Wartburg Theological Seminary Annual Security Report and Annual Fire Safety Report September 20, 2024

Wartburg Theological Seminary Annual Security Report and Annual Fire Safety Report – September 20.2024

The Wartburg Theological Seminary Annual Campus Safety and Security Report & Fire Safety Report is published in September annually. This is the compliance document to the Federal Student Right to Know and Campus Security Act of 1990 also known as the Clery Act, with Higher Education Amendments.

What is the Clery Act?

Signed into law in 1990, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law that requires colleges and universities to disclose certain timely and annual information about campus crime and security policies. All post-secondary public and private institutions participating in federal student aid programs must adhere to these regulations. The Clery Act was championed by Howard & Connie Clery after their daughter, Jeanne, was murdered at Lehigh University in 1986.

What is the Wartburg Theological Seminary (WTS) obligated to do?

To ensure compliance with the Clery Act, WTS must meet obligations in the following three broad categories: (1) policy disclosure; (2) records collection and retention; and (3) information dissemination.

- 1. Policy Disclosure WTS must provide the campus community and prospective students and prospective employees with accurate statements of current policies and practices regarding procedures for students and others to report criminal actions or other emergencies on campus, security of and access to campus facilities, and policies related to campus safety and crime statistics outlined by the Clery Act. WTS must provide the campus community and prospective students and prospective employees with accurate statements of current policies and practices regarding procedures for students and others related to fire safety and fire statistics outlined by the Clery Act.
- 2. Records Collection and Retention WTS is required to keep campus records of crimes reported on campus-to-campus security authorities, make a reasonable, good faith effort to obtain certain crime statistics from appropriate law enforcement agencies to include in the annual security report and provide these statistics if requested to the public. WTS is required to keep campus records of fire statistics and include these statistics in the annual fire safety report and provide these statistics if requested to the public. WTS must report all these statistics annually to the U.S. Department of Education.
- 3. Information Dissemination WTS must provide members of the campus community with information needed to make informed personal safety decisions, WTS must provide: 1) A "timely warning" of any Clery Act crime that represents an ongoing threat to the safety of students and employees including procedures and drills related to emergency and evacuation procedures; 3) Publish an annual security report and annual fire safety report, make the report available to all current students and employees, and ensure the annual security report is made available to prospective students and employees. The ASR and AFSR must

contain the policy disclosures as outlined by the Clery Act, crime and fire statistics as required by the Clery Act, an

explanation of the Clery Act, by whom and how the ASR and AFSR are prepared, and these reports must be published and distributed by October 1 annually.

By Whom and How are the WTS ASR and AFSR prepared?

The Director for Financial Aid and Reporting prepares the ASR annually. This process begins in the summer with review of the requirements of the ASR per the Clery Act, collection and review of crime statistics, review and if needed, revision of policies related to campus safety and security, and then preparation, publishing, and distribution of the report by Oct 1 annually. The Director for Financial Aid and Reporting submits campus statistics for both crime and fire to the US DOE security website by Oct 1 annually.

The Director for Financial Aid and Reporting, with the assistance of the Superintendent for Maintenance, prepares the AFSR annually. This process begins in the summer with review of the requirements of the AFSR per the Clery Act, collection and review of fire statistics, review and if needed, revision of policies related to fire safety, and then preparation, publishing, and distribution of the report by Oct 1 annually.

Where are the WTS ASSR and AFSR posted on the WTS website?

The WTS annual ASR and AFSR are posted on the top of our consumer information page on our website at:

https://www.wartburgseminary.edu/wp-content/uploads/2023/09/Annual-Campus-Security-Report-and-Annual-Fire-Safety-Report-2022-2023-for-2023-2024.pdf and the description reads as follows:

The Wartburg Theological Seminary Campus Safety and Security Report & Fire Safety Report is published annually in September. This document complies with the Federal Student Right to Know and Campus Security Act of 1990, commonly known as the Clery Act, along with Higher Education Amendments. Please see https://www.wartburgseminary.edu/wp-content/uploads/2023/09/Annual-Campus-Security-Report-and-Annual-Fire-Safety-Report-2022-2023-for-2023-2024.pdf for the full pdf or contact the Director for Financial Aid and Reporting to request a paper copy.

Where can I locate the crime statistics and fire statistics reported to the U.S. Department of Education?

This report can be accessed online at https://ope.ed.gov/campussafety/#/ or please feel free to contact the Director for Financial Aid and Reporting for a printout of this report.

What is the geography covered by the WTS ASR and AFSR?

Wartburg Seminary's ASR and AFSR report on the campus property and all facilities. For a visual map, please see this link:

https://www.wartburgseminary.edu/wp-content/uploads/2019/12/2019-CAMPUS-MAP-UPDATE-3.pdf

Policies regarding campus safety and security:

- To whom students should report a crime (1)
- Whether victims can report crimes confidentially (2)
- The security of and access to campus facilities, including campus housing (3)
- The security considerations used in maintenance of campus facilities (4)
- The scope of the enforcement authority of security personnel (5)
- Working relationship of campus security personnel with state and local law enforcement (6)
- Encouragement to individuals to report crimes to campus authorities and appropriate law enforcement agencies (7)
- Encouragement to pastoral and professional counselors to inform counselee to report crimes on a voluntary, confidential basis (8)
- Programs designed to inform students about campus safety procedures and crime prevention (9)
- Whether the school uses local police to monitor and document criminal activity by students at
 off- campus locations of student organizations (WTS does not have off- campus locations for
 student organizations) (10)
- Regarding possession, use and sale of alcoholic beverages and the enforcement of state underage drinking laws (11)
- Regarding possession, use and sale of illegal drugs and enforcement of federal and state drug laws (12)
- Drug or alcohol abuse education programs available to students (13)
- Wartburg's disclosure of the results of a student disciplinary proceeding for any violent crime or non- forcible sex offense (14)
- Policy Statement regarding prevention awareness of sexual harassment, sexual abuse, rape, acquaintance rape, dating violence, stalking, domestic violence and other forcible and nonforcible sex offenses (29)
- Educational programs to promote the awareness of sexual harassment, sexual abuse, rape, acquaintance rape, dating violence, stalking, domestic violence and other forcible and nonforcible sex offenses (15)
- Procedures students should follow if a sex offense occurs (16)
- Standard of Evidence for conduct proceedings (30)
- To whom students should report sexual offenses (17)
- Students' right to report sexual offenses (18)
- That the school will assist students in notifying appropriate law enforcement authorities to report sexual offenses (19)
- Services available to victims of sexual assault (20)
- Instructions on how to obtain information regarding registered sex offenders (21)
- That the school will change a victim's academic and living situations after a sexual offense if requested by a student (22)
- Procedure for campus disciplinary action in cases of an alleged sexual offense (23)
- Sanctions that may be imposed following a sex offense-related disciplinary proceeding (24)
- Timely warning policy (25)

- Emergency response and evacuation procedures (26)
- Documentation of the annual emergency response test (27)
 - Description of test/exercise
 - Date test was held
 - Time test started and ended
- Whether test was announced or unannounced
- Missing Student Notification (28)

SEMINARY CAMPUS SECURITY

Crime Awareness

Wartburg Theological Seminary is committed to providing a safe, secure, working and living environment for students and their families, members of faculty, and staff. The seminary is dedicated to the practice of fair and impartial enforcement of law, apprehension of violators, maintenance of order, protection of property, and provision of services to the seminary community.

Wartburg Seminary assumes the obligation to reduce the likelihood and opportunities for criminal activity in its community and attempts to be proactive in preventing crime. The seminary promotes the attitude that prevention of crime is the responsibility of everyone. (7) Special security personnel are not employed but the campus security authorities (CSAs) on campus are the Director of Financial Aid and Reporting, Superintendent of Maintenance, Director of Community Life and Candidacy, and President. CSAs are responsible per their position for reporting crime information to the Director of Community Life and Candidacy in a timely manner with confidentiality. (5) The seminary works harmoniously and confidentially with local law enforcement agencies in all matters of security relevant to the seminary community. (6)

Access to Wartburg Seminary buildings is available during scheduled school and working hours. At other times access is available only to authorized personnel. Security and access to Wartburg Seminary's on- campus housing is as follows: (3)

Residence Hall: All residents are given a key to their individual room, as well as the outside doors. Outside doors are locked 24/7. It is up to the residents to lock their individual rooms and not prop doors open or allow unknown individuals to enter the residence hall. Guests who are renting rooms in the residence hall are given a key to the outside doors, as well as to their individual guest rooms. Wartburg Theological Seminary only rents to guests who have some connection to the seminary.

Other On-Campus Housing:

Blair Court Houses: All residents are given 1-2 sets of keys to their home. It is the responsibility of the residents to lock their homes.

Denver Court Houses: All residents are given 1-2 sets of keys to their home. It is the responsibility of the residents to lock their homes.

A Mendota outside key is available to all residential students by request through the business office. This allows access to the Afton Lounge, Reformation Room, Refectory, Chapel, and

Meditation room.

Routine patrols by local police, as well as vigilance by on-campus residents, are utilized to maintain safety and security. All exterior locations, including student housing areas, are lit during hours of darkness. Students-should, faculty and staff are reminded to lock their cars. (4)

Be advised there are no off-campus student organizations connected with Wartburg Theological Seminary. (10) All seminary-owned student housing is located on the campus. Although Wartburg Seminary students are involved in many off-campus learning situations (internship, collaborative learning, distance learning etc.) the seminary cannot assume responsibility for their safety in all situations. However, the seminary does instruct students to report all off-campus occurrences of crime to the agency in whose jurisdiction the crime occurred and report incidents pertaining to Wartburg Seminary as soon as possible to the Director of Community Life and Candidacy. (7)

Crime Awareness Education

All students and employees are reminded of campus safety procedures and crime prevention and their individual responsibility for preventing and reporting incidents of crime through the annual security report, publication of policies and procedures in the respective handbooks, and at periodic meetings of students, faculty, and employees. (9)

Reporting Crime or Crime Related Incidents Policy Statement

Students, staff, and faculty members should report any law, safety, or security concerns at any time to CSAs (the Director of Financial Aid and Reporting, Superintendent of Maintenance, Director of Community Life and Candidacy, and President), faculty, or staff. (1) Many staff and faculty work in roles with students, as pastoral counselors for students and other faculty and staff. These pastors are encouraged to inform their counselee to report crimes on a voluntary, confidential basis. (8) Victims of any crime or witnesses to any criminal or crime-related activity should report the incident immediately. All reports will be handled in a confidential and professional manner. (2) When an incident or offense is reported, assistance will be given as needed to resolve the matter and identify the offender or hazard. The President, in consultation if deemed appropriate with legal authorities/law enforcement, will disclose in a timely manner the results of a disciplinary proceeding for any violent crime or non- forcible sex offense. (14)

Procedure

For reporting any Clery crime (see crime statistics table at the end of the ASR) the following procedures are to be followed:

- IF THE SITUATION IS AN EMERGENCY, TELEPHONE 911. (7)
- If not an emergency, contact by phone or in person one of the following: campus security authorities (the Director of Financial Aid and Reporting, Superintendent of Maintenance, Director of Community Life and Candidacy, and President), faculty or staff, or the Dubuque Police. (1) (7)
- The above offices or persons will take the following immediate action: contact Dubuque
 Police (if necessary and not already done), notify the seminary president, and initiate a
 local investigation by the seminary with the Title IX coordinator.
- Appropriate action will be taken by police and/or the seminary.

Wartburg Seminary Drug and Alcohol Policy:

The welfare and success of Wartburg Seminary depends on the physical and psychological health of all its students, faculty, and staff. The abuse of drugs and alcohol poses a threat to all studying and working in this place. It is the responsibility of Wartburg Seminary to maintain a safe, healthful, and efficient working environment.

Policy Statement

The Drug-Free Schools and Campuses Act, enacted August 16, 1990, mandates that all institutions of higher education which receive Federal Student Aid Funds must certify that they have adopted and implemented a drug prevention program. Wartburg Seminary has therefore adopted the following policies:

Wartburg Theological Seminary permits students, faculty and staff and seminary guest of legal drinking age per state laws to possess and use alcoholic beverages on our campus. Alcohol possession, use, distribution, or sale of alcoholic beverages to those who are underage is prohibited and will be subject to discipline, including possible dismissal. State underage drinking laws will be enforced. (11)

The unlawful possession, use, or distribution of illicit drugs by students or employees on our property, or as a part of our activities, is prohibited and will constitute grounds for possible dismissal. Federal and state drug laws will be enforced. (12)

Any student, staff, or faculty member under the influence of drugs or alcohol which impairs judgment, performance, or behavior while on Wartburg's premises will be subject to discipline, including possible dismissal.

Each student, staff, and faculty member, as a condition of enrollment and/or employment, will agree to abide by the terms of this statement. Further, as required by the Drug-Free Schools and Campuses Act, Wartburg Seminary agrees to impose disciplinary sanctions upon students and employees, which may include expulsion or termination of employment, and referral for prosecution for violation of the standards of conduct.

As required by this law, WTS will annually distribute to students and employees a description of the applicable legal sanctions for the unlawful possession or distribution of drugs and alcohol and a list of the health risks associated with the use of illicit drugs and abuse of alcohol. (13 including the following)

Drug Free Schools and Campus Act of 1990

These policies, as well as the following two sections and Appendix B, are to comply with The Drug Free Schools and Campuses Act, enacted August 16, 1990, which mandates that all institutions of higher education which receive Federal Student Aid Funds must certify that they have adopted and implemented a drug prevention program.

Referral for Help

Wartburg Seminary seeks to retain valuable students and employees and maintain productivity by identifying personal drug or alcohol problems at early stages and motivating individuals to seek help with these issues. The seminary suggests confidential, off-campus, Dubuque counseling services: **Turning Point Treatment Center** (563) 589-8291 or **SASC: Substance Abuse Services Center** (563) 582-3784. These organizations provide access to substance abuse evaluations and outpatient treatment programs. A state organization for assistance is the **lowa Department of Public Health Your Life lowa**, https://yourlifeiowa.org/resources,

(855) 581-8111.

If you are not located in Dubuque, please either find a local service that can provide similar programs or here are some national organizations you may contact:

- StartYourRecovery.org was developed by bringing together experts in substance
 misuse treatment from leading non-profit, academic, and government institutions.
 Through this resource, students can hear stories from people with similar
 experiences and learn how to recognize and deal with substance misuse.
- Alcoholics Anonymous
- Alcohol & Your Health
- Public education materials
- Behavioral Health Treatment Services Locator
- Drug Enforcement Administration
- Drug Information
- Foundation For a Drug-Free World
- National Institute on Drug Abuse

If you are experiencing drug or alcohol related problems, or if your studying is affected by such problems, your academic advisor, another faculty member, the director of community life and candidacy, supervisor, or human resources may refer you to a drug/alcohol abuse program when it is believed these issues may affect your performance or behavior. Any disciplinary action or termination resulting could be suspended pending the outcome of referral to a drug/alcohol abuse agency. Attendance in a program is not a substitute for actual correction of any unacceptable performance or behavior. You remain responsible for making the required improvement.

The advisor or supervisor will request a report from the drug abuse agency about your participation only in the case of referral. This report will be limited to confirmation that you have participated. With your consent, it may also indicate whether you have made satisfactory progress. Except for the reports just mentioned, all contacts with the drug abuse agency will be treated in strict confidence. All records kept by the agency shall be kept for the exclusive use of that agency.

INFORMATION REGARDING ALCOHOL AND DRUGS

Wartburg Associated Students Statement on Responsible Alcohol Use at WAS Sponsored Events

Introduction

Wartburg Associated Students (WAS) is committed to maintaining an environment conducive to healthy lifestyles, including the academic and personal development of all members of the Wartburg community. Members of this community are accountable for their own actions and are expected to make responsible, lawful decisions regarding the use of alcohol.

Understanding that Wartburg Theological Seminary has the ultimate authority to determine the specific institutional events in which alcoholic beverages are consumed on seminary property, this statement addresses how WAS will operate regarding the use of alcohol at WAS sponsored events.

Statement

Alcohol should be used only in ways which are lawful and do not harm or degrade individuals or the community. WAS encourages responsible behavior for those individuals who consume alcohol and respects the rights of individuals who choose to consume alcohol. Consistent with these rights, WAS will encourage responsible decision- making regarding the consumption of alcoholic beverages.

WAS recognizes that some individuals have difficulty with alcohol because they are chemically dependent. Although this body has an interest in helping those individuals, it neither ensures the safety of nor protects those individuals from the consequences of their actions.

Drinking activities that are potentially dangerous, such as "chugging" of alcoholic beverages, competitive drinking activities, and activities that employ peer pressure to force participants to consume alcohol are discouraged. Alcohol is not to be given as an award or prize.

Supervision and Compliance

When alcoholic beverages are served at a social function, WAS should ensure compliance with all the applicable laws, ordinances, and rules governing the distribution, possession, and consumption of alcoholic beverages.

- Self-service bars are discouraged. This includes those events in which alcohol will be
 provided for guests and events that are BYOB. Person(s) assigned to distribute and
 control the amount of alcohol served to guests should refrain from drinking.
- Non-alcoholic beverages and food should be provided whenever alcohol is being served. They should be displayed as prominently as the alcohol and should be made available in appropriate quantities depending on the number of people in attendance. The quantity of alcohol provided at an event should be proportionate to the number of people of legal drinking age expected in attendance and the duration of the activity.
- WAS should ensure that a reminder to drink responsibly is posted at all events in which alcohol is being served.
- WAS must not violate the lowa State Liquor laws.
- No alcohol will be served to a guest under age 21.
- All individuals must comply with the laws of the State of Iowa, the ordinances of the City of Dubuque, and the policies of Wartburg Theological Seminary. It is the duty and responsibility of WAS to comply with all applicable laws and seminary regulations.

All coordinators of WAS events should heed these recommendations understanding that failure to do so risks legal and institutional punishment. See also The EIIA Guidelines and Best Practices for Hosting Social Events with Alcohol Beverages as found in Appendix VII of the WAS Co-President Handbook for additional information.

*Alcohol policies provided by WTS' Representative at EIIA. These resources included policies from lowa State University, and a statement from an unnamed theological seminary (which sites policies from Rice University, Vanderbilt University, University of Denver, University of North Carolina at Chapel Hill, and Tulane University).

¹ See also the statement "The Drug-Free Schools and Campus Act, 1990" found in the Wartburg Theological Seminary Student and Community Life Handbook.

The Drug-Free Schools and Campuses Act

Enacted August 16, 1990, mandates that all institutions of higher education which receive Federal Student Aid Funds must certify that they have adopted and implemented a drug prevention program. The following information is provided for the student body with this Act in mind:

Alcohol Effects

Alcohol consumption causes several marked changes in behavior. Even low doses significantly impair the judgment and coordination required to drive a car safely, increasing the likelihood that the driver will be involved in an accident. Low to moderate doses of alcohol also increase the incidence of a variety of aggressive acts, including spouse and child abuse. Moderate to high doses of alcohol cause marked impairments in higher mental functions, severely altering a person's ability to learn and remember information. Very high doses cause respiratory depression and death. If combined with other depressants of the central nervous system, much lower doses of alcohol will produce the effects just described.

Repeated use of alcohol can lead to dependence. Sudden cessation of alcohol intake is likely to produce withdrawal symptoms, including severe anxiety, tremors, hallucinations, and convulsions. Alcohol withdrawal can be life-threatening. Long-term consumption of large quantities of alcohol, particularly when combined with poor nutrition, can also lead to permanent damage to vital organs such as the brain and the liver.

Mothers who drink alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. These infants have irreversible physical abnormalities and mental retardation. In addition, research indicates that children of alcoholic parents are at a greater risk than other youngsters of becoming alcoholics.

Narcotics

Among the hazards of illicit drug use is the ever-increasing risk of infection, disease, and overdose. Medical complications common among narcotic abusers arise primarily from adulterants found in street drugs and in the non-sterile practices of injecting. Skin, lung, and brain abscesses, endocarditis (inflammation of the lining of the heart), hepatitis, and AIDS are commonly found among narcotic abusers. While pharmaceutical products have a known concentration and purity, clandestinely produced street drugs have unknown compositions. Since there is no simple way to determine the purity of a drug that is sold on the street, the effects of illicit narcotic use are unpredictable and can be fatal. Physical signs of narcotic overdose include constricted (pinpoint) pupils, cold clammy skin, confusion, convulsions, severe drowsiness, and respiratory depression (slow or troubled breathing). Most narcotic deaths are a result of respiratory depression.

Stimulants

Stimulants are diverted from legitimate channels and clandestinely manufactured exclusively for the illicit market. They are taken orally, sniffed, smoked, and injected. Smoking, snorting, or injecting stimulants produce a sudden sensation known as a "rush" or a "flash." Abuse is often associated with a pattern of binge use--sporadically consuming large doses of stimulants over a short period of time. Heavy users may inject themselves every few hours, continuing until they have depleted their drug supply or reached a point of delirium, psychosis, and physical exhaustion. During this period of heavy use, all other interests become secondary to recreating the initial euphoric rush. Tolerance can develop rapidly, and both physical and psychological dependence occurs. Abrupt cessation, even after a brief two- or three-day binge, is commonly followed by depression, anxiety, drug craving, and extreme fatigue known as a "crash."

<u>Depressants</u>

There are marked similarities among the withdrawal symptoms seen with most drugs classified as depressants. In the mildest form, withdrawal syndrome may produce insomnia and anxiety, usually the same symptoms that initiated the drug use. With a greater level of dependence, tremors and weakness are also present, and in its most severe form, the withdrawal syndrome can cause seizures and delirium. Unlike the withdrawal syndrome seen with most other drugs of abuse, withdrawal from depressants can be life threatening. Depressants will put you to sleep, relieve anxiety and muscle spasms, and prevent seizures.

Barbiturates

Older drugs and include butalbital (Fiorina), phenobarbital, Pentothal, Seconal, and Nembutal. A person can rapidly develop dependence on, and tolerance to, barbiturates, meaning a person needs more and more of them to feel and function normally. This makes them unsafe and increases the likelihood of coma or death.

Benzodiazepines

Developed to replace barbiturates, though they still share many of the undesirable side effects including tolerance and dependence. Some examples are Valium, Xanax, Halcion, Ativan, Klonopin, and Restoril. Rohypnol is a benzodiazepine that is not manufactured or legally marketed in the United States, but it is used illegally.

Nonbenzodiazepines

Lunesta, Ambien, and Sonata are sedative-hypnotic medications approved for the short-term treatment of insomnia that share many of the properties of benzodiazepines. Other CNS depressants include meprobamate, methaqualone (Quaalude), and the illicit drug GHB.

Cannabis

Cannabis products are usually smoked. Their effects are felt within minutes, reaching their peak within 10-30 minutes, and may linger for two or three hours. Effects often depend upon the experience and expectations of the individual user, as well as the activity of the drug itself. Low doses tend to induce a sense of well-being and a dreamy state of relaxation, which may be accompanied by a more vivid sense of sight, smell, taste, and hearing, as well as by subtle alterations in thought formation and expression. This state of intoxication may not be noticeable to an observer. However, driving, occupational, or household accidents may result from a distortion of time and space relationships and impaired motor coordination. Stronger doses intensify reactions. The individual may experience shifting sensory imagery, rapidly fluctuating emotions, fragmentary thoughts with disturbing associations, an altered sense of self identity, impaired memory, and a dulling of attention despite an illusion of heightened insight. High doses may result in image distortion, a loss of personal identity, fantasies, and hallucinations.

Hallucinogens

Taken in non-toxic dosages, these substances produce changes in perception, thought, and mood. Physiological effects include elevated heart rate, increased blood pressure, and dilated pupils. Sensory effects include perceptual distortions that vary with dose, setting, and mood. Psychic effects include disorders of thought associated with time and space. Time may appear to stand still, and forms and colors seem to change and take on new significance. This experience may be either pleasurable or extremely frightening. It needs to be stressed that the effects of hallucinogens are unpredictable each time they are used. There is a considerable body of literature that links the use of some of the hallucinogenic substances to neuronal damage in animals, and recent data support that some hallucinogens are neurotoxic to humans. However, the most common danger of hallucinogen use is impaired judgment that often leads to rash

decisions and accidents.

Inhalants

Inhalants depress the central nervous system, producing decreased respiration and blood pressure. Users report distortion in perceptions of time and space. Many users experience headaches, nausea, slurred speech, and loss of motor coordination. Mental effects may include fear, anxiety, or depression. A rash around the nose and mouth may be seen, and the abuser may start wheezing. An odor of paint or organic solvents on clothes, skin, and breath is sometimes a sign of inhalant abuse. Other indicators of inhalant abuse include slurred speech or staggering gait, red, glassy, watery eyes, and excitability or unpredictable behavior. The chronic use of inhalants has been associated with several serious health problems. Sniffing glue and paint thinner causes kidney abnormalities, while sniffing the solvents toluene and trichloroethylene cause liver damage. Memory impairment, attention deficits, and diminished nonverbal intelligence have been related to the abuse of inhalants. Deaths resulting from heart failure, asphyxiation, or aspiration have occurred.

Steroids

Anabolic steroids are synthetically produced variants of the naturally occurring male hormone testosterone that are abused to promote muscle growth, enhance athletic or other physical performance, and improve physical appearance. Testosterone, nandrolone, stanozolol, methandienone, and boldenone are some of the most frequently abused anabolic steroids. The long-term adverse health effects of anabolic steroid use are not definitely known. There is, however, increasing concern of possible serious health problems associated with the abuse of these agents, including cardiovascular damage, cerebrovascular toxicity, and liver damage. Physical side effects include elevated blood pressure and cholesterol levels, severe acne, premature balding, reduced sexual function, and testicular atrophy. In males, abnormal breast development (gynecomastia) can occur. In females, anabolic steroids have a masculinizing effect, resulting in more body hair, a deeper voice, smaller breasts, and fewer menstrual cycles. Several of these effects are irreversible. In adolescents, abuse of these agents may prematurely stop the lengthening of bones, resulting in stunted growth. For some individuals, the use of anabolic steroids may be associated with psychotic reactions, manic episodes, feelings of anger or hostility, aggression, and violent behavior.

Designer Drugs

Recently, the abuse of clandestinely synthesized drugs has re-emerged as a major worldwide problem. These drugs are illicitly produced with the intent of developing substances that differ slightly from controlled substances in their chemical structure while retaining their pharmacological effects. These substances are commonly known as designer drugs and fall under several drug categories. Synthetic stimulants, often referred to as "bath salts," are from the synthetic cathinone class of drugs. Synthetic cathinones are central nervous stimulants and are designed to mimic effects similar to those produced by cocaine, methamphetamine, and MDMA (ecstasy). These substances are often marketed as "bath salts," "research chemicals," "plant food," "glass cleaner," and labeled "not for human consumption," to circumvent application of the Controlled Substance Analogue Enforcement Act. Marketing in this manner attempts to hide the true reason for the products' existence—the distribution of a psychoactive/stimulant substance for abuse. The following table describes these drugs of concern and their associated risks.

FEDERAL TRAFFICKING PENALTIES

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38 Drugs of Abuse | A DEA Resource Guide: 2022 EDITION

FSA Eligibility

A federal or state drug conviction can disqualify a student from receiving Federal Student Aid (FSA) funds. Only convictions for offenses that occurred during a period of enrollment in which the student was receiving Title IV aid are considered. Students who became ineligible due to offenses that did not occur during this period remain eligible. Additionally, convictions that have been reversed, set aside, or removed from the student's record do not count, nor do those received when the student was a juvenile, unless the student was tried as an adult.

The chart below illustrates the period of ineligibility for FSA funds, depending on whether the conviction was for sale or possession and whether the student had previous offenses. (A conviction for sale of drugs includes convictions for conspiring to sell drugs.)

	Possession of Illegal Drugs	Sale of Illegal Drugs			
First offense	One year from date of conviction	Two years from date of conviction			
Second offense	Two years from date of conviction	Indefinite period			
Third plus offenses	Indefinite period	Indefinite period			

If the student was convicted of both possessing and selling illegal drugs, and the periods of ineligibility are different, the student will be ineligible for the longer period. Schools must provide each student who becomes ineligible for FSA funds due to a drug conviction with a clear and conspicuous written notice of loss of eligibility and the methods whereby one can become eligible again.

A student regains eligibility the day after the period of ineligibility ends (i.e., for a 1st or 2nd offense); or when he or she successfully completes a qualified drug rehabilitation program that includes passing two unannounced drug tests given by such a program. Further drug convictions will make the student ineligible again.

Students denied eligibility for an indefinite period can regain eligibility after occurrence of any of the following options:

- 1) Successfully completing a rehabilitation program, as described below, which includes passing two unannounced drug tests from such a program
- 2) Having the conviction reversed, set aside, or removed from the student's record so that fewer than two convictions for sale or three convictions for possession remain on the record
- 3) Successfully completing two unannounced drug tests which are part of a rehab program (the student does not need to complete the rest of the program).

Qualified Drug Program Standards

A qualified drug rehabilitation program must include at least two unannounced drug tests and must satisfy at least one of the following requirements:

- Be qualified to receive funds directly or indirectly from a federal, state, or local government program.
- Be qualified to receive payment directly or indirectly from a federally or state-licensed insurance company.
- Be administered or recognized by a federal, state, or local government agency or court.

 Be administered or recognized by a federally or state-licensed hospital, health clinic, or medical doctor.

Source: 484(r)(2) of the HEA

Iowa Smoke Free Air Act

The "lowa Smoke Free Air Act" became effective on Tuesday, July 1, 2008.

This law bans the smoking of tobacco in all indoor and outdoor spaces on our campus including: all Seminary property, parking lots (including if you are lighting up while sitting in your personal vehicle), Seminary vehicles (no matter if it's on- or off- campus), apartments, houses, residence halls and Seminary sidewalks. In essence, it is against the law to smoke tobacco on or in any Seminary property. The law does not prohibit smoking on public sidewalks around the Seminary. Public sidewalks surrounding the Seminary are those on Wartburg Place and Fremont Avenue.

Please be attentive to this law and help by informing anyone smoking on Seminary property that lowa law prohibits this activity. The law takes a firm position concerning the failure to maintain a smoke-free campus community that will result in civil penalties, as well as other consequences, for both the individual and the Seminary.

For smokers, as well as friends and family who smoke, this law is not easy. Iowa is following national environmental and health pathways and is neither the first state, nor the last state, to regulate smoking in a comprehensive way. Please assist and cooperate with the Seminary to abide by this law.

<u>Drug and Alcohol Abuse Prevention Biennial Review – School year 2022-2023</u>

A biennial review which included an assessment of Wartburg Theological Seminary's drug and alcohol abuse prevention program was completed by Barb Roling, former Director of Financial Aid and Student Services. This entailed reviewing the requirements of the Department of Education Regulations for the Drug and Alcohol Prevention Program and the Drug-free Workplace requirements. Wartburg's prevention program was deemed to be following these requirements. Wartburg's policy is outlined in the student and community life handbook, the staff handbook, and the faculty handbook. Having had zero (0) drug or alcohol related incidences since the last biennial review, Wartburg Theological Seminary's drug and alcohol abuse prevention program was deemed to be effective and only requiring updates to the posted drug and alcohol incident statistics and the Biennial Review report. These changes have been made.

Wartburg has had zero (0) drug and alcohol related violations and zero (0) fatalities that occurred on campus or as a part of any of the school's activities since the 2015-16 biennial review. Wartburg has not had to impose any kind of sanctions for drug and alcohol-related violations and fatalities that occurred on campus or as part of any of the school's activities.

Emergency Response and Evacuation

Exercises

Wartburg Seminary conducts emergency response exercises each year, such as fire drills, tornado drills, and tests of the fire alarm system. We also conduct an annual emergency response drill. These tests are designed to assess and evaluate the emergency plans and capabilities of the seminary. General information about the emergency response and evacuation procedures for

Wartburg Theological Seminary is publicized each year as part of the institution's Clery Act compliance efforts and in our student, staff, and faculty handbooks.

RAVE Mobile Safety

Wartburg Theological Seminary implemented RAVE Mobile Safety (RAVE) in November 2015. This is an SMS (short message service) texting and email alert system for the Wartburg campus and housing community. A message sent through this system is received by intended recipients within seconds. The RAVE software uploads the Wartburg database daily to ensure that emails and cell phone numbers remain current in their system. RAVE maintains this system and is monitored by Wartburg's Director for Technology. RAVE is used in conjunction with our main campus Simplex system.

When a significant emergency or dangerous situation occurs that causes an immediate threat to the campus, Wartburg Theological Seminary's President will assess the situation and work together with the vice presidents and deans, the director of community life and candidacy, superintendent for maintenance, the director for financial aid and reporting, and the director for communication (depending on the nature of the incident), to respond, communicate, and manage the situation. Depending on the nature of the incident, other Wartburg departments and other local or federal agencies could also be involved in responding to the incident. If the situation warrants, the president or another will call 911 immediately.

All members of the Wartburg community are notified on an annual basis that they are required to notify the Dubuque Fire and Emergency Medical Services, Dubuque Police Department, and one of the following on the seminary campus -the president, vice presidents, academic dean, the director of community life and candidacy, the director of human resources, the superintendent for maintenance, or the director for financial aid and reporting of any situation or incident on campus that involves a significant emergency. Wartburg Theological Seminary works with local Dubuque authorities and first responders including Dubuque Fire and Emergency Medical Services and the Dubuque Police Department.

Notification to the Wartburg Community about an Immediate Threat

If there is a significant emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the Wartburg Community, the president on his/her own or together with some or all the vice presidents and academic dean, the director of community life and candidacy, superintendent of maintenance, the director of financial aid and reporting, and the director of communication will collaborate to determine the content of the message. They will use some or all the systems described below to communicate the threat to the Wartburg community or to the appropriate segment of the community if the threat is limited to a particular building or segment of the population. The president will, considering the safety of the community, determine the content of the notification. The president or appointee will initiate the notification system, unless issuing a notification will, in the judgment of first responders (including, but not limited to: Dubuque Police Department, Dubuque Fire and Emergency Medical Services), compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. The president will determine how to communicate the emergency information to the larger community with the assistance of the local authorities, administrative colleagues, and the director for communications.

In the event of a significant emergency or dangerous situation that poses an immediate threat to members of the Wartburg community, the seminary has various systems in place for communicating information quickly. Some or all these methods of communication may

be activated in the event of an immediate threat to the Wartburg community. These methods of communication include RAVE system, network emails, campus phone system, a PA/Fire alarm system that is strategically placed throughout the Fritschel and Tower buildings, residence hall and Mendota Guesthouse. The public address feature could be used to further communicate with the Wartburg community details of any current, significant emergency. Individuals could call recorded information on the telephone line at (563) 589-0300 (Executive Assistant to the President) for updates or check the Wartburg Theological Seminary website. The notification's content will be determined on a case-by-case basis per the given situation. The notification may include information or instructions to evacuate specific segments or all of campus or to shelter in place in specific segments or all of campus.

If notification indicates that community members should evacuate, the notification will include instructions to proceed to the nearest exit and follow the posted evacuation maps to the safest area outside the confines of the building. Evacuation and exit directions are posted on building entrances and exits. Evacuee gathering locations will be dependent on each situation. If notification indicates that community members should shelter in place, instructions for sheltering in place will be included.

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

A shelter in place notification will be sent through the seminary's communication tools. If the building you are in is not damaged, stay inside – seeking an interior room – until you are told it is safe to come out. If your building is damaged, follow the evacuation guidelines and seek shelter in the closest building, as quickly as possible. If police or fire department officials are present, follow their directions.

If you are notified to shelter in place, follow these basic instructions, unless instructed otherwise:

- Stay in an interior room with the least number of windows.
- Collect supplies and a telephone to be used in an emergency.
- Shut and lock all windows and close exterior doors.
- Turn off air conditioners, heaters, and fans.
- Close vents to ventilation systems as you are able.
- Make a list of people with you and ask someone to call 563.589.0300 to provide a list of those who are sheltering with you.
- Turn on a radio, TV, or computer and listen for further instructions.
- Make yourself comfortable.

Documentation of the Annual Emergency Response Test

Bomb Threat Drill

Three emails were sent to the Wartburg Community on April 15 and April 16, 2024, in preparation for and as part of the 2024 Annual Emergency Response Test. Contents of those emails are below:

April 15, 2024, 9:26am (from Barb Roling; broling@wartburgseminary.edu) "Hello everyone,

Every year along with the standard fire and tornado drill, Wartburg highlights an emergency and performs a drill for it. We do this for compliance with the Clery Act, a requirement of institutions who received Title IV aid (federal student loans). This year the drill will be "bomb threat." This exercise may appear to be simple, but it is conducted to remind us to always be alert to our surroundings and help us to understand how our emergency notification system, RAVE, works. This drill will happen on Tuesday, April 16th. You will be notified through our RAVE system (text and email) with instructions for how to respond."

April 16, 2024, 1:00pm (from Warburg Seminary Campus Safety; campussafety@wartburgseminary.edu)

"WARTBURG SEMINARY ALERT!

Wartburg Alert: This is only a DRILL. Bomb threat – CALMLY evacuate RH Mendota Tower Fritschel buildings immediately and proceed to RH parking lot at ball field. The Wartburg Theological Seminary Campus Safety Team"

April 16, 2024, 2:05pm (from Barb Roling; broling@wartburgseminary.edu) "All,

Thank you for participating in our annual emergency drill. If this were a real emergency, and you all went to where you were instructed, further instructions would most likely come from emergency personnel, i.e., police officer or fire crew. We all hope this will never happen to us, but it is a possible reality we could face one day, so your cooperation is important. Responding to the RAVE (and further) instructions will keep us all as safe as possible in such a situation. If you did not receive the emergency alert via text or email to your WTS account, please let me know. Also let me know if you have any critiques of the drill that may make future drills more effective."

Timely Warning Policy

The President or the President's appointee will receive information related to reported crimes and determine if a timely warning for the safety and security of the campus community is warranted for community safety or to aid in the prevention of similar crimes. The timely warning should be communicated to the campus in a timely manner through the best form of communication available at the time. Determination of timely warnings will be assessed on a case-by-case basis based on the crime report as well as consideration of if there is a continuing or serious threat to students, families, and employees. In some cases, law enforcement advice will be sought as to if a timely warning is warranted. The timely warning must include information about the crime that triggered the warning as well as advice for caution, response, etc.

Missing Student and Emergency Contact Registration

Wartburg requests all new students to voluntarily provide emergency contact information during registration, which will be stored confidentially in their student records. This information will only be accessed by authorized Wartburg personnel in the event a student is reported missing.

If a student living in Wartburg-operated housing is suspected to be missing, faculty, staff, and fellow students should immediately report this to the Director of Community Life and Candidacy or the President's Office. If a student is reported missing after 24 hours, this must also be reported to the Director of Community Life and Candidacy or the President's Office.

For students residing off-campus, individuals should contact the local law enforcement agency with jurisdiction to investigate.

All reports of missing students made to the Director of Community Life and Candidacy, or the President's Office will be prioritized for investigation. If it is determined that a student has been missing for over 24 hours, the seminary staff will notify the emergency contact person within the next 24 hours. If the student is over 18 years old and has been missing for more than 24 hours, Wartburg Seminary will inform the appropriate law enforcement agency and other necessary parties.

Policy Regarding Firearms, Weapons, and Explosives On-Campus

As a safety precaution, shotguns, rifles, handguns, air guns, bows and arrows, paint ball equipment, knives exceeding the state legal limits, ammunition and other types of potentially dangerous weapons or equipment are not permitted on campus, including seminary-owned facilities or residences. Additionally, all types of explosive materials and devices, including – but not limited to – fireworks, are prohibited on campus. Furthermore, any student (or family members) found in violation of this policy may be subject to disciplinary action, including dismissal of the student.

Crime Information and Statistics

As mandated by the Crime Awareness and Campus Security Act of 1990, Wartburg Seminary will provide to its students and employees yearly statistics of on-campus occurrences, within the last three years of the following criminal offenses (see below). The Seminary will provide these yearly statistics to students, faculty, and employees as well as prospective students or employees. Below is a composite summary of statistics of criminal and hate offenses and arrests related to on-campus, residence hall, and seminary adjacent public property.

Official statistics can be viewed at: http://	ope.ed.go	ov/secur	ity					
Criminal/Hate Offenses	2016	2017	2018	2019	2020	2021	2022	2023
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Sex Offenses – Forcible	0	0	0	0	0	0	0	0
Sex Offenses – Non-Forcible	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0

Larceny-Theft	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0
Arrests	0	0	0	0	0	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0	0	0	0	0	0
Illegal Weapons Possession	0	0	0	0	0	0	0	0
Drug law Violations	0	0	0	0	0	0	1	0
Liquor Law Violations	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	Ō	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Sexual Assault	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	Ō	0

Campus Fire Safety Policies

Fire Safety System

Wartburg Seminary Fire Safety System consists of a Simplex monitoring system providing smoke and heat detection that will automatically call a 24-hour monitoring service for emergency dispatch. The residential portion of our main campus building has a fire sprinkler system provided, as do approximately half of our administrative buildings. See residential fire safety policies for each type of on-campus housing. No further improvements are planned currently.

19

Fire Reporting

Fires should be reported to the Superintendent for Maintenance and Director for Financial Aid and Reporting.

Fire Drill

Two fire drills are performed annually. Spring drills take place in March or April. Fall drills happen in September or October. Notification is sent out to everyone prior to the drill. The latest fire drills were 11/02/2023 and 04/09/24. Additionally, we performed a tornado drill on 04/08/24.

Fire Safety Education and Training Programs Provided to Students and Employees

- Fire safety month annual email was sent 11/01/2023.
- Fire drills: 11/02/23 and 04/09/24.
- Student managers educate on-campus housing regarding fire evacuation procedures.

Wartburg Seminary Housing Fire Safety Policy and Fire Evacuation Procedures

Smoke Detectors

If the early warning fire protection system (smoke detector) is battery operated, every occupant is responsible to maintain the device in proper working condition, provide and install a new battery when needed, and to notify the maintenance superintendent whenever the device is inoperable even though a new battery has been installed. No occupant shall cause a smoke detector to be removed or disconnected from its power source.

Residence Hall Fire Safety Policy

The Residence Hall was remodeled in 2001 and is equipped with smoke and heat detection systems, a sprinkler system, fire extinguishers, and fire-rated doors, all of which are inspected periodically throughout each year. Bi-annual fire drills are performed to help students recognize what the alarm sounds like and to evaluate where they should go in case of an emergency. Floor plan evacuation maps are on each occupant's door with an arrow showing the shortest route to an exit. In the next section (below) are the evacuation procedure instructions given each resident.

Small appliances are allowed, but please check all power cords for safety. Fire department regulations specify that extension cords are not allowed and that only power strips plugged directly into the wall are acceptable. Microwaves, refrigerators (up to five cubic feet), coffee makers, and electric kettles are the only appliances allowed. No other type of hot plate or heating device is to be used in the residence hall.

All stairways and hallways are to always remain clear. Please do not store any items in these areas at any time.

Resident hall rooms with kitchenettes are set up with appliances (microwave, induction cooktop and fridge). The rooms were altered in ways to meet city code fire, electrical, and plumbing requirements to allow for appliances.

Residence Hall Fire Evacuation Procedure

When the alarm sounds, please proceed to the nearest exit and exit the building ASAP. If you go out the back door to the parking lot, please go around to the front of the building and meet at the Martin Luther Statue on the sidewalk next to the street. Please note if your neighbor and floor mates are all outside. Let the residence hall representative/police/fire know if someone is missing and not outside. Please be in communication with one another if you are going to be gone for the weekend etc.

If your room is the one that the situation occurred in, please stand near the edge of the group so that the residence hall representative can find you readily and be made aware of the situation. If the residence hall representative is not there, inform the fire department/police department of the details.

If the fire situation is unknown and the residence hall representative is not there, please let first responders know if there are residents that have any type of disability that are not outside and potentially still in their room.

If the exterior residence hall doors are locked and the residence hall representative or their alternate is not there, the fire department has a key to the lock box. Once the alarm has been cleared, fire personnel can let you back inside.

Other Buildings

Blair Court Houses and Denver Court Housing Fire Safety Policy and Plans for Fire Evacuation:
Since these units are single or duplex units, it is up to the occupant, or neighboring occupants, to notify first responders (911) if a fire occurs. All units are equipped with smoke detectors and fire extinguishers. Residents are responsible for checking the battery of the smoke detectors at least twice per year. Each tenant is responsible for coming up with and practicing their own plans for fire evacuation.

Electrical Cords and Lights

Temporary electrical wiring or extension cords are prohibited. Only power strips plugged directly into wall outlets are acceptable. Halogen lamps are prohibited because of fire hazard. Residents are responsible for supplying and replacing light bulbs during their stay.

Candles

The Dubuque Fire Marshall has strongly cautioned Wartburg regarding the use of candles, halogen bulbs, and incense. Since most of our housing units are connected to another unit, it is our policy to strictly prohibit the use of candles, oil lamps, halogen bulbs, and incense in any on-campus unit. Additionally, the soot that gets on the walls and ceilings is virtually impossible to remove, and always requires extra cleaning and painting. In that event, besides losing the deposit originally made for housing, the resident will receive additional charges to cover the cost of the extra cleaning required.

Kerosene Space Heaters

Kerosene space heaters are illegal to use in the City of Dubuque and therefore, are not allowed in Wartburg housing. All heating issues need to be brought to maintenance's attention.

Annual Fire Statistics for 2023-24

Campus Statistics:

- Intentional fires 0
- Unintentional fires 0.
- Number of persons who received fire-related injuries that resulted in treatment at a medical facility – 0
- Number of deaths related to a fire 0
- Value of property damage caused by a fire \$0

Fire statistics reported by facility:

- Fritschel/Tower Buildings
 - Intentional fires 0
 - Unintentional fires 0-
 - Number of persons who received fire-related injuries that resulted in treatment at a medical facility – 0
 - Number of deaths related to a fire 0
 - Value of property damage caused by a fire \$0
- Campus Grounds
 - Intentional fires 0
 - Unintentional fires 0
 - Number of persons who received fire-related injuries that resulted in treatment at a medical facility 0
 - Number of deaths related to a fire 0

Value of property damage caused by a fire-\$0

Residence Hall

- Intentional fires 0
- Unintentional fires 0
- Number of persons who received fire-related injuries that resulted in treatment at a medical facility – 0
- Number of deaths related to a fire 0
- Value of property damage caused by a fire \$0

Mendota Guest House

- Intentional fires 0
- Unintentional fires 0
- Number of persons who received fire- related injuries that resulted in treatment at a medical facility – 0
- Number of deaths related to a fire 0
- Value of property damage caused by a fire \$0

Blair Court and Denver Court

- Intentional fires 0
- Unintentional fires 0
- Number of persons who received fire- related injuries that resulted in treatment at a medical facility – 0
- Number of deaths related to a fire 0
- Value of property damage caused by a fire-\$0

Wartburg Place Duplexes and President's residence

- Intentional fires 0
- Unintentional fires 0
- Number of persons who received fire-related injuries that resulted in treatment at a medical facility – 0
- Number of deaths related to a fire 0
- Value of property damage caused by a fire \$0