICOM encourages its community members to report all crimes to law enforcement; however, a victim does not have to talk to a police officer at the hospital or make an official report; and that forensic evidence can be collected without notifying law enforcement in most circumstances.

In Idaho, evidence may be collected even if a victim chooses not to make a report to law enforcement. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence may be preserved that may assist in proving that the alleged criminal offense occurred/or is occurring or may be helpful in obtaining a protection order. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted diseases. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, or other communications, and keeping pictures, logs or other copies of documents that would be useful to ICOM adjudicators/investigators or police.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with ICOM Campus Security or the law enforcement agency with jurisdiction where the crime occurred. It is important to preserve evidence in the event that the victim decides to report the incident to law enforcement or ICOM at a later date, to assist in proving that the alleged criminal offense occurred, or that may be helpful in obtaining a protection order.

Involvement of Law Enforcement and Campus Authorities

Although the College strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report. Furthermore, victims have the right to decline to notify law enforcement.

Crime Reporting

Emergency	**Call 9-1-1**	**If you are in immediate danger.** Help will come to you, wherever you are, if possible.
Non-Emergency	**(208) 377-6790**	**If you are anywhere in**

Off-Campus		**Ada County, call emergency dispatch at (208) 377-6790.**
Non-Emergency On-Campus	**(208) 795-4311**	**ICOM Campus Security can assist you with notifying law enforcement, if you wish.**

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault and Stalking

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, you should also report the incident promptly to the ICOM Title IX Coordinator, Heidi Powers, by calling 208-795-4378, by email: hpowers@icom.edu, or by responding to the office to report in person. The victim may also file a Request for Investigation form at the following link: https://www.icom.edu/wp-content/uploads/2021/10/ICOM-Title-IX-Complaint-Form_102621.pdf

Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Security or to a Campus Security Authority will be referred to the Title IX Coordinator for investigation regardless of if the complainant choses to pursue criminal charges.

Procedures the College Will Follow for VAWA Crimes

The College has procedures in place that serve to be sensitive to victims who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance and other services on and/or off campus as well as additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. The College will make such accommodations, if the victim requests them and if they are reasonable available, regardless of whether the victim chooses to report the crime to Campus Security or local law enforcement.

Students should contact Heidi Powers, Assistant Vice President of Human Resources and Title IX Coordinator, 208-795-4378. Email: hpowers@icom.edu
Employees should contact Heidi Powers, Assistant Vice President of Human Resources, 208-795-4378. Email: hpowers@icom.edu

Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint or whether the offense is alleged to have occurred on or off campus, ICOM will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights and options. Such written information will include:

The procedures victims should follow if a crime of dating violence, domestic violence, sexual assault or stalking has occurred;

Information about how the institution will protect the confidentiality of victims and other necessary parties;

A statement that the institution will provide written notification to students and employees about victim services within the institution and in the community;

A statement regarding the institution's provisions about options for, available assistance in, and how to request accommodations and protective measures; and

An explanation of the procedures for institutional disciplinary action.

Procedures for Orders of Protection and Other Lawful Orders

ICOM complies with Idaho law in recognizing Protection Orders or No Contact Orders. Campus Security will report violations occurring on the ICOM campus to the Meridian Police Department. Any person who obtains a Protect Order or No Contact Order from the state of Idaho, or any other state, should provide a copy to Campus Security and the Office of the Title IX Coordinator. The individual should meet with Campus Security to develop a Safety Action Plan, which is a plan for campus security and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but in not limited to: escorts, special parking arrangements, or allowing a student to complete assignments from home, etc.) ICOM cannot apply for a legal order of protection, no contact order or restraining order for a victim; the victim must apply for these.

Protection Orders

In Idaho, a protection order is a civil provision with criminal penalties. It can be used to restrict or prohibit contact between a victim of abuse and the wrongdoer (Idaho Code 39-6301). A protection order is a document issued by a civil court that orders the person who is abusing or stalking a victim to stop doing so. If the person violates this order, they will be criminally punished by the court.

An abuse victim can apply for a protection order even if criminal charges have not been filed against the person harassing them, or if they have already obtained a Temporary

Protection Order as part of a criminal proceeding. A family or household member can file for a protection order. A parent not claiming to be in immediate danger of abuse can obtain a protection order in their own name as petitioner for their child. Protection orders can temporarily change custody orders issued. It is important to know that these orders are temporary under a divorce decree. When deciding whether to issue a protection order in custody issues, courts will apply the “best interest of the child” test. The Court will also need a showing by a bulk of the evidence of an immediate and present danger of violence. Protection orders can last for any period of time, from 14 days to five years. You can get a protection order in one day by applying at the local courthouse and giving a sworn statement detailing the abuse. There is no fee for filing a protection order.

For additional information, visit the Idaho Legal Aid website:
https://www.idaholegalaid.org/node/1259/what-civil-protection-order

Faces of Hope Victim Center (Ada County) and The Family Justice Center (Canyon County) can also assist abuse victims in filing the appropriate paperwork with the court to obtain a protection order.
https://www.facesofhopevictimcenter.org/
https://www.cityofnampa.us/190/Family-Justice-Center

Abuse victims in Idaho may also apply for Protection Orders directly through the following link: https://courtselfhelp.idaho.gov/Forms/Protection

Violations of protection orders are strictly enforced by law enforcement. Victims should contact the law enforcement agency in the jurisdiction where the violation occurred to report the incident.

Institutional No Contact Orders

During a formal investigation or an investigation of alleged sexual violence, the Title IX Coordinator may issue a “No Contact” order to insure the well-being of all parties and/or the integrity of the investigation process. Both the Reporting and the Responding Parties are expected to avoid all contact with each other while the report is under investigation.

“No Contact” means no communication whatsoever, including direct communication (talking, calling, texting, etc.), indirect communication (through friends or third parties), or contact through social media (Facebook, Twitter, etc.). The “No Contact” order does not imply any wrongdoing. However, violation of a “No Contact” order is considered a serious and potentially threatening breach of college policy and may result in immediate suspension.

Accommodations and Protective Measures Available for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, ICOM will provide written notification to students and employees about accommodations available to them, including academic, living, transportation and working situations. The written notification will include information regarding the accommodation options, available assistance in requesting accommodations, and how to request accommodations and protective measures (i.e., the notification will include the name and contact information for the individual or office that should be contacted to request the accommodations).

At the victim's request, and to the extent of the victim's cooperation and consent, ICOM will work cooperatively to assist the victim in obtaining accommodations. If reasonably available, a victim may be offered changes to academic, living, working or transportation situations regardless of whether the victim chooses to report the crime to campus police or local law enforcement. Examples of options for a potential change to the academic situation may be to transfer to a different section of a class, withdraw and take a class at another time if there is no option for moving to a different section, etc. Potential changes to living situations may include moving to a different room or residence hall. Possible changes to work situations may include changing working hours. Possible changes in transportation may include having the student or employee park in a different location, assisting the student or employee with a safety escort, or other assistance as needed.

To request changes to academic, living, transportation and/or working situations or protective measures, a victim should contact ICOM Title IX Coordinator, Heidi Powers, by calling 208-795-4378, by email: hpowers@icom.edu or in person.

On and Off Campus Services for Victims

Upon receipt of a report of domestic violence, dating violence, sexual assault or stalking, ICOM will provide written notification to students and employees about existing assistance with and/or information about obtaining resources and services including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid and assistance in notifying appropriate local law enforcement. These resources include the following:

Physical and Mental Health Resources — Students
ICOM students are able to utilize Unity Health in Meridian for medical and confidential personal health concerns. Unity Health Center is open from 9:00 AM to 6:00 PM,

Monday through Saturday and they accept same-day appointments and walk-ins during their business hours. Students can call the clinic at 208-895-6729 to schedule an appointment. This information is also available on the ICOM website. Students are responsible for all fees incurred through the utilization of these services. Unity Health Center has multiple payment options available. Additionally, Unity Health Center's information is available on the ICOM website. Unity Health Center is conveniently located a short drive away from campus and due to its location offers student confidentiality and privacy.

Students are also able to utilize St Luke's Medical Center in Meridian for medical and confidential personal health concerns. St Luke's has a variety of healthcare professionals within its network at multiple clinical throughout the Treasure Valley to meet the healthcare needs of ICOM students. The network includes primary care ad specialists in multiple disciplines of medicine. ICOM students are able to find a clinic or provider using this link or by calling 208-381-2Day (2329)

For medical emergencies and after-hours health care, students are encouraged to access appropriate care as warranted by their situation including local urgent care facilities, Emergency Departments and Emergency Medical Services. For true emergencies, students are asked to access EMS and the 911-dispatch system. For students on Clinical Rotations away from ICOM needing health services, students are asked to refer to the site-specific or rotation specific guidelines for incident reporting and accessing health care found in the Clinical Rotation Manual.

Counseling Services

Counseling services are available 24 hours a day, seven days a week in a confidential manner through a combination of services which include the on-site counseling services of the ICOM Behavioral Health Services, StudentLinc (access code icom, all lowercase letters), Idaho State University Counseling Services, Unity Health Care, and additional local resources as needed. Counseling is encouraged for the well-being of all students, especially those who are experiencing any forms of stress, such as anxiety, academic stress, relationship problems, loneliness, depression, alcohol and/or substance abuse, sexuality, interpersonal conflicts, test anxiety, concerns related to medical school adjustments, etc. Students may either self-refer or may be identified by and referred to the counseling support services by others, all in a confidential manner.

ICOM Behavioral Health Services

The ICOM Behavioral Health Services provides individual, couple, and small group counseling. The counseling services are provided by our on-site, full-time, counseling staff. Students needing to set up an appointment to see a counselor can:

Schedule an appointment online here
Call the Behavioral Health Services phone number (209) 795-4293, or confidentially email ICOM's Behavioral Health Specialists — Jake Price, LPC at jprice@icom.edu or Shatae Mullins, LPC at smullins@icom.edu
Leave a voicemail or email providing name, call back number, reason for calling or emailing (i.e. wanting to set up counseling services) and a good time during the day for reaching out.
Reminder: In case of emergency, and/or the eminent threat of harm to self or others, call 911 for immediate assistance. 24 x 7 Counseling Services

StudentLinc
StudentLinc is a Student Assistance Program which provides confidential and professional guidance. Students can call StudentLinc for counseling and referrals. Phone calls are answered by licensed counselors who have extensive clinical experience and are available 24 hours a day, seven days a week.
StudentLinc provides a toll-free number of which students can call at any time, day or night, and be connected directly to a trained counselor who will triage the situation. The number provided for ICOM is specific to ICOM students. StudentLinc also provides a StudentLinc eConnect mobile app with additional resources.
StudentLinc provides unlimited telephonic counseling and three face-to-face counseling sessions for each concern a student faces. StudentLinc where applicable, will make referrals to local counselors where the student resides who are part of the student's health insurance network.
Standard protocols govern the interaction and enable counselors to assess the student and determine if emergency intervention is needed.
Through the 24 x7 hot line, StudentLinc can provide health services, legal assistance, and other various support services. Please visit the website for more information on additional services. If it is determined that immediate attention is needed (i.e., a student may be a danger to themselves or others) ICOM has developed a relationship with Dr. Ashaye Health System, who provides emergency assistance to our students. If emergency intervention is not needed, then the student is counseled over the phone and subsequently referred to a list of providers in the local area for follow up. Unity Health Care is also able to refer a student should they believe the student is experiencing any of the concerns outlined above.

For students who are in crisis or need additional counseling or behavioral health services beyond ISU Counseling Clinic or Unity Health Services, a referral is made to Dr. Ashaye. Students in crisis, who do not need emergency services, will be seen the same day or next business day of the referral. Students who are not in crisis, but need

additional services, are seen within five to seven business days. For emergency situations, call 911.

ISU Counseling Services

Idaho State University's Counseling Clinic is a low-cost service for ICOM students. Many college students experience stressors associated with all aspects of their lives, i.e. academics, familial, relational, etc. The counseling clinic is available to help provide the needed support as students navigate their lives alongside their educational journey. The ISU-Meridian Counseling Clinic provides individual, couple, and family counseling. The counseling services are provided by our graduate level Master of Counseling students, Doctoral students, and some faculty from the Department of Counseling under supervision of licensed counselors/faculty members. Students needing to set up an appointment to see a counselor, should:

Call the ISU-Meridian's Counseling Clinic phone number (208) 373-1719 or confidentially email meridianclinic@isu.edu

Leave a voicemail or email providing your name, call back number, reason for calling or emailing (i.e. wanting to set up counseling services) and a good time during the day to reach you.

Upon receiving the voicemail, a clinic staff member will be in contact with you within one business day of open clinic hours (Monday – Thursday).

During the phone call, the clinic staff member will provide you with the information of attending the counseling clinic and expectations of your appointment as well as get basic information about what brought you into counseling services.

Your first appointment is then scheduled with your counselor!

The ISU Counseling Clinic is there to support students in all that life encompasses. Students can access additional information by visiting the ISU-Meridian Counseling Clinic webpage: https://isu.edu/clinics/counseling-meridian/ Students can also access information using the ISU-Meridian Counseling Clinic Facebook Page: https://www.facebook.com/ISUMeridianCounselingClinic/

Physical and Mental Health Resources — Employees

Employee Assistance Program (EAP)

ICOM offers its employees and dependents access to EAP services through Reliant Behavioral Health (RBH) to help with issues that may affect work, family, or life in general. The EAP program offers up to 8 sessions for crisis and/or general counseling for each issue and includes some legal and financial counseling. The EAP web page offers training on numerous mental health topics.

Reliant Behavioral Health (RBH)
866-750-1327 (call 24 hours)
Login to: www.MyRBH.com
Access code: GoIDAHOCOM

Additional Behavioral Health Resources for Students and Employees
Additional services for behavioral services can be found through the following:
Idaho Suicide Prevention Hotline 1-208-398-4357
National Suicide Prevention Lifeline 1-800-273-8255
Veterans Crisis Line 1-800-273-8255, Press 1

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:
Rape, Abuse and Incest National Network — http://www.rainn.org
-Department of Education, Office of Civil Rights — http://www2.ed.gov/about/offices/list/ocr/index.html

Confidentiality

Victims may request that directory information on file with the College be withheld by request through the ICOM Registrar's Office, Ariane Ahmadian, 208-795-4231, email: aahmadian@icom.edu.

Regardless of whether a victim has opted-out of allowing ICOM to share "directory information," personally identifiable information about the victim and other necessary parties will be treated as confidential and only shared with persons who have a specific need-to-know, i.e., those who are investigating/adjudicating the report or those involved in providing support services to the victim, including accommodations and protective measures. By only sharing personally identifiable information with individuals on a need-to-know basis, 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.

ICOM does not publish the name of crime victims or other identifiable information regarding victims in the 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.

Title IX, Sexual Harassment, Other Harassment Policy

ICOM prohibits harassment, including sexual harassment, of any kind, and will take appropriate and immediate action in response to complaints or knowledge of violations of this policy. For purposes of this policy, harassment is any verbal or physical conduct designed to threaten, intimidate, or coerce students, employees, or anyone working for or on behalf of ICOM. Verbal taunting (including racial and ethnic slurs) that one's opinion, impairs job performance ability is included in the definition of harassment.

The following examples of harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

Verbal harassment includes comments, epithets, slurs and stereotyping that are offensive or unwelcome regarding nationality, origin, race, color, religion, sex, gender, gender identity, sexual orientation, age, body, disability, or appearance, marital or other protected status. Nonverbal harassment includes distribution, display, or discussion of any written or graphic material that ridicules, denigrates, insults, belittles or shows hostility, aversion, or disrespect toward an individual or group regarding nationality, origin, race, color, religion, sex, gender, gender identity, sexual orientation, age, body, disability, or appearance, marital or other protected status.

Title IX and Sexual Harassment

Sexual harassment is a form of unlawful discrimination under Title VII of the Civil Rights Act of 1964 and Title IX of the Educational Amendments of 1972; it is prohibited under ICOM's anti-harassment policy. Sexual harassment is unwelcome and/or unsolicited conduct of a sexual nature. It includes unwelcome sexual advances, requests for sexual favors (quid pro quo), and other verbal, nonverbal, or physical conduct of a sexual nature. Additionally, for employees, the Equal Employment Opportunity Commission (EEOC) definition applies to any basis of employment decisions or such conduct that has the purpose or effect of creating an intimidating, hostile or offensive working environment.

Title IX requires academic institutions to take steps to prevent and remedy two forms of sex-based harassment: gender-based harassment and sexual harassment (including sexual violence). Gender-based harassment is unwelcome conduct based on a person's sex, gender, or gender identity, with harassing conduct based on a person's failure to conform to the offender's sex stereotypes.

Sex-based harassment can be committed by school employees, other students, and third parties. "Quid pro quo" harassment, where submission to harassment is used as the basis for academic or employment decisions. For employees, benefits such as raises, promotions and better working hours are directly linked to compliance with sexual advances; therefore, only someone in a supervisory capacity (with the authority to grant such benefits) can engage in quid pro quo harassment. Other examples: 1) a supervisor promising an employee a raise in exchange for a

date; 2) a professor implies that if a student engages in sexual activity, the professor will give the student a better grade.
"Hostile environment," where the harassment creates an offensive and unpleasant working or learning environment. A hostile environment can be created by anyone in the institution's work or academic environment, whether it be supervisors, other employees, peers, students, or customers. Hostile environment harassment consists of verbiage of a sexual nature, unwelcome sexual materials, or even unwelcome physical contact as a regular part of the institutional environment. Texts, e-mails, cartoons, or posters of a sexual nature; vulgar or lewd comments or jokes; or unwanted touching or fondling all fall into this category.
Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks, and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or "kidding" that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.
Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters and notes, facsimiles, e-mail, photos, text messages, tweets and internet postings; or other form of communication that is sexual in nature and offensive.
Physical sexual harassment and violence includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, and fondling and forced sexual intercourse or assault. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Amnesty for Alcohol and/or Other Drugs
Sometimes, a student or employee may be hesitant to come forward and file a Title IX sexual harassment investigation request out of concern that the student or employee was using or was under the influence of alcohol or illegal drugs at the time of the alleged incident. However, the College's primary interest in such situations is in addressing alleged sexual violence. Illegal alcohol or drug use never renders a Reporting Party at fault for sexual violence against him or her. Other rule violations will be addressed separately from sexual violence aggregation.

Adjudication of Violations

The college's disciplinary process includes a prompt, fair, and impartial process from the initial investigation to the final result. In all instances, the process will be conducted in a manner that is consistent with the institution's policy and that is transparent to the accuser and the accused. Usually, the resolution of domestic violence, dating violence, sexual assault and stalking complaints are completed within the timeframe specified in each policy the institution maintains. However, each procedure allows for extensions of timeframes for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. College officials involved in the investigation or adjudication of domestic violence, dating violence, sexual assault and stalking complaints are trained annually on the issues related to domestic violence, dating

violence, sexual assault, and stalking as well as how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. Furthermore, each policy provides that:

The accuser and the accused will have timely notice for meetings at which the accuser or accused, or both, may be present;
The accuser, the accused and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meeting and hearings;
The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the accuser or the accused;
The accuser and the accused will have the same opportunities to have others present during any institutional disciplinary proceeding. The accuser and the accused each have the opportunity to be advised by an advisor of their choice at any stage of the process and to be accompanied by that advisor to any related meeting or proceeding;
The College will not limit the choice of advisor or presence for either the accuser or the accused in any meeting or institutional disciplinary proceeding. However, the role of the advisor is limited to advising and consulting, but not speaking for the advisee;
The accuser and the accused will be notified simultaneously, in writing, of the any initial, interim and final decision of any disciplinary proceeding; and
Where an appeal is permitted under the applicable policy, the accuser and the accused will be notified simultaneously in writing of the procedures for the accused and the victim to appeal the result of the institutional disciplinary proceeding. When an appeal is filed, the accuser and the accused will be notified simultaneously in writing of any change to the result prior to the time that it becomes final as well as of the final result once the appeal is resolved.

Procedures Applicable to Requests for Investigations of Allegations of Sexual Harassment

The following procedures apply to all Requests for Investigation alleging sexual harassment or sexual violence. Under these procedures, individuals may submit Requests for Investigation regarding sexual harassment allegedly committed by college students, employees, or other third parties which occur either inside of a school program or outside of a school program, if the conduct negatively affects a Reporting Party's school experience or the overall school environment. This would include Requests for Investigation relating to preceptors in the field.

However, the College's response to cases involving visitors, preceptors, or third parties unaffiliated with the College will depend upon the College's degree of control over the visitor or third party. This procedure also applies to Requests for Investigation related to Third Party Sexual Harassment allegedly suffered by students.

The college will initiate an investigation of all incidents of sexual harassment of which it becomes aware (such as through direct notification by an involved student or employee or a responsible employee; or by direct observation of harassment) regardless of whether an informal or formal Request for Investigation is filed. In such a circumstance, the College is the Reporting

Party. The College will elect how to proceed in such a situation, in accordance with its obligation to provide a safe, non-discriminatory educational environment under Title IX, and applicable due process laws. At the conclusion of any process, the College will take steps to prevent recurrence of sexual harassment and to alleviate its discriminatory effects on the Reporting Party, and others, if appropriate.

To protect the interests of all parties to a potential investigation as well as the College, all the processes described herein will be carried out by not less than two members of the Title IX Response Team.

The investigation and any related process will be conducted impartially without any real or perceived conflicts of interest between the fact finder or decision maker and the parties. Any perceived conflicts will be fully disclosed at the beginning of the investigation. The precise investigation process will depend upon the nature of the allegations and other circumstances; but will afford both parties equal processes and procedures as described in this policy.

A preponderance of the evidence standard of review (seeking to determine whether there is a substantially greater than 50% likelihood that the sexual harassment occurred) will be used in an investigation conducted and decisions made under these policies and procedures. The alleged victim or the College acting on behalf of the alleged victim of the sexual harassment is described as the Reporting Party. The alleged offender is described as the Responding Party. The Reporting Party has the option to inform the Responding Party that his or her actions are offensive, unwelcome, or inappropriate, but is not required to do so, as this may negate the reporting of possible offenses and place the Reporting Party in an uncomfortable, difficult, or fearful position.

The College's investigation process concerning allegations of sexual harassment alleged to have occurred against a student or employee will be promptly completed, ordinarily within 30 days of the College's first receiving notice of the Request for Investigation, absent extenuating circumstances such as an appeal, parallel criminal investigation, or the need for certain evidence or testimony unavailable within the typical timeframe. Both parties will be notified, in writing, of the outcome of any investigation or appeal, to the extent permitted by College Policy; This will occur within 10 business days of the conclusion of any investigation or appeal, absent extenuating circumstances.

Both parties will be promptly notified of any deviations from these estimates, and the reasons for any deviation, as determined and approved by the Title IX Coordinator after considering the nature and seriousness of the allegations and any extenuating circumstances. If the process lasts longer than 30 days, each party will be provided periodic status updates until the process is completed.

Procedures for Reporting and Investigating Sexual Misconduct

All Requests for Investigation, alleging an incident of sexual misconduct or violence, committed by a student or an employee, should be submitted using one of these methods of contact:
Use of the Request for Investigation Form at: https://www.icom.edu/campus/safety/
In person meeting with the Title IX Coordinator or a member of the Title IX Response Team.

Mail, e-mail, or hand deliver a written Request for Investigation, including pertinent information to: The Title IX Coordinator or a member of the Title IX Response Team.

ICOM's Title IX Coordinator

As of August 01, 2025, the interim Title IX Coordinator is Heidi Powers, 208-795-4378, hpowers@icom.edu

The Title IX Coordinator is responsible for coordinating all activity relating to evaluating and investigating all Requests for Investigation of sexual misconduct or sexual violence, and for identifying and addressing any patterns or systematic problems that arise during the review of such complaints. If the Title IX Coordinator is not available, or there is a potential conflict of interest with the Title IX Coordinator, or if the Reporting Party simply chooses to do so for any reason, the Title IX Team Members are available to meet with College students and employees to discuss related issues, as needed.

Title IX Response Team Members

Name	Phone	Email	Office Number
Heidi Powers AVP of Human Resources	208-795-4378	hpowers@icom.edu	351
Rick Coonrod Learning Specialist	208-795-4289	fcoonrod@icom.edu	142
Jennifer Ross Director of Student Success	208-795-4290	jross@icom.edu	132
Carlene Wallace Financial Aid Coordinator	208-795-4287	cwallace@icom.edu	133
Dr. Rodney Bates, DO Chair of Primary Care and Associate Professor of Internal Medicine	208-795-4362	rbates@icom.edu	315
Dr. Matthew Linton, PhD Associate Dean of Academic Affairs	208-795-4366	mlinton@icom.edu	359

Investigation Requests Regarding Sexual Harassment or Sexual Violence Alleged to have been Committed by a Student

The College provides three different processes, described below, for investigating and adjudicating Requests for Investigation of sexual harassment allegedly committed by students. These options address:
An Informal Conciliation Process
Requests for Investigation alleging misconduct other than sexual violence
A Formal Investigation Process for allegations of Sexual Violence

The College highly recommends that the Reporting Party of a sexual violence incident seek immediate medical attention after the incident. A member of the Title IX Response Team will provide, if needed, referrals to medical professionals.

If the student is unsure about the appropriate process for a Request for Investigation, or is unsure whether he/she should file a Request for Investigation, he/she is encouraged to contact the Title IX Coordinator or another member of the Title IX Response Team for an initial meeting, wherein the Title IX Response Team Members will discuss the options and answer any questions.

Informal Sexual harassment Conciliation Request: The College offers an informal conciliation process as an alternative to the Formal Investigation Process for Requests for Investigation alleging sexual harassment other than sexual violence. Upon receiving the filing of an Informal Request for Investigation, the Title IX Coordinator, and/or members of the Response Team, will attempt to intervene in order to reach a satisfactory resolution between the individuals directly involved.

The Reporting Party and the Responding Party will be asked to resolve the problem with the mediation of College officials. This may include the services of the Office of Student Affairs and/or the Office of Human Resources. If informal attempts to resolve the Request for Investigation are unsuccessful, or if the Reporting Party or the Title IX Coordinator believes an informal procedure is inappropriate, the Formal Investigation Process can be utilized at any time. The filing of an Informal Sexual Harassment or Sexual Discrimination Request for Investigation is not a prerequisite to a Formal Sexual Harassment or Sexual Discrimination Request for Investigation.

If a Reporting Party wishes to try an informal resolution, she/he will be asked to file an ICOM Informal Sexual Harassment of Sexual Discrimination Request for Investigation. Upon receipt of this Request for Investigation, an attempt will be made to resolve the Request for Investigation by conciliation leading to informal mutual agreement.
In order to conciliate an Informal Sexual Harassment of Sexual Discrimination Request for Investigation, the Title IX Coordinator and/or Response Team or ICOM Counseling Service members may meet with the parties and their respective advisers separately, together, or both, and may permit both parties to present evidence. The purpose of the meetings is to clarify issues and resolve the Request for Investigation.
If conciliation resolves the matter being discussed, a conciliation agreement, stipulating the terms of the resolution, will be signed by the Reporting Party and the Responding Party. Each party will be simultaneously given a copy of the final signed agreement.
If the conciliation process is not successful, and the Reporting Party wishes to proceed with the Formal Investigation Process, the Reporting Party should follow the instructions set forth below.

The Reporting Party has a right to end the Informal Conciliation Process at any time and begin the Formal Investigation Process. Informal options will not be used to discuss or attempt to resolve Requests for Investigation concerning sexual violence allegedly committed by a College student or an employee, which will be directed to the Sexual Violence Response Process.

Formal **Sexual Harassment Investigation Process:** If a Reporting Party wishes to seek a formal administrative action regarding sexual harassment other that sexual violence, an ICOM Formal Sexual Harassment of Sexual Discrimination Request for Investigation (included with this Policy) should be filed with the Title IX Response Team.

All Requests for Investigation will be acknowledged and promptly investigated and may include interviews with the Reporting Party and other people believed to have knowledge relevant to the allegations.
Both the Reporting and Responding Party may present evidence to the Title IX Response Team. Questioning or evidence about the Reporting Party's prior sexual conduct with anyone other than the Responding Party is prohibited.
Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.
Both the Reporting and Responding Parties will receive the Title IX Coordinator's investigation findings letter concurrently.
Upon the conclusion of the investigation of a formal Request for Investigation that includes a student, a written Investigative Findings Report will be prepared and submitted to the Dean/Chief Academic Officer for consideration by the Professionalism and Academic Review Committee (PARC). The Dean will issue a final determination regarding the Investigation to the Reporting Party and Responding Party. The final decision of the Dean and the PARC Committee may include remedial measures if a violation of this Policy is found, such as a referral to the appropriate College administrative office for disciplinary action, including suspension or dismissal.

Sexual Violence Response Process: Requests for Investigation alleging sexual violence committed by a College student will be investigated through the Sexual Violence Response Process, which recognizes that outside law enforcement agencies may be simultaneously investigating and prosecuting the alleged offense. The process is initiated by the filing of a Sexual Violence Request for Investigation Form (included in the Policy). The College's specific response will be tailored to the circumstances alleged and will, in all cases, be carried out consistently with the College's Title IX obligations and in such a way that it does not impair any external criminal investigation or prejudice the rights of the alleged Reporting Party or Alleged Responding Party to be treated fairly and afforded as prompt a resolution as permitted by the circumstances. For example, the College may, consistent with its obligations under Title IX, defer to the Interim Measures During Investigation Procedures described herein at Section IV during the pendency of the outside proceeding.

All Requests for Investigation will be acknowledged and promptly investigated and may include interviews with the Reporting Party, the Responding Party, and other persons believed to have knowledge relevant to the allegations.

Both the Reporting and Responding Parties may present evidence to the Title IX Coordinator's Response Team.
Questioning or evidence about the Reporting Party's prior sexual conduct with anyone other than the Responding Party is prohibited.
Evidence of a prior consensual dating or sexual relationship between the parties by itself does not imply consent or preclude a finding of sexual misconduct.
Both the Reporting and Responding Party will receive the findings letter from the Title IX Coordinator concurrently.
Upon the conclusion of the investigation of alleged sexual violence that includes a student, a written Investigative Findings Report will be prepared and submitted to the Dean/Chief Academic Officer and the PARC Committee and the Dean will issue a final determination on the alleged sexual violence to the Reporting Party and Responding Party. The final decision of the Dean and PARC Committee may include remedial measures if a violation of this Policy is found, such as a referral to the appropriate College administrative office for disciplinary action.

Standard of Evidence

The Standard of Evidence that will be used to determine if ICOM's Title IX policy has been violated will be a Preponderance of the Evidence.

Student Appeals of Formal Sexual Harassment or Sexual Violence Findings

Each party in a Formal Sexual Harassment or Sexual Violence Investigation may appeal the findings or sanctions determined by the Title IX Coordinator by filing a written appeal with the College President within fourteen (14) days of the date of the decision. The opposing party then may respond to the appeal, in writing, within fourteen (14) days. Both the Reporting and Responding Party may review the Title IX Coordinator's Investigative Findings Report upon an appeal being received.

To be considered, grievance appeals must meet at least one of the following criteria:
An error in procedure, which allegedly prejudiced the process to the extent the participant was denied a fundamentally fair investigation as a result of the error. Only significant procedural errors that may have affected the decision or which relate to the sanction imposed will be considered.
New evidence that was previously unknown and became available during the appeal process that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included with the notice of appeal.
Sanctions imposed are not appropriate for the violation the individual(s) committed.
Clearly demonstrated investigative bias.

All appeal documentation shall be directed to ICOM's President, Dr. Tracy Farnsworth, 208-795-4335, tfarnsworth@icom.edu, Office #303.

The following information and procedures outlined are specifically required by Title IX Rules issued in the Spring of 2020 and relate ONLY to Student Appeals for Formal Sexual Misconduct or Sexual Violence Findings:

Special Rules Regarding the Grievance (Complaint) Process
The College will provide both parties with an equal opportunity to inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint. While the College must maintain compliance with the Family Education Rights Privacy Act (FERPA), it should be noted that if the enforcement of FERPA would interfere with the primary purpose of Title IX to eliminate sex-based discrimination in the College, the requirements of Title IX override any conflicting FERPA provisions. In addition, the College will prohibit the grievance process from requiring the submission of any evidence that is protected under legally recognized privilege (e.g. medical records covered by the Health Insurance Portability and Accountability Act of 1996, commonly known as HIPAA).

The formal complaint process requires that the College conduct a live hearing with cross-examination, which may be conducted with the parties in separate rooms or be conducted virtually.

The time, place, and electronic process related to the live hearing shall be agreed upon in writing by both parties not less than ten (10) days before the hearing is to take place. Neither party, nor their advisors, shall unreasonably object to such a proposed procedure and process.

Parties involved are entitled to an advisor, which may be a lawyer, and if a party does not have an advisor, the College will provide the names of two (2) or more parties who could serve in such a role. The potential parties whose names are provided will not include current or former members of the College's faculty or staff.

Cross-examinations during the live hearing must be conducted by the party's advisors, not the parties themselves.

Within fourteen (14) days after the conclusion of the grievance process, President Farnsworth will issue a written determination regarding responsibility. The issuance of the decision reached through this process shall be considered final and as having satisfied all of the College's responsibilities regarding the matter that was investigated.

Complaints of Sexual Harassment Allegedly Committed by an Employee

The procedures that apply to all complaints of sexual harassment alleged to have been committed by an employee, including sexual harassment allegedly committed by an employee against a student are largely identical to the Procedures discussed above in Part A.

The Reporting Party should select one of the three (3) different processes, described in Section A, for investigating and adjudicating Requests for Investigation of sexual misconduct allegedly committed by students. The appropriate investigation request should be brought to the attention of the Title IX Coordinator's Response Team expeditiously: ideally within seven (7) days of the offending conduct.

Additional Requirements when the Responding Party is an Employee are as follows:

Any manager or supervisor who observes conduct in violation of this Sexual Misconduct Policy must promptly report the conduct to the College's Title IX Coordinator or another member of the Title IX Response Team, who may involve the Office of Human Resources or legal counsel if deemed appropriate.
Managers and supervisors must not conduct their own interviews or investigations. The College will evaluate the investigation request and, in its sole discretion, will determine whether and how to conduct an investigation of the allegations in a prompt and equitable manner. If the College concludes that conduct violated the Sexual Misconduct Policy, it may impose appropriate disciplinary sanctions on the Respondent, up to and including termination or dismissal.

Complaints regarding violations of this Policy committed by any employee should be directed to the Title IX Coordinator or a chosen member of the Title IX Response Team – whose contact information was provided earlier in this document.

If the Title IX Coordinator is not available, or there is a potential conflict of interest with the Title IX Coordinator, informal and formal complaints alleging an incident of sexual misconduct committed by and employee should be mailed, e-mailed, or hand delivered to the Vice President of Human Resources and Organizational Development, who is a member of the Title IX Response Team.

Appeal Process for Employees

The appeal processes when only College employees are involved are substantially different from those undertaken when a student is involved as either the Reporting or Responding Party that have been detailed above. However, to be considered, such grievance appeals must meet at least one of the following criteria which are consistent with those required when a student is involved:
An error in procedure, which allegedly prejudiced the process to the extent the participant was denied a fundamentally fair investigation as a result of the error. Only significant procedurals errors that may have affected the decision or which relate to the sanction imposed will be considered;
New evidence that was previously unknown and became available during the appeal process that could substantially impact the original finding or sanction. A summary of this new evidence and its potential impact must be included with the notice of appeal;
Sanctions imposed are not appropriate for the violation the individual(s) committed; and/or
Clearly demonstrated investigative bias.

All appeal documentation shall be directed to ICOM's President, Dr. Tracy Farnsworth, 208-795-4335, tfarnsworth@icom.edu, Office # 303.

Except in situations where local and/or State of Idaho Law Enforcement has taken full charge of the investigation, the President will:
Notify the other party who is not filing the grievance of the matter and provide a copy of the submitted appeal; that party shall have not more than seven (7) days to file a written response if so desired;
Consider the information provided;
Meet with members of the Title IX Response Team that led the investigation; and
At his discretion may or may not choose to meet with the Reporting and Responding Parties.

When this process is concluded, the President will issue a written decision to both parties within fourteen (14) days of receiving the opposing party's response or receiving notice that no such response will be delivered.

There are no further appeal opportunities, and the President's decision shall be final regarding the related Sexual Misconduct or Sexual Violence Investigation.

Interim Measures During Investigation Procedures

Sometimes it is necessary to take steps before or during a formal investigation or an investigation of alleged sexual assault to protect the rights and interests of the parties involved. Such measures may be designed to reduce or eliminate contact between the parties involved so that they may feel safe in their educational environment. Protective measures may also guard against further actual or perceived discrimination, harassment, violence or retaliation.

Protective measures may include temporary changes in working conditions (such as changes to supervisor or office location), directives to the involved parties to avoid personal contact or refrain from such contact without a neutral third person present, temporary suspension of an employee with or without pay, or temporary suspension of a student or students. As soon as practicable after receipt of a Request for Investigation, the College will make changes to the Student Reporting Party's academic situation if requested and reasonably available. If interim measures are being taken, due at least in part to a delay occasioned by the pendency of a criminal investigation and/or prosecution, the College will continue to update the parties on the status of the investigation and inform the parties when the school resumes its Title IX investigation.

No Contact Order

During a formal investigation or an investigation of alleged sexual violence, the Title IX Coordinator may issue a "No Contact" order to ensure the well-being of all parties and/or the integrity of the investigation process. Both the Reporting and the Responding Parties are expected to avoid all contact with each other while the report is under investigation.

"No Contact" means no communication whatsoever, including direct communication (talking, calling, texting, etc.), indirect communication (through friends or third parties), or contact through social media (Facebook, Twitter, etc.). The "No Contact" order does not imply any wrongdoing. However, violation of a "No Contact" order is considered a serious and potentially threatening breach of College policy and may result in immediate suspension.

These remedies may be applied to one, both, or multiple parties involved. Violations of the Title IX Coordinator's directives and/or protective measures may constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Idaho College of Osteopathic Medicine.

Role of Attorneys in Formal and Sexual Violence Response Processes

A Reporting or Responding Party may choose to seek the advice and assistance of an attorney at their own expense. An attorney may serve as a non-participating, support person, but cannot be a witness in the process. Additionally, the College will not recognize or enforce agreements between the parties reached outside of these procedures.

False Reports/Allegations

A false report or allegation of Sexual Harassment occurs when the Reporting Party intentionally reports information or incidents that he or she knows to be untrue. Failure to prove a complaint of Sexual Harassment is not equivalent to a false report or allegation. The College may impose sanctions against an individual who knowingly makes false allegations of Sexual Harassment.

Record of Request for Investigation and Decision

The record of the Request for Investigation, if any, and final decision shall be retained in a confidential and secure file in the Title IX Coordinator's office.

Audio and/or Video Recording of Proceedings

Individuals involved in the investigative process are not permitted to audio or video record any investigation of resolution meetings or other portions of the process.

Confidentiality Options for Reporting Parties of Sexual Violence

The College recognizes that some alleged Reporting Parties of sexual violence may wish to remain anonymous or for the information they disclose to be treated as confidential. Throughout the complaint procedures (whether formal or informal), the confidentiality of all participants will be maintained to the fullest extent possible. However, different individuals both on and off campus have different abilities to maintain a Reporting Party's confidentiality based upon applicable law, including Title IX.

The following options are designed to make students and employees aware of the disclosure options available to them, and the College encourages students to talk to someone in one or more of these groups. The College also reminds students and employees of its prohibition against retaliation located in Section XII of this Policy, and if the student or employee is concerned about retaliation from the alleged Responding Party, the College will take steps to prevent retaliation and take strong responsive actions to retaliatory conduct.

Professional and Pastoral Counselors: These professionals, including the College's Behavioral Health Specialists, are bound by professional ethics to not release information without the patient's permission, except in circumstances where the counselor or health care provider believes that there is a serious threat of imminent physical violence to a specific person or persons, or as otherwise required or permitted by applicable law.
Responsible Employees of the College: Responsible employees of the College are obligated to report incidents of possible sexual violence to school officials, including the Title IX Coordinator's Response Team. A responsible employee is defined as a College employee who has the authority to redress sexual violence, who has been given the duty of reporting incidents of sexual violence or any other misconduct to students to the Title IX Coordinator or other

school designee, or who a student could reasonably believe has the authority or duty. Therefore, reporting to a responsible employee is not confidential. Examples of responsible employees include but are not limited to: Campus Security and Security Officers, Faculty members, Human Resources representatives, and Student Affairs personnel.

Anonymous Reporting for Alleged Sexual Violence: Reporting Parties of alleged sexual violence are permitted to submit an anonymous Sexual Violence Request for Investigation. The College may act on behalf of the student or employee. However, the student or employee must understand that remaining anonymous will impede the College's ability to investigate and respond to the complaint.

Filling a Request for Investigation or Reporting to a Responsible Employee with a Confidential Request: A student or employee Reporting Party of alleged sexual violence may ask that a Request for Investigation (or report to a responsible employee) be handled confidentially or that an investigation not be completed. In such a situation, the College must weigh the student's request against the College's obligation to provide a safe, non-discriminatory environment for all of its students and employees. If the College honors the student's request for confidentiality, the student must understand that the College's ability to meaningfully conduct an investigation into the sexual misconduct will be impeded, including the ability to sanction the alleged Responding Party. However, in some cases the College may not be able to honor a student's request for confidentiality in order to honor its responsibility to provide a safe, non-discriminatory environment for all of its students and employees.

The Title IX Coordinator and the Response Team will evaluate requests for confidentiality in accordance with the following factors:

The risk that the alleged Responding Party will commit additional acts of sexual harassment.
The severity of the sexual harassment.
Whether sexual violence or a weapon was involved.
Whether the report reveals or continues a pattern of perpetration at a given location or by or against a particular group.

If the College determines that it cannot maintain a student's or employee's confidentiality, it will, to the extent possible, inform the student or employee prior to taking any action that would disclose the individual's identity, and will, to the extent possible, only share information with people responsible for handling the College's investigation and response. The College may not require the student or employee requesting confidentiality to participate in the investigation.

Regardless of whether or not the College honors a request for confidentiality, the College will promptly take any possible steps deemed appropriate to protect and assist the student or employee to prevent future sexual harassment. Such steps may include increased monitoring or security at locations where reported sexual misconduct occurred and increased education and prevention efforts.

Mandatory Reporting of Allegations of Sexual Violence by Responsible Employees

A responsible employee is defined as a College employee who has the authority to redress sexual violence or any other misconduct to students to the Title IX Coordinator's Response Team or other appropriate school designee, or whom a student could reasonably believe has this authority

or duty. Therefore, reporting to a responsible employee is not confidential. Examples of responsible employees include, but are not limited to, Campus Security Officers, Human Resources representatives, members of the Title IX Coordinator's Response Team and Student Affairs personnel.

Any time a responsible employee of the College is made aware of a situation that may be reasonably construed as sexual violence against a College student or employee, he or she must immediately contact the Title IX Coordinator or a member of the Title IX Response Team, as listed above, for an investigation and follow-up. The responsible employee must not conduct his or her own interview or take any other steps that will be involved in the formal investigation. The College is obligated by law to investigate any Sexual Violence Request for Investigation against a student or employee, even if a Reporting Party states that he/she does not wish to pursue it further.

In cases involving Reporting Parties who do not wish to pursue a Request for Investigation further, the College will conduct an investigation and take whatever remedial action may be possible and appropriate under the circumstances, consistent with guidance issued by the United States Department of Education and the College's obligation to other members of the College community. Failure by a responsible employee to report an allegation or incident of sexual violence against a student to the Title IX Coordinator may result in disciplinary action up to and including termination.

Prohibition of Retaliation

The College prohibits retaliation against any employee or student who, in good faith; reports, rejects, protests, or complains about sexual harassment. Retaliation is a violation of College policy. The College will not tolerate discrimination, recrimination, or reprisal against any employee or student who reports or participates under this policy in good faith in a related investigation or hearing.

Complaints of retaliation should be reported to a member of the Title IX Coordinator's Response Team. Any individuals, including Reporting Parties and alleged Responding Parties, who are determined to have made knowingly false statements during the course of the sexual harassment investigation, may be subject to discipline, which may include termination or dismissal.

Training

The College provides regular training, including bystander intervention programs, to educate all students and employees about the College's sexual harassment and Title IX policies.

All employees and students are required to complete an on-line Title IX Training Module each year. Additionally, the Title IX Response Team will make presentations twice each year which may be delivered to students and faculty. All such presentations will be taped and made available for employees and students to access at times convenient for them.

Additionally, the College provides regular and thorough training to the Title IX Coordinator and his Response Team, Campus Security Officers, and anyone else who is involved in responding to, or investigating, sexual misconduct.

Notification to Victims of Crimes of Violence

The College will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as the result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Missing Student Notification

ICOM is not required to meet Clery Act requirements for missing student notifications because the college does not provide on-campus student housing. ICOM Student Services does have procedures in place in the event an ICOM student is reported missing.

ICOM is also not required to meet Clery Act requirements for maintaining a Fire Safety Log since the college does not provide on-campus student housing.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteers services or is a student.

Idaho Sexual Offender Registration Notification and Community Right-to-Know Act
https://legislature.idaho.gov/statutesrules/idstat/Title18/T18CH83/SECT18-8307/

In Idaho, convicted sex offenders must register with the county sheriff in the county they are residing. Should you want information on all registered sex offers in Idaho, click on the link below to the Idaho State Police Registered Sex Offender registry. You may search by county and/or name and date of birth.
http://isp.idaho.gov/sor_id/search.html

If you wish to be notified when any registered sex offender moves inside of or out of a given radius surrounding a particular address in the state of Idaho, please submit the following information via the Idaho State Police Sex Offender Registry:
http://isp.idaho.gov/sor_id/jsp/track_address.jsp

The full street address of interest to be tracked

Enter the city of interest to be tracked
The central location to be tracked must be in Idaho
Enter the zip code of interest to be tracked
The email address where electronic notifications will be sent

Table 1 — Crime Statistics

Criminal Offenses Reporting Table

Note: ***ICOM has no On-Campus Student Housing, so this sub-category is not included in the chart.***

Crime statistics are for ***July 08, 2024***, to ***December 31, 2024***.

Murder/Non-Negligent Manslaughter	**2024**	0	0	0
Manslaughter by Negligence	**2024**	0	0	0
Rape	**2024**	0	0	0
Fondling	**2024**	0	0	0
Incest	**2024**	0	0	0
Statutory Rape	**2024**	0	0	0
Robbery	**2024**	0	0	0
Aggravated Assault	**2024**	0	0	0
Burglary	**2024**	0	0	0
Motor Vehicle Theft	**2024**	0	0	0
Arson	**2024**	0	0	0

Violence Against Women Act (VAWA) Offenses

OFFENSE	YEAR	ON-CAMPUS PROPERTY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
Domestic Violence	**2024**	0	0	0
Dating Violence	**2024**	0	0	0
Stalking	**2024**	0	0	0

Arrests and Referrals for Disciplinary Actions

OFFENSE	YEAR	ON-CAMPUS PROPERTY	NON-CAMPUS PROPERTY	PUBLIC PROPERTY
Disciplinary Referrals: Weapons: Carrying, Possessing, etc.	**2024**	0	0	0
Arrests: Weapons: Carrying, Possessing, etc.	**2024**	0	0	0
Disciplinary Referrals: Drug Abuse Violations	**2024**	0	0	0
Arrests: Drug Abuse Violations	**2024**	0	0	0
Disciplinary Referrals: Liquor Law Violations	**2024**	0	0	0
Arrests: Liquor Law Violations	**2024**	0	0	0

Hate Crimes

There were no reported Hate Crimes for the year 2024.

Unfounded Crimes

There were no Unfounded Crimes for the year 2024.