



Statistics for 2021, 2022, 2023 | New York City and Westchester Campuses





Pace University Safety and Security (YdUfha Ybh'fgca Yhja Yg'fYZYffYX'hc'Ug'íGUZYhm and GYW f]hmi or í7Ua di g'GYW f]hmi) works diligently to create and maintain a safe campus environment for students, faculty, staff and visitors.

The University provides 24 hours a day, 365 days per year security presence on each campus. All uniformed security personnel are independently contracted through experienced third-party security providers and receive mandatory pre-employment training in accordance with state laws. They also receive additional in-service training monthly.

In addition to the contracted security officers, there is a full-time cadre of Pace personnel. This Safety and Security staff consists of the University Executive Director, Director (NYC), Assistant Director (Westchester), nine Security Managers, an Administrative Assistant and two Locksmiths.

Safety protocols on all campuses include, but are not limited to; security patrols, card access readers, closed circuit cameras, emergency call boxes, security escorts and the PaceSafe app. In addition, we work closely with the department of Emergency Management and Environmental Health and Safety, which is responsible for the coordination of emergency response and continuity planning. We have established a cross-campus Safety Advisory Committee composed of representatives from the student, faculty, and staff councils, along with administrative staff. The Safety Advisory Committee, which meets monthly, guides the development and implementation of new initiatives, listens to community concerns regarding safety and security, and reviews current campus security policies and procedures and provides recommendations for their improvement.

All members of the Safety and Security hYUa 'UfY'Wta a ]hYX'hc'ci f'ghi XYbhgDgi WWgg'UbX'hU\_Y' great pride in their accomplishments while at Pace and upon graduation.

For more information on the Safety and Security Department and the services offered







	On-Campus			On-Campus Student Housing Facilities	Non-Campus	Public Property
	2021	2022	2023			







## Elisabeth Haub School of Law White Plains, NY Campus

	On-Campus			On-Campus Student Housing Facilities			Non-Campus			Public Property		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Murder/Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	1	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0						

On-Campus

On-Campus Student





turnstile for entry and/or be identified as the ID holder by a photograph to enter. If a student, staff member, or faculty member does not possess their valid ID or have an expired ID, they must identify themselves to the security professional for a database query. Once identified via secondary identification or by database photograph/data, they will be issued a temporary day pass.

Visitors are encouraged to attend cultural, athletic, and other activities on campus with access limited to the facilities in which the events take place. The visitor(s) will be required to pre-register and receive a day pass upon entry.

NYC utilizes over 950 surveillance cameras positioned strategically throughout the campus to extend our reach. These cameras record 24/7 and are a force multiplier for the Safety and Security Department. Security professionals are also assigned to perform security and safety inspections during their regular patrols. These security patrols promote a safe environment, deter crime, and detect hazards.

Entry into Dannat Hall (Residential Housing) in White Plains requires a valid university identification card (ID) that has been granted authorization to the designated building. With a valid ID card, the person will be able to utilize the card reader to release the entryway door locks. The building entrance lobby is monitored by a video surveillance system, and Residential Life personnel.

All academic and administrative buildings and grounds on the Elisabeth Haub School of Law White Plains Campus are monitored by Security mobile and foot patrols, as well as video surveillance. All students, faculty and staff entering campus must pass through the Security booth and present a valid Pace ID. Visitors to campus must present a driver's license or other form of government issued identification which is logged at the Security booth.

Blue Light emergency phones are located in various locations on the Elisabeth Haub School of Law White Plains Campus. These phones offer immediate connection to Campus Security and activate a blue light on top of the unit to draw attention to the area.

Blue Light emergency phones are located in various locations on the Pleasantville campus. These phones offer immediate connection to Campus Security and activate a blue light on top of the unit to draw attention to the area.

The Pace University Pleasantville campus is a gated campus. All students, faculty, staff and visitors must check in at the Security booth prior to entering campus. Non-Pace individuals are required to leave their ID at the booth.

Facilities staff maintains all campus buildings and grounds with an emphasis on safety and security. Security professionals perform regular safety inspections of doors/locks, sanitation, lighting, landscape, and other repair issues during daily patrols. All issues of concern are reported directly to

Pace University is strongly committed to maintaining a working and learning atmosphere that is free from unlawful discrimination, harassment and retaliation. The University is also an equal opportunity employer that is strongly committed to making all personnel decisions without regard to actual or perceived sex, gender or gender identity; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status; sexual orientation or affectional status; genetic predisposition or carrier status; military or veteran status; status as a victim of domestic violence, sex offenses or stalking; or any other characteristic protected by federal, state or local law, rule or regulation.



All University employees, supervisors, administrators, officials, faculty members, students, and applicants, as well as everyone with whom the University does business (e.g., outside vendors, consultants, contractors) are prohibited from engaging in unlawful discrimination and/or harassment based on any of these protected characteristics.

To facilitate the continued safety of all Pace Community members, the University offers a comprehensive crime education and security awareness program.

- Pace University provides a primary prevention module to all incoming students as part of the pre-orientation program. This module includes information on the University's misconduct policy and Title IX and includes information indicating that the crimes of dating violence, domestic violence, sexual assault and stalking are prohibited by the University. Additionally, each orientation session includes a 30-minute presentation discussing confidential and non-confidential resources, Title IX, healthy relationships, affirmative consent, and a brief bystander intervention section.

The majority of University 101 courses, required for all incoming students, also receive a 45-60 minute presentation on sexual violence, consent, and sexual communication, intimate partner violence, sex positivity and rape culture. In addition, incoming students receive a 45-minute presentation from a Specialist or University Peer Educator from the Office of Sexual and Interpersonal Wellness, to review resources, consent and sexual communication, intimate partner violence, sex positivity and rape culture. In addition, incoming students receive a 45-minute presentation from the Counseling Centers addressing mental health issues impacting college students and how to access support services.

- All newly hired Pace University employees (staff, faculty & student employees) are required to complete the Preventing Harassment and Discrimination program within 30 days of hire. This suite of online programs includes supervisor and non-supervisor versions of the Preventing Harassment and Discrimination, including modules on Title IX and Clery requirements. Pace-specific policies are included in the programs, with the requirement for the user to acknowledge having read and understood the policies.

- Annual refresher training on preventing harassment and discrimination is required for all Pace employees (faculty, staff, and student employees). This is an abbreviated version of the new hire training and includes information on Pace-specific policies and applicable updates to state, city and federal legislation.



Additionally, presentations are made by Pace University Safety and Security staff members at new  
Ya d`cmYY`cf]YbhUj]cbgž`ghi XYbh`cf]YbhUj]cbgž`íK YY\_`cZK Y`Wta YÍ`dfc[ fUa ]b[ `Uh`h\Y`VY[ ]bb]b[ `cZ`  
each semester, as well as a presentation for parents of incoming first-year student during family  
orientation.

Periodically during the academic year, at the request of and in cooperation with other University  
organizations and departments, the Safety and Security Staff presents crime prevention awareness  
sessions on active shooter guidelines, sexual assault, theft, and vandalism, as well as educational  
sessions on personal safety and residence hall security. A common theme of all awareness and  
crime prevention programs is to encourage students and employees to be aware of their  
responsibility for their own safety and security and that of others.









: All drugs, whether illegal or prescribed, alter the chemical balance of the body. The misuse of drugs may lead to addiction and even death. Drug addiction and abuse can cause serious damage to the brain, stomach, lungs, liver, kidneys, heart, and the immune and reproductive systems. The sharing of needles is a significant factor in the spread of HIV.

: Inappropriate use and abuse of alcohol is often associated with lower academic performance and failures, sexually transmitted diseases and unplanned pregnancies, vandalism, aggressive behaviors including sexual assault and rape, injuries, death, and prosecution for crimes related to the consumption of alcohol. Even small amounts of alcohol may impair the ability to concentrate, as well as the judgment and coordination required to drive a car safely thus increasing the likelihood that the driver will be involved in an accident. Small to moderate amounts of alcohol may also increase the incidence of a variety of aggressive acts, including spousal and child abuse. Moderate to high doses of alcohol can cause marked impairments in higher mental functions,

considerably more severe than those for the possession of a personal use amount of a controlled substance. Information regarding these penalties is available at the website of the U. S. Department of Justice, [Drug Enforcement Administration](#). Moreover, if a person 18 years or older distributes a controlled substance to a person under 21 years of age, the penalties will be doubled for a first conviction and tripled for subsequent convictions. Similarly, penalties will be doubled for a first conviction and tripled for subsequent convictions of distributing, possessing with intent to

imposed on an employee may include the termination of his or her employment.

The sanctions described below are illustrative of the range and severity of sanctions that may be imposed on a student, but they do not constitute a complete list of the possible sanctions. In determining a sanction, the University will consider the nature and severity of the violation, the impact of the transaction on the Pace community as well as on the community at large, and the

unlawful possession, use, or distribution of controlled substances, even if a first offense, are considered to be extremely serious. Such violations may result in more severe disciplinary sanctions, even if there is no harm to the student, others, or property, than if the violation related to the use of alcohol. In addition to probation, suspension, dismissal or expulsion, the student may be fined up to \$200, and referred to a drug use assessment and required to comply with any recommendations.

There are 3 levels of alcohol violations. Greater sanctions may be imposed for each successively higher level of violation:

Level 1. Generally, a first violation and there is no harm to the student, others, or property. Sanctions include, but are not limited to, an admonition; a probationary period; participation in an alcohol prevention program (e.g., Alcohol 101); a fine of \$100 or, in lieu of a fine, submitting to an alcohol use assessment and complying with any





housing facilities who has been missing for longer than 24 hours. If a member of the Pace University community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify a member of the S97oF1 10 Tf1 0 0 1 54.0 g/GS8 gs0 G

situations, the Safety and Security 8YdUfha Ybhdj a Ufm'WcbWfbg'UfY.

The well-being of the victim and to assist them in getting prompt medical treatment, if necessary.

The immediate notification to the appropriate local law enforcement agency and the University Executive Director of Safety and Security.

Identification and apprehension (if possible) of responsible person(s).

Statements from victim(s) and eyewitness(es) regarding basic facts relating to the criminal offense, a physical description of the suspect and exact location of the crime.

The preservation of evidence and the safeguarding of the crime scene.

On site Security Officer(s) at the scene are responsible for these preliminary investigation steps until the arrival of the Pace Security supervisory personnel and law enforcement personnel who will then conduct a thorough investigation.

Pace Safety and Security staff may not compel the victim to file a police report or pursue remedies within the Criminal Justice system. The victim will be apprised of all the options available and that reasonable assistance and support will be provided. Failure of the victim to file a police report will not preclude the continuation of the investigation by the Pace Security staff and the law enforcement agency. When appropriate, Pace Safety and Security will disseminate Security Alerts regarding crimes and or other emergency situations that present an immediate threat to the health and safety of students and employees.

Pace University is committed to providing a safe<sup>1</sup> environment for every member of its community and to ensuring that no student, faculty or staff member is excluded from participation in or denied the benefits of any University program or activity on the basis of sex. Accordingly, the University prohibits the following forms of Sex-Based Misconduct: sexual assault, sexual harassment, gender-based harassment, dating violence, domestic violence, sexual exploitation and stalking. This Policy also applies to dating violence, domestic violence and stalking that is not sex-based (definitions of these terms can be found below). 5''fYZfYbWg'jb'h'Jg'Dc'JWh'hc'fGYI -6UgYX'A JgWcbXi Wni'g\U''U'gc' be deemed to apply to non sex-based dating violence, domestic violence and stalking. Under certain circumstances an attempt to violate this Policy and Procedure may itself be considered a violation. The use of alcohol or other drugs will not be accepted as a defense to a violation of this Policy and Procedure.

The University prohibits retaliation against any individual for reporting an incident of Sex-Based Misconduct or for participating in any investigation or proceeding related to any such report.

Members of the University community who believe that they have been subjected to Sex-Based Misconduct are encouraged to report such incidents to the University and, where applicable, to local law enforcement. Pursuant to the procedures detailed below, upon receiving a report, the University will respond promptly and fairly. When appropriate, the University will take steps to

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<sup>1</sup> If you are in immediate danger, you should dial 911 or call Pace University Safety and Security at: New York City, One Pace Plaza, B-Level (212) 346-1800; Pleasantville, Alumni Hall (914) 773-3400; White Plains, Preston Hall, (914) 422-4111. More information about emergency response is located at the [Security and Emergency Management website](#).

prevent future incidents and to ameliorate the effects of past incidents.

Pace University is committed to the following goals:

- Establishing a culture of respect for others;

- Educating the University community regarding the meaning and importance of consent;

Individuals may include no contact orders; academic accommodations; changes in housing assignment; or other academic, residential or work accommodations.

- An informal resolution is a resolution that the parties (i.e., the person making the allegations and the accused person) agree upon to address the situation. Not all incidents are appropriate for informal resolution, and no party may be forced to accept an informal resolution. This is a voluntary process.
- Investigation and adjudication process. The outcome of a grievance process is either that the person accused of Sex-Based Misconduct is found either responsible or not responsible for having committed a violation of this Policy. A violation results in appropriate sanctions and other remedies to address the violation.

Additionally, a complainant may make:

If an incident involves criminal conduct, the victim may make a complaint to law enforcement.

The options for reporting above are not mutually exclusive, and an individual may pursue one option but not others. An individual may obtain the services of a confidential resource and decide at that time or a later time to report to the University. An individual may report to the University and also make a report to law enforcement, or may make a report to law enforcement and also report to the University. A person seeking to understand their options pursuant to this Policy should reach out to Bernard Dufresne, Executive Director of Institutional Equity and Title IX Coordinator, 41 Park Row, 14th Floor (212) 346-1310; [bdufresne@pace.edu](mailto:bdufresne@pace.edu).

This policy sets forth conduct expectations for our community and provides a process for the reporting, investigation and adjudication of alleged violations. This policy applies to alleged conduct also applies to a broader range of contexts and behaviors inconsistent with the University's policies.

The University's policies are not a function of the seriousness of the alleged conduct but rather a function of the scope and coverage of Title IX versus the University's jurisdiction to prohibit and discipline a larger scope of inappropriate behavior.



The below





b. Non-



5`fYZfYbWg`hc`fWcbgYbh`b`h`g`dc`WnfYZf`hc`f Affirmative CcbgYbh`f

is a state where someone lacks the ability to knowingly choose to participate in sexual activity. A person may be incapacitated due to mental disability, sleep, unconsciousness, physical restraint or from the consumption (voluntary or otherwise) of drugs or alcohol. In New York a person under age 17 is also incapable of giving consent. Evidence of incapacity may be detected by physical cues, such as slurred speech, bloodshot eyes, the odor of alcohol on a dYfgcb` breath, inability to maintain balance, vomiting, unusual or irrational behavior and unconsciousness. The presence of one or more of these cues does not necessarily indicate incapacity, nor does the absence of these cues necessarily indicate capacity.

is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation and coercion to overcome resistance.

is unreasonable pressure. The use of emotional

Safety and Security: New York City One Pace Plaza, B-Level (212) 346-1800; Pleasantville, Alumni Hall (914) 773-3400; or White Plains, Preston Hall (914) 422-4300. More information about emergency response is located at on the [Security and Emergency Management website](#).

Medical staff are Confidential Resources, which means that communications with medical staff are not disclosed. Medical staff will not report the incident to the University. Seeking medical attention will in no way obligate a victim to file a complaint or press criminal charges.

*Pace University Health Care*, 1 Pace Plaza, 6<sup>th</sup> Floor East  
(212) 346-1600

[Mount Sinai Medical Center Sexual Assault and Violence Intervention Program \(SAVI\)](#), One Gustave Levy Place  
(212) 423





may accept supportive measures and maintain his/her confidentiality. If the respondent is informed of a report, or when the







in an Informal Resolution process may terminate it at any time and, if that occurs, the complaint will proceed to the formal investigation and adjudication process set forth below. Similarly, the Title IX Coordinator may decide to end an Informal Resolution process, including if new facts come to light rendering an Informal Resolution inappropriate.

If both parties consent to participate in the Informal Resolution process, the University will assign a facilitator who will act in an independent, impartial manner to facilitate a resolution between the parties. The facilitator will be free from conflicts of interest and bias.

An Informal Resolution leads either to an agreement between the parties or no agreement. If no agreement is reached, the complaint returns to the formal investigation and adjudication process. The University reserves the right to disallow an Informal Resolution that the University finds unacceptable or inappropriate. An Informal Resolution may include disciplinary sanctions agreed to by the parties. An Informal Resolution, if achieved, will be agreed to by the parties in writing and is considered final.

The following Complaint Procedure Diagram identifies the Hearing Officer/Decision Maker and

Third Party	Title IX Coordinator or Another Investigator From a Trained Pool	Vice President Finance/Controller	Chief Financial Officer
President or Senior Executives who Report to him/her	Title IX Coordinator or Another Investigator From a Trained Pool	Executive Committee of Board of Trustees (with the recusal of the President and Chair of the Board of Trustees)	Chair of the Board of Trustees

The Complainant or Respondent may object to the participation of the particular Investigator, a member of the Faculty Review Committee, a Decision Maker/Hearing Officer or Appeal Officer based on a conflict of interest, bias or other facts suggesting that that the Investigator, Faculty Review Committee member, Decision Maker/Hearing Officer or Appeal Officer is unable to fulfill his or her responsibilities in an impartial manner. Such objection must be made in writing to the Title IX Coordinator prior to any recommendation or decision being issued by the person and in no event, later than two (2) calendar days after the Respondent or Com

the extent known:

- the identities of the involved parties;
- the date, time, location and factual allegations concerning the alleged violation;
- the policy provisions allegedly violated;
- a description of the investigation and adjudication process;
- potential sanctions;
- the right to an advisor of their choice, who may be, but is not required to be, an attorney;
- their right to inspect and review evidence in accordance with this policy;
- notice that knowingly making false statements or knowingly submitting false information is a violation of the University's Guiding Principles of Conduct<sup>8</sup>; and
- that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the process and will be provided with a copy of this Policy and will be given an opportunity to meet with the Title IX Coordinator to ask any questions they may have about the Policy before the investigation begins.

If, in the course of the investigation, the University decides to investigate allegations that are not included in the notice initially provided to the parties, the Title IX Coordinator will provide notice of the additional allegations to the parties.

In the ordinary course, the Investigator will be the Title IX Coordinator. However, if the Title IX Coordinator is unavailable or has a conflict of interest, or the University determines due to the circumstances that another Investigator should investigate the complaint or report, then the Investigator will be selected from a pool of individuals from the University who have been trained in the requirements of this Policy, on issues relating to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation that protects the safety of victims and promotes accountability. Similarly trained individuals from outside the University, who may be attorneys, may also be selected to be the Investigator. Selection of an Investigator will be by the Chief Diversity Officer in consultation with the Title IX Coordinator and University Counsel when appropriate.<sup>8</sup>

The Investigator will conduct a prompt and thorough investigation. During the investigation, the appointed Investigator will:

- give the Respondent proper notice of the complaint and investigation and provide him or her an opportunity to provide information;
- interview the Complainant, the Respondent and any material witnesses;
- gather all relevant documentary and/or physical evidence;
- complete the investigation in a timely manner; and
- maintain communication with the Complainant and the Respondent on the status of the investigation and overall process.

During the course of the investigation, the Complainant and the Respondent shall each be afforded an opportunity to present his/her version of the event(s) to the Investigator(s) as well as the names

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<sup>8</sup> In the event that the Chief Diversity Officer has a conflict of interest, another appropriate University Administrator will select the Investigator, in consultation with the Title IX Coordinator and University Counsel.







Formal rules of evidence will not apply. Except as otherwise expressly prohibited by this Policy, any information that the Hearing Officer determines is relevant may be considered, including hearsay, history and information indicating a pattern of behavior, and character evidence. All evidence previously made available to the parties for inspection and review prior to completion





The Hearing Officer or Decision Maker may consult with other University officials in determining any appropriate sanctions. The Hearing Officer or Decision Maker shall issue a written decision outlining the relevant factual findings supporting the determination, the decision and the appropriate sanctions, if any, as well as the rationale for the decision and sanctions. In most cases, the written decision will be issued within three (3) calendar days after the expiration of the time for the parties to submit impact statements, but this time may be extended if necessary. The persons to whom the written decision shall be issued simultaneously are: the Investigator, the Respondent, the Complainant, if any, and the Faculty Review Committee if the Respondent is a faculty member. The statements, if any, to the Investigator and the Faculty Review Committee if the Respondent is a faculty member. In addition, the Hearing Officer or Decision Maker shall forward the decision to any University officials the Hearing Officer or Decision Maker believes should be made aware of the decision.<sup>9</sup>

Those found to have violated this Policy will be subject to disciplinary action. The University may impose any of the following sanctions:

- Warning
- Probation
- Restriction(s) to address impact of incident (e.g., to avoid contact with individual or to avoid certain location(s), to provide that other party may have priority in selecting courses or housing, etc.)
- Community service
- Restriction of access to University facilities
- Loss of privileges and access to University activities (including participation in athletics and other student organizations)
- Removal from student housing
- Suspension from school (for one or more semesters)
- Expulsion
- Revocation of honors or awards
- Revocation of degree
- Suspension from University employment
- Termination of University employment<sup>10</sup>

In determining the appropriate sanction, the Decision Maker will consider a variety of factors including: the specific misconduct at issue, the circumstances surrounding the lack of consent (e.g. whether force, threat, coercion or intentional incapacitation were involved), the state of mind (e.g. knowing, reckless, intentional, etc.), the impact of the misconduct on the

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<sup>9</sup> If the Complainant or Respondent is a faculty member, the Hearing Officer or Decision Maker shall not issue a decision of the five (5) calendar day Faculty Review Committee Investigation Report comment period. If the Hearing Officer or Decision Maker or Appeals Officer remands such investigation to the Investigator or another Investigator for further action, upon completion of the revised Investigation Report, the Investigator shall deliver the revised Investigation Report to the Faculty Review Committee, which shall have a new five (5) calendar day period within which to provide their comments/recommendations with respect to such revised Investigation Report and forward it to the Hearing Officer or Decision Maker.

<sup>10</sup> If the Complainant or Respondent is a faculty member, the Hearing Officer or Decision Maker shall not issue a decision of the five (5) calendar day Faculty Review Committee Investigation Report comment period. If the Hearing Officer or Decision Maker or Appeals Officer remands such investigation to the Investigator or another Investigator for further action, upon completion of the revised Investigation Report, the Investigator shall deliver the revised Investigation Report to the Faculty Review Committee, which shall have a new five (5) calendar day period within which to provide their comments/recommendations with respect to such revised Investigation Report and forward it to the Hearing Officer or Decision Maker.

Complainant, the Respondent's prior disciplinary history, the risk that the Respondent will engage in future acts of violence, and the Respondent's statements.

For those crimes of violence that Pace University is required by federal law to include in its Annual Security Report, the transcripts of students found responsible after a hearing and appeal, if any, shall include the following notation:

- Suspended after a finding of responsibility for a code of conduct violation;
- Expelled after a finding of responsibility for a code of conduct violation; or
- Withdrew with conduct charges pending.

Transcript notations for suspensions may be removed at the discretion of the University, but no earlier than one (1) year after the conclusion of the suspension. Transcript notations for expulsion shall not be removed.





named in this policy from fulfilling his or her designated role.

All students have the right to:

Make a report to local law enforcement and/or state Police;

Have disclosures of domestic violence, dating violence, stalking and sexual assault treated seriously;

Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by Pace University;

Participate in a process that is fair, impartial and provides adequate notice and a meaningful opportunity to be heard;

Be treated with dignity and to receive from the University courteous, fair and respectful health care and counseling services, where available;

Be free from any suggestion by a University official that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;

Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;

Be protected from retaliation by Pace, any student, the accused and/or the Respondent and/or their friends, family and acquaintances within the jurisdiction of Pace;

Access to at least one level of appeal of a determination;

Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused or Respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and

Exercise civil rights and practice of religion without interference by the investigative, criminal justice or judicial or conduct process of Pace University.



- H. Receive assistance from appropriate University representatives if interested in initiating legal proceedings in family court or civil court, such assistance to consist of facilitation in contacting appropriate local agencies who can provide direct assistance with court proceedings; and
- I. Withdraw a complaint or involvement from the University processes at any time, with the understanding that in appropriate cases, the University may nonetheless be required to proceed even if the reporting individual does not wish to do so.

Pace University is strongly committed to maintaining a working and learning environment that is free from unlawful Discrimination, Harassment or Retaliation. The University is an equal opportunity employer and an



because they possess a protected characteristic These characteristics include: sex, gender or gender identity; gender expression; race; color; national origin; religion; creed; age; disability; citizenship; marital or domestic partnership status as well as parental status, which includes pregnancy; sexual orientation; genetic predisposition or carrier status; military or veteran status; status as a victim of domestic violence, sex offenses or





Action Officer and other appropriate individuals to initiate an investigation in accordance with this Complaint Procedure.

Complaints of prohibited Discrimination, Harassment and/or Retaliation, or reports of such conduct, may be made verbally or





~~IX~~ IX Coordinator/  
Affirmative Action Officer

Faculty Member Dean  
Provost

Coordinator/Affirmative Action Officer and University Counsel.<sup>14</sup> If the objection is to a member of the Faculty Review Committee, the Title IX Coordinator/Affirmative Action Officer will refer the objection to the appropriate Location Faculty Grievance Committee. The Location Faculty Grievance Committee, in consultation

a copy of any written complaint filed by the Complainant and if none was filed by the Complainant, then a written summary of the complaint or report prepared by the investigator;

a copy of any document reviewed by the Investigator in connection with the investigation;

to the extent known by the Investigator, the name(s) of the Complainant(s), the name(s) of the Respondent(s), the name of every person interviewed by the Investigator in connection with the investigation and the name of any persons presented by the parties as witnesses and a summary of any evidence provided;

the name of each individual the Investigator attempted to interview but did not interview in connection with the investigation, the attempts that the Investigator made. To interview such individual(s), and the reason(s) why such individual(s) was not interviewed;

a summary of each interview conducted by the Investigator in connection with the investigation;

a list of the relevant facts that the Investigator found during the investigation;

a recommendation based on the evidence obtained by and available to the Investigator as to whether or not the complaint alleging a violation of the Policy and Procedure is substantiated or unsubstantiated using a preponderance of the evidence standard<sup>15</sup>



regarding the Investigation Report to the Decision Maker before the Decision is made.

Within seven days of receiving the Investigation Report from the Investigator, the Decision Maker shall issue a written Decision (setting forth the basis therefor), which, in whole or in part: (i) accepts the recommendations contained in the Investigation Report; or (ii) rejects the



the Complainant, the Respondent, or any other member(s) of the University community, and/or to protect the interests of the University. Such steps may include actions intended to separate individuals or minimize contact between them such as allowing students to change academic or living situations, temporarily transferring or suspending students, staff or faculty, or any other action deemed necessary and appropriate.

Any suspension or termination of a tenured faculty member or full-time non-tenured faculty member is subject to the University's Academic Dismissal Policy and Procedure.

All questions about this Policy and Procedure should be directed to the Title IX Coordinator/Affirmative Action Officer or University Counsel.

Disciplinary proceedings conducted by the University are subject to the Family Educational Rights and Privacy Act (FERPA), a federal law governing the privacy of student education records. FERPA generally limits disclosure of student education records outside the University without the student's consent in certain circumstances.

Students should be aware, however, that information collected during the investigation process may be subpoenaed in civil or criminal proceedings.

For more information, please contact the University's Title IX Coordinator at the [Title IX Coordinator's Office](#) or visit the [Records website](#).

Date(s) of Incident(s): \_\_\_\_\_

Complainant: \_\_\_\_\_

Person(s) About Whom Complaint Is Made: \_\_\_\_\_  
\_\_\_\_\_

Description of Incident(s) (attach additional sheets if necessary): \_\_\_\_\_

Name(s) of Witness(es), if any: \_\_\_\_\_  
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Has the incident(s) been reported before? Yes No

If yes, when, to whom and what was the resolution? \_\_\_\_\_

Complainant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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Complaint Received By: \_\_\_\_\_  
Name/Signature, Title

\_\_\_\_\_  
Date



use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon that could cause serious personal injury is used).

The unlawful entry of a structure to commit a felony or a theft.

The theft or attempted theft of a motor vehicle. A motor vehicle theft includes, but is not limited to, theft of a self-propelled vehicle that runs on land surface and not on rails, which includes sport utility vehicles, automobiles, trucks, buses, motorcycles, motor scooters, trail bikes, mopeds, all-terrain vehicles, self-propelled motor homes, snowmobiles, golf carts, and motorized wheelchairs.

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias of persons. For the purposes of this definition, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability. For Clery 5 offenses that are motivated by any of the categories of bias identified above: murder and non-negligent manslaughter, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny









- 3/4 Rape in the second degree: A person is guilty of rape in the second degree when: (a) being eighteen years old or more, he or she engages in sexual intercourse with another person less than fifteen years old; or (b) he or she engages in sexual intercourse with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated (it is an affirmative defense to the crime of rape in the second degree that the defendant was less than four years older than the victim at the time of the act).
    - 3/4 Rape in the first degree: A person is guilty of rape in the first degree when he or she engages in sexual intercourse with another person: (a) by forcible compulsion; or (b) who is incapable of consent by reason of being physically helpless; or (c) who is less than eleven years old; or (d) who is less than thirteen years old and the actor is eighteen years old or more.
  - o Criminal Sexual Act:
    - 3/4 Criminal Sexual Act in the third degree: A person is guilty of criminal sexual act in the third degree when: (a) he or she engages in oral sexual conduct or anal sexual conduct with a person who is incapable of consent by reason of some factor other than being less than seventeen years old; (b) being twenty-one years old or more, he or she engages in oral sexual conduct or anal sexual conduct with a person less than seventeen years old; or (c) he or she engages in oral sexual conduct or anal sexual conduct with another person without such person's consent where such lack of consent is by reason of some factor other than incapacity to consent.
    - 3/4 Criminal Sexual Act in the second degree: A person is guilty of criminal sexual act in the second degree when: (a) being eighteen years old or more, he or she engages in oral sexual conduct or anal sexual conduct with another person less than fifteen years old; or (b) he or she engages in oral sexual conduct or anal sexual conduct with another person who is incapable of consent by reason of being mentally disabled or mentally incapacitated (it is an affirmative defense to the crime of criminal sexual act that the defendant was less than four years older than the victim at the time of the act).
    - 3/4 Criminal Sexual Act in the first degree: A person is guilty of criminal sexual act in the first degree when he or she engages in oral sexual conduct or anal sexual conduct with another person: (a) by forcible compulsion; (b) who is incapable of consent by reason of being physically helpless; (c) who is less than eleven years old; or (d) who is less than thirteen years old and the actor is eighteen years old or more.
- o Forcible Touching: A person is guilty of forcible touching (which includes squeezing, grabbing or pinching) when such person intentionally, and for no legitimate purpose: (a) forcibly touches the sexual or other intimate parts of another person for the purpose of degrading or abusing such person, or for the purpose of gratifying the actor's sexual desire; or (b) subjects another person to sexual contact for the purpose of gratifying the actor's sexual desire and with intent to degrade or abuse such other person while such other person is a passenger on a bus, train, or subway car operated by any transit agency, authority or company, public or private, whose operation is authorized by New York State or any of its political subdivisions.
- o Sexual Abuse:

- 3/4 Sexual Abuse in the third degree: A person is guilty of sexual abuse in the third degree when he or she subjects another person to sexual contact and when such other person is: (a) incapable of consent by reason of being less than seventeen years old, and (b) such other person was more than fourteen years old, and (c) the defendant was less than five years older than such other person).
- 3/4 Sexual Abuse in the second degree: A person is guilty of sexual abuse in the second degree when he or she subjects another person to sexual contact and when such other person is: (a) incapable of consent by reason of some factor other than being less than seventeen years old; or (b) less than fourteen years old.
- 3/4 Sexual Abuse in the first degree: A person is guilty of sexual abuse in the first degree when he or she subjects another person to sexual contact: (a) by forcible compulsion; or (b) when the other person is incapable of consent by reason of being physically helpless; or (c) when the other person is less than eleven years old; or (d) when the other person is less than thirteen years old and the actor is twenty-one years old or older.

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disabilities; or (C) the office of alcoholism and substance abuse services, and the actor is an employee of the facility not married to such resident or inpatient; or (j) detained or otherwise in the custody of a police officer, peace officer, or other law enforcement official and the actor is a police officer, peace officer or other law enforcement official who either: (A) is detaining or maintaining custody of such person; or (B) knows, or reasonably should know, that at the time of the offense, such person was detained or in custody.





The below table describes the fire systems (fire alarms, sprinklers, fire extinguishers, smoke detectors) in each on-campus student housing facility.

Pleasantville	Martin Hall	X	X	X	X	N/A	4	2/28/2024	1/3/2024
	Alumni Hall	X	X	X	X	N/A	4	2/28/2024	1/5/2024
	Elm Hall	X	X	X	X	N/A	4	2/28/2024	1/24/2024
	North Hall	X	X	X	X	N/A	4	2/28/2024	1/3/2024
	Townhouse 1 Townhouse 2 Townhouse 3	X	X	X	X	N/A	4	2/29/2024 2/28/2024 2/28/2024	1/2/2024 1/2/2024 1/2/2024
White Plains	Dannat Hall	X	X	X	X	X	4	2/1/2024	1/9/2024
New York City	182 Broadway	X	X	X	X	X	4	6/10/2024- 6/17/2024	6/10/2024- 6/17/2024
	Maria's Tower 1 Pace Plaza	X	X	X	X	X	4	6/10/2024- 6/14/2024	6/10/2024- 6/14/2024
	55 John St	X	X	X	X	X	4	7/16/2024	7/16/2024
	33 Beekman	X	X	X	X	X	4	6/10/2024- 6/20/2024	6/10/2024- 6/20/2024
	15 Beekman	X	X	X	X	X			

conducted at the time, to participate; to comply with instructions to evacuate; and to evacuate in the event of an alarm or hazardous condition.

In addition, on-



Residents are permitted to use only extension cords with the following restrictions:

UL approved three-pronged extension cords that are 14-gauge or heavier as indicated on the cord (NOTE: The lower the gauge number the heavier/thicker the cord).

Cords cannot exceed 10 feet in length.

Cords cannot impede safe traffic in units.

Cords must not be pinched in doors.

Only UL approved multi-plug adapters with circuit breakers are permitted.

safety procedures in their assigned building. University policy requires occupants to evacuate as the facility is mandatory until the signal to re-enter. Life staff or Campus Security on site. Anyone found in their room, who had not evacuated during the sounding of the fire alarms, will be fined.

If you suspect or see a fire, sound the alarm, and evacuate the building by way of the nearest stairwell. Close doors behind you and never use the elevator unless directed to do so by emergency personnel. Contact 911 and Safety and Security. Check to make sure stairwells are safe before entering.

The Resident Advisor (RA) is responsible for outlining the assigned evacuation area. Once you have evacuated the building report to your assigned evacuation area. This is where our staff will perform. For resident students that are away from the building at the time of evacuation, once outside, if safe to do so, they should make their way to the designated assembly area for their residence. It is important to know that everyone got out of the building.

The following procedures for residence halls are to be followed any time a fire alarm sounds:

(Townhouses, Martin Hall, North Hall, Alumni Hall, Elm Hall and Dannat Hall) Once the fire alarm has sounded, full building evacuation is mandatory. If safely able to do so, close all windows before leaving the room.

Follow evacuation instructions outlined by the building *Fire Life Safety Director*.

While an RA may be present to help vacate the building, if safely able to do so, you should assist by knocking on your door to the left and right of you as you exit.

Students are instructed, if safely able to do so, to bring their Pace IDs, wear shoes and jackets, and bring umbrellas (when appropriate).

Leave the building in an orderly manner by means of the closest safe stairway or exit.

DO NOT USE THE ELEVATORS.

Once outside the building, you must remain clear of doorways and at least 300 feet from the building. Remain clear of roadways, as well.

to determine that all students have safely evacuated the building.

Close (but do not lock) the door to the room where the fire is and leave the room.

Make sure EVERYONE in the room leaves with you.

If anyone refuses to leave with you, once you have evacuated safely, immediately notify security or a first responder of the location of the individual(s) that are still in the building.

If safely able to do so, take your Pace ID/keys.

If safely able to do so, alert people on your floor by knocking on doors on your way to the exit.

Use the nearest stairwell to exit the building. Pull the fire alarm manual station at the stair entrance to transmit an alarm signal.

DO NOT USE THE ELEVATOR.

Call 911 or campus Security once you reach a safe location. Do not assume the fire has been reported unless firefighters are on the scene.

Meet the members of your room and floor at your designated assembly area.

Feel your room door and doorknob for heat. If they are not hot, open the door slightly and check hallway for smoke, heat or fire.

Exit your room and building following the instructions above for a fire in your room.

If you cannot leave your room or use the stairs, stay in your room and close the door.

Seal the doors to your room with wet towels or sheets, and seal air ducts or other openings where smoke may enter.

Call 911 or Campus Security and tell them your address, floor, room number, the number of people in your room and where the fire is located (if you know).

Open windows a few inches at top and bottom unless flames and smoke are coming in from below. DO NOT BREAK WINDOWS.

If possible, open a window and wave a towel/sheet to attract attention of firefighters.

If smoke conditions worsen before help arrives, get down on the floor and take short breathes through your nose and wait for help.

Pre

forwarded to the Safety and Security Department. The Safety and Security Department will meet with persons needing assistance to discuss a plan of action.

All fire alarms are to be taken seriously. Evacuation of the facility is mandatory until the signal to re-enter has been given by the fire department or security. This applies to each member of the University community. Employees should be aware of the emergency evacuation plans for their buildings. Assistance and direction should be given to all contractors, vendors, licensees, invitees, and visitors during the emergency.

to the designated assembly area.

Students, faculty and staff are instructed to call the Safety and Security Department in the event of a fire or fire