CAMPUS SAFETY & SECURITY

UNIVERSITY of WASHINGTON | TACOMA

2026 ANNUAL SECURITY AND FIRE SAFETY REPORT

AND DRUG-FREE SCHOOLS ACT INFORMATION

Crime Statistics data from 2023, 2024, 2025

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UNIVERSITY of WASHINGTON | TACOMA

September 29, 2026

Policy on Reporting the Annual Disclosure of Crime Statistics

The safety and well-being of the University of Washington Tacoma community are a shared priority. Campus Safety and Security, along with departments and employees across the University, works to promote a safe environment for students, faculty, staff, and visitors. Maintaining a safe campus also depends on the awareness, cooperation, and involvement of each community member. We encourage you to use this report as a resource for safety practices and information both on and off campus.

This report includes statistics for the most recent three-year period on reported crimes that occurred on campus, in certain off-campus buildings, and on property owned or controlled by the University of Washington Tacoma, as well as on public property within or immediately adjacent to and accessible from the campus. The reported crimes fall into four general categories:

- **Criminal Offenses**: Homicide, Sexual Assault (Rape, Fondling, Incest, Statutory Rape), Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, and Arson.
- **Hate Crimes**: Offenses motivated by bias, including Larceny-Theft, Simple Assault, Intimidation, and Property Damage.
- **Violence Against Women Act (VAWA) Offenses**: Domestic Violence, Dating Violence, and Stalking.
- **Arrests & Referrals**: Violations related to weapons, drugs, and alcohol.

This publication provides information about campus safety and security, crime prevention, patrol operations and authority, crime reporting, University policies and procedures, and crime statistics for **2023, 2024, and 2025**. The statistics reflect reported Clery crimes occurring on campus; in or on buildings and property owned or controlled by the University of Washington Tacoma; and on public property immediately adjacent to and accessible from campus.

This publication is usually posted on the University of Washington Tacoma's website by October 1 each year. We notify all students, staff, and faculty via email. You can obtain this report online at: tacoma.uw.edu/fa/safety/annual-security-reports. All current or prospective faculty, staff, and students can also obtain a paper copy by writing to:

UW Tacoma Campus Safety & Security Department
University of Washington Tacoma
1900 Commerce Street
Tacoma, WA 98402-3100

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Additional emergency preparedness and safety resources are also available by contacting Campus Safety & Security department by email uwtsafe@uw.edu or call 253-692-4416.

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Message from the Director

On behalf of the UW Tacoma Campus Safety team, welcome to the University of Washington Tacoma.

UW Tacoma is an urban-serving university with a strong connection to Tacoma and the South Puget Sound. Our campus provides a distinctive learning and working environment in the heart of downtown Tacoma. As part of the University of Washington, we share a commitment to academic excellence, community engagement, and the well-being of our students, faculty, staff, and visitors.

Safety is a shared responsibility. Although UW Tacoma is a welcoming campus, we recognize that crime, emergencies, and other safety concerns can occur in any community. Staying informed, being aware of our surroundings, looking out for one another, and knowing how to access University resources all contribute to a safer and more prepared campus.

This Annual Security and Fire Safety Report provides information about UW Tacoma's safety and security programs, policies, resources, emergency procedures, and crime and fire statistics. It is intended both to help members of our community make informed decisions about their safety and to meet applicable federal reporting and disclosure requirements, including the Jeanne Clery Campus Safety Act (Clery Act), Section 485(f) of the Higher Education Act of 1965, 20 U.S.C. § 1092(f). The U.S. Department of Education identifies publication of an Annual Security Report as a core Clery requirement.

I encourage you to read this report, become familiar with the resources available to you, and join us in maintaining a safe, welcoming, and prepared UW Tacoma community.

Thank you,

Susan Wagshul-Golden, MSML
Director of Emergency Preparedness & Campus Safety

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Campus Safety and Security Department Organization

The Vice Chancellor for Finance and Administration is the university's designated safety and security administrator, supported by the Director of Emergency Preparedness & Campus Safety. As such, the principal administrative responsibility for campus safety and security lies within the Division of Finance and Administration. The Campus Safety and Security Department are a team committed to ensuring the safety and security of the University of Washington Tacoma campus community. We are comprised of a Director, Associate Director, Campus Safety & Transportation Operations, Emergency Preparedness Manager, two Program Coordinator, two Campus Security Sergeants, and thirteen full-time Campus Security Officers. We all strive to conduct ourselves with the highest standards of professionalism, ethical behavior, and pride in all we do.

Our Campus Security team provides in person patrol services 24 hours a day, 7 days a week, and 365 days a year to foster a safe and secure educational environment for the University. Campus Security officers patrol on foot, bicycle and vehicle patrol. Our campus is also patrolled by downtown business improvement association safety officers that ride bicycles as additional patrol support for our campus community, retail tenants and visitors. Our team has direct interoperability with City of Tacoma 911 South Sound dispatch to connect with local first responders for emergencies and disasters. We work with our community partners to coordinate assistance from Tacoma Fire Department, Tacoma Police Department, City of Tacoma Emergency Management, South Sound 911 dispatchers, Pierce County Mobile Health Crisis Unit, and Pierce County Emergency Management. Our department's non-emergency number is 253-692-4416, and our office is in the Dougan building, 1st floor room DOU180 on 17th and Commerce Street.

Law Enforcement Authority: University of Washington Tacoma Campus Security officers are not law enforcement officers of the state of Washington and as such have no arrest authority. Campus Security officers are obligated as representatives of the University of Washington, Tacoma to enforce university rules and regulations. Campus Security officers are permitted to approach individuals suspected of criminal activity to request their name and destination. However, since we do not have arrest authority, we would request through South Sound 911 dispatch for City of Tacoma Police Officers response to reported crimes we have witnessed or on behalf of our community so they can determine if an arrest is to be made.

Emergency Response: In a campus-wide emergency, Campus Safety and Security will work in concert with the UW Crisis team, City of Tacoma Emergency Management, and Pierce County Emergency Management to provide a coordinated and effective response to the university community. We encourage all users to access our website https://www.tacoma.uw.edu/fa/safety/emergency-preparedness and to sign up for UW Alert. When an emergency occurs, these texts alert will notify the campus community of the nature of the emergency. Because we can send the alerts to any cell phone or e-mail address regardless of physical location, students find them an invaluable resource for keeping informed if an emergency occurs on campus.

Officer Training: UW Tacoma Campus Security officers have a broad expanse of training and certifications, but all officers annually attend a variety of training regimens to maintain the skills necessary. These comprehensive programs provide valuable training in all aspects of university safety. Campus Security officers must successfully complete certification or recertification in skills training, such as CPR and first aid. UW Tacoma Campus Security officers also take other training, such as defensive tactics, ethics, Title IX compliance, sexual harassment prevention and emergency management response.

Fire Alarm Systems and Crime Prevention Services

The security, fire, supervisory, and trouble alarms are monitored by third party vendors. The access control card readers are monitored by the Campus Safety and Security department. Campus Safety and Security personnel work closely with Facilities Services and many other departments on campus to identify and promptly repair any malfunctioning security devices.

Relationship with Local Law Enforcement Agencies

The University of Washington Tacoma is in the upper northeast part of downtown Tacoma, Washington, in sector 1 of the City of Tacoma Police Department (TPD). The Campus Security team meets with City of Tacoma Police Community Liaisons to discuss safety concerns, patterns, or trends that may be observed or reported by our stakeholders. If a crime is reported and the victim wants to press charges, we assist in connecting our stakeholders with law enforcement agencies. The UW Tacoma Director Emergency Preparedness & Campus Safety meets monthly with region 5 Homeland Security Regional Coordinating Council (RCC) which is the chief homeland security policy making body in the region and is the core membership of the Terrorism Early Warning Task Force (TEW) in Pierce County. The RCC's planning and coordination structure is representative of the major disciplines in the region: Fire Services, Law Enforcement, Metro Parks, Ports, Public Health, Schools, and Transit. TPD officials about campus issues to discuss mutual concerns, coordinate programs, and exchange information.

Off-Campus Criminal Activity

Campus Safety and Security does not provide services for off-campus criminal activity involving students. Off-campus criminal activity is handled through the Tacoma Police Department and will be redirected to the appropriate law enforcement agency. A student involved in off-campus criminal conduct may also be referred to Judicial Affairs and Mediation Services to face the Conduct Council for charges for violations of the Conduct Code. University of Washington Tacoma's Director of Emergency Preparedness and Campus Safety coordinates with contacts on city, county, state and national levels on a frequent basis to receive follow-up reports on criminal activities that may affect the University. Campus Safety and Security maintains a comprehensive crime prevention program. Working with other University departments, the crime prevention coordinator develops and monitors procedures and programs to promote safety and security. While it is the responsibility of each member of Campus Safety and Security to promote crime prevention throughout the university community, the coordinator is responsible for implementing Campus Safety and Security's proactive stance on crime prevention as part of its basic philosophy. This includes, but is not limited to, conducting programs, answering questions about safety and security, responding to inquiries about Campus Safety and Security's role on campus, and encouraging residents to become actively safety conscious.

To help students and employees protect themselves and their property, this unit develops and makes available to the University community through a variety of educational programs and materials.

Crime Prevention and Security Awareness Programs

Campus Safety and Security provides the following programs to all faculty, staff, and students. They address specific needs of the audience and focus on individuals taking personal responsibility for their safety, avoiding unsafe situations, and using Campus Safety and Security services. The sessions (unless otherwise noted) vary in length.

- **Crime Prevention Awareness:** Educates students about living in an urban setting and using crime prevention skills. This typically is customized for the specific audience.
- **Crime Prevention through Environmental Design (CPTED) survey:** A multi-disciplinary approach to deterring criminal behavior through environmental design. CPTED strategies rely upon the ability to influence offender decisions that precede criminal acts by affecting the built, social, and administrative environment. It is pronounced *sep-ted* and is known by various labels or names around the world, such as Designing Out Crime and other acronyms
- **UW Safe Campus:** Safe Campus is the University of Washington's enterprise-wide violence prevention and response program. They support students, staff, faculty, and community members in preventing violence. Safe Campus provides in-person training to staff, faculty and students to support violence prevention and response at the UW. They listen to your concerns and provide guidance and safety plans tailored to your situation. Their caring, trained professionals will talk you through options and connect you with additional resources if you want them. For more information, call 206-685-7233 or visit their What to Expect page.
- **Emergency Preparedness and Response training:** Provides students, faculty and staff with tools on how to prepare for an emergency or disaster and to respond. For more information go to this link: Resources Guide to Crisis or Emergencies. We perform tests annually on emergency procedures and announce them to the campus community to aid with setting expectations

Campus groups who sponsor these programs increase attendance and bring together individuals who have common concerns. Any interested group should contact Campus Safety and Security on 253-692-4416. The Division of Student Affairs may offer related programs on acquaintance rape, alcohol, relationships and self-defense.

Walking Security Safety Escort Service

For your safety, UW Tacoma encourages students, faculty, staff, and visitors to use the Safety Escort Program. Campus Security Officers are available to walk with you to your car or other campus destinations 24 hours a day, 7 days a week.

The service is free of charge. During busy periods, the Campus Security Officer may ask you to meet in a common location to facilitate escorting multiple people. Dial 253-692-4416 to request a Safety Escort.

Campus Safety Officers do not provide safety escorts beyond the UW Tacoma campus boundaries (between S. 17th and S. 21st Streets and Pacific and Tacoma Avenues). If you have parked at the Tacoma Dome Station garage, officers can walk with you to the Link light-rail train that has their own security that ride with you to the Tacoma Dome.

Weapons Policy

The possession or use of firearms, explosives, dangerous chemicals or other dangerous weapons or instrumentalities on the University campus, except for authorized University purposes, is prohibited by

Washington Administrative Code (WAC 478-124-020 Conduct on Campus)
http://apps.leg.wa.gov/WAC/default.aspx?cite=478-124-020. This does not include pepper spray.

Written approval is required by the Chancellor prior to accessing University property with the prohibited items listed above. For more information contact the Director of Campus Safety and Security at 253-692-4425 or email uwtsafe@uw.edu

Violation of this policy by students, faculty, staff or visitors to the Tacoma campus may be subject to disciplinary actions and/or civil or criminal citation.

Crime Prevention Tips

- Program the Campus Safety and Security emergency number (253-692-4416) or 911 into your cell phone.
- Be aware of your surroundings.
- Travel in groups at night whenever possible, especially when walking.
- Use lighted walkways and thoroughfares, even if it means going out of your way.
- Walk briskly, with your head up, and with assurance. Do not walk in brush-covered areas or against buildings.
- Do not wear dangling jewelry when traveling into the city. Keep purses, backpacks, and money belts close to the body, and do not leave them unattended.
- Do not struggle if someone attempts to take your property.

Students Living in On-Campus Housing

- Create UW Campus Safety (253-692-4416) as a new contact on your mobile phone
- Attend crime prevention seminars held on campus. Campus Safety and Security, in partnership with Student Affairs, sponsor seminars on a variety of themes to help students be safe and well.
- Always lock your room door, whether the room is occupied or not, e.g., while you are sleeping.
- Report doors propped open—they increase vulnerability to crime. If you find an interior or exterior door propped open, call a resident assistant and close the door.
- Lock cash, credit cards, jewelry, and other valuables in a drawer and take these valuables with you during school breaks. Be careful not to leave clothing and other property unattended.
- Register with the UW Alert System to receive current information on campus closures and delays due to inclement weather and emergency situations.

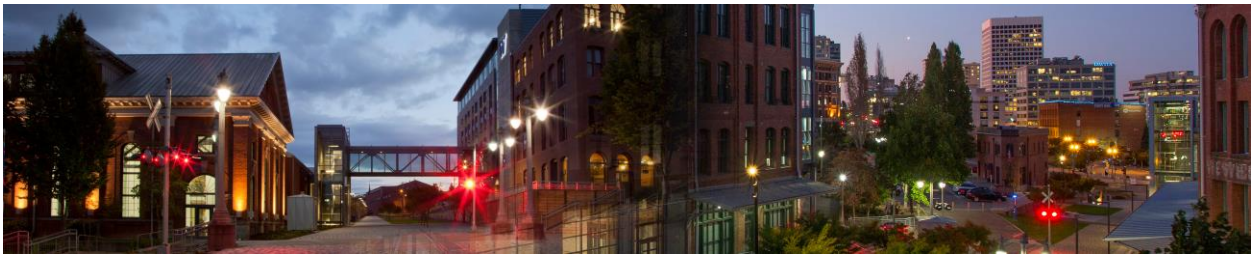
Safety When Coming and Going to Campus

- Cross streets safely. Cross at designated crosswalks and traffic signals. Make eye contact with drivers and do not assume that the driver can see you. If you are not at a crosswalk, wait until there is no traffic to cross.
- Lock your bicycle with a high-security lock.

- Park your vehicle in a well-lit and populated area. If this is impossible, scan the area before getting into or out of your vehicle. Know your surroundings!
- Get into your vehicle briskly, quickly, and confidently.
- Avoid becoming too absorbed with the task at hand, such as keeping your head down at the key lock, occupying yourself with bags, books, or keys; staying alert can help prevent you becoming a target for crime.
- Keep keys in hand to avoid unnecessary delays.
- Always have a plan, even if you are late or in a rush.

Report Suspicious Activity/Objects on Campus

Report suspicious activity or suspicious object to Campus Safety and Security immediately at 253-692-4416 or if you feel you are in immediate danger use the emergency blue phones located throughout the campus or call 9-1-1. Reporting suspicious activity/objects as soon as possible is essential in reducing campus crimes. You will be assisting the Campus Safety and Security Department in promoting a safe, secure, and welcoming educational environment. Never hesitate to contact Campus Safety and Security Officers regarding your own or someone else's safety on campus. We strongly urge you to program your cell phone with Campus Safety and Security's office number: 253-692-4416.



Available Crime Information and Timely Warning Notification Policy

Crime Prevention Information

You can stay up to date on crime in the area by checking crime prevention information posted at: http://www.tacoma.uw.edu/campus-safety

At various campus events throughout the year, we distribute information regarding Campus Safety and Security services and crime prevention programs.

Timely Warnings Notification Policy

If a situation arises either on or off campus that, in the judgment of the Campus Safety and Security Director, constitutes an ongoing or continuous threat, a campus "timely warning" will be issued. The warning will be issued to students and employees in a timely manner, and it will withhold the names of victims confidential.

The goal of the warning is to aid in the prevention of similar occurrences. Depending on the circumstances of the crime, especially in situations that could pose an immediate threat to the community and individuals, the Campus Safety and Security Department with the UW Tacoma Crisis Communications team may employ several different mechanisms to notify the campus of the threat. In all cases, the warning will be issued through the university e-mail system to students, faculty, staff, and the campus.

The purpose of Crime Alerts is to notify the campus community of the incident in a timely manner and to provide information that may enable community members to protect themselves from similar incidents. Crime Alerts are issued whenever the following criteria are met:

- A crime was committed.
- The perpetrator has not been apprehended; and
- There is a substantial risk to the physical safety of other members of the campus community because of this crime.
- The University determines that the incident represents an ongoing threat to the campus community.

Such crimes include, but are not limited to one of the following Clery crimes that are reported in good faith to any campus security authority or the local police:

- Criminal Homicide, including Murder, /Manslaughter by Negligence.
- Sex Offenses, including Rape, Assault with Sexual Motives (Fondling), Incest, and Statutory
- Rape.
- Robbery.
- Aggravated Assault.
- Major Incidents of Arson; and
- All other Clery crimes as deemed appropriate.

All available information known at the time will be taken into consideration when evaluating the need for a timely warning. Those considerations include, but are not limited to:

- The nature and seriousness of the crime,
- When and where the incident occurred,
- When it was reported,
- The duration of time between the victim and perpetrator,
- The patterns or trends of other incidents,
- The continuing danger to the campus community, and
- The risk of compromising law enforcement efforts or identifying the victim.

Although each case will be evaluated on an individual basis, timely warnings will not be issued when:

- A report is filed more than five (5) calendar days after the date of the alleged incident, unless it is
- determined that there is a continuing threat to the community.

- A report is filed anonymously or by a third party and there is not enough information to evaluate the situation.
- The pertinent information has not been acquired.
- The suspect has been apprehended.
- The report is made in bad faith.
- There is a possible risk of compromising law enforcement efforts; or
- The incident reported does not pose an ongoing threat to the campus

Anyone with information warranting a timely warning should report the circumstances to the Campus Safety and Security Department by phone (253) 692-4416, or in person at the Campus Safety and Security Office in the Dougan Building, Room 180.

Campus Safety and Security disclose all incidents reported to the department that fall into any of the required reporting classifications as a statistic in this annual brochure.

The Campus Safety and Security Department Director cull the statistical data for this report from multiple sources, including the Campus Safety department's internal reporting system. The Campus Safety Department also requests statistical information from all campus security authorities (as defined by Federal law) and from deans, directors, and department heads. The campus security authorities include the professional counselors on campus who are not required to report but may do so voluntarily. Members of the community are encouraged to call the police to report crimes for this annual disclosure of crime statistics.

Local police departments where the campus has facilities or holds classes are also contacted for their crime statistics in the areas where UW Tacoma resides. Crime statistics are reported in the year they were reported in and not necessarily the year in which the incidents occurred.

This publication contains information about on and off campus resources, and the campus makes this publication available to all campus community members. Offices listed are not crime reporting entities for the campus, and all crimes should be reported to Campus Safety to ensure inclusion in the annual crime statistics and to aid in providing timely warning notices to the community when appropriate. Campus Safety & Security submits the annual crime statistics to the Department of Education, which are available to the public on the Department of Education's website. The campus notifies enrolled students and current employees on an annual basis either electronically or via email.

This brochure can be found online at: http://www.tacoma.uw.edu/campus-safety/annual-safety-security-report

Emergency Management

The University of Washington regularly updates and revises the All-Hazard Emergency Management Plan. This Plan is a campus guide for management and coordination of all phases of emergency operations in the event of major events and crises that affect the campus, including major natural, technological and human disasters. The plan was developed to minimize the impacts of emergencies and disasters, protect the people, property, and environment, and restore the primary mission of the university. The plan meets all state and federal requirements. Campus departments are responsible for developing contingency plans and continuity

of operations plans for their staff and areas of operation. For assistance on campus-wide emergency planning and coordination, please go to the University of Washington Emergency Management website https://www.washington.edu/uwem/.

Emergency Response and Community Notification of Immediate Threat

An "immediate threat" is a significant emergency or dangerous situation on campus involving imminent danger to the health and/or safety of students, faculty, staff or guests, such as a natural disaster, act of terrorism or an active shooter. When a serious threat to campus safety occurs, UW Tacoma Campus Safety & Security coordinates with other first responders, which might include Tacoma Fire, Tacoma Police, Federal Bureau of Investigations, City of Tacoma Emergency Management, Pierce County Emergency Management, Tacoma Pierce County Health Department, UW Environmental Health & Safety department, and UW Emergency Management to properly mitigate the threat to the campus. Depending on the nature and size of the incident, other local, state and federal agencies might be called upon to assist. You will be notified about emergencies in one or more of the following ways:

- **UW Alert**: Register to be notified via cell phone, text message, campus email or personal email at www.uw.edu/alert
- **Talk-a-Phone Wide Area Broadcast System**: Broadcast phones are installed on the campus for outdoor loudspeaker announcements.
- **Campus website**: tacoma.uw.edu
- **Emergency Info Line**: 253-383-INFO (4636)

Daily Incident/Crime/Fire Log

Campus Safety and Security maintain a 60-day incident/Crime/Fire log, which is written in an easily understood format and describes the basic nature of the incident, date reported, general location, and the disposition, if known.

We enter new reports or update previous ones within 72 hours after receiving the information. The log records all crimes reported to Campus Safety and Security.

You can access this log at Campus Safety and Security's website:
https://www.tacoma.uw.edu/fa/safety/crime-reports

Listed is the most recent 60-day period of the log along with the last three years of Annual Security reports.

Classification of Crimes

Crimes listed herein are classified using the FBI Uniform Crime Reporting Handbook and relevant federal law (the Clery Act). Please see the definitions at the end of this report.

For murder/non-negligent manslaughter, negligent manslaughter, rape, forcible fondling, incest and statutory rape, aggravated assault, domestic violence, dating violence and stalking the number of victims is indicated. For robbery, burglary, larceny, vandalism, and arson, one offense is counted per distinct operation regardless of the number of victims.

For motor vehicle theft, each vehicle taken (or attempted to be taken) is counted separately. For liquor, drug and weapons violations, the statistics indicate that each person is arrested. Incidents of domestic violence, dating violence and stalking are counted according to the underlying crime—i.e., property crimes and robbery are counted by operation and crimes against persons except robbery are counted by the number of victims.

Hate crimes are not considered distinct offenses but are crimes (such as assault or vandalism) motivated by the suspect's bias. Most hate crimes are counted in the crime statistics in this brochure. The exceptions are simple assault, intimidation, larceny, vandalism and other crimes that involve bodily injury that are not included in the required reporting categories but are reported separately as hate crimes. Starting in 2014, crimes motivated by prejudice against a victim's national origin and crimes motivated by prejudice against a victim's gender identity are also reported as hate crimes.

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Reporting Criminal Actions and Emergencies

Always dial 911 for emergencies or crimes in progress on campus that require police, fire, or medical response. Students, faculty, staff, and visitors should also notify Campus Security officers.

- You can notify Campus Security officers by using any of the Campus Emergency Phones located on campus. Pressing the EMERGENCY button on the box will activate the telephone connection. You can begin to speak when the phone is answered through the speaker. All exterior emergency phones are tested by patrol units.
- You can make reports in person at the Campus Safety and Security office or to a uniformed Campus Security officer on patrol throughout the campus. Reports made to Campus Safety and Security will be included in annual statistical compilations and the daily incident log when appropriate and will be evaluated for timely warning consideration. You can report incidents to other officials at the University of Washington, Tacoma, including directors and heads of administrative units. These reports in turn will be communicated to Campus Safety and Security for disposition. These reports will also be included in annual statistical compilations.

Campus Safety and Security will help members of the UW Tacoma community contact outside law enforcement agencies such as the Tacoma Police Department and other reporting authorities.

- When we receive a report of an urgent situation, we dispatch officers to the scene to lend assistance, investigate, prepare a report, and conduct follow-up as needed. We contact the Tacoma Fire Department and Tacoma Police Department when appropriate.
- Campus Security officers conduct preliminary investigations of reported incidents. We contact the Tacoma Police Department, when appropriate, if any criminal information is discovered or other emergency responder agencies such as fire or medical.



Policy Statements Relating to Sexual Assault, Dating Violence, Domestic Violence and Stalking

The University of Washington is committed to establishing and maintaining a safe working and learning environment that is free from violence. The University has published policies that describe its prevention and response processes, which include:

- **Chapter 478-121 WAC - Student Conduct Code for the University of Washington**
- **Student Governance and Policies Chapter 209- Student Conduct Policy for Academic Misconduct and Behavioral Misconduct**
- **Student Governance and Policies Chapter 210 - Student Conduct Policy for Discriminatory and Sexual Harassment, Intimate Partner Violence, Sexual Misconduct, Stalking and Retaliation**

Pursuant to chapter 34.05 RCW and the authority granted by RCW 28B.20.130, the Board of Regents of the University of Washington established rules under the Washington Administrative Code regarding student conduct and student discipline.

Sexual misconduct is prohibited by the code, which includes committing, or aiding, soliciting, or attempting the commission of, the following prohibited conduct: Sexual assault, sexual harassment, sexual exploitation, indecent exposure, stalking, and intimate partner violence, including both dating and domestic violence. The code also prohibits retaliation against those who file a complaint, grievance, or allegation of misconduct under any university policy or rule or under any law; participate in and/or cooperate with an investigation; appear as a witness at a hearing; or oppose an unlawful act, discriminatory practice, or policy.

The University revised the Student Conduct Code to reflect the University's compliance with developing laws, regulations, and guidance, particularly relating to adjudicating sexual misconduct matters.

Executive Order No. 31 – Non-discrimination and Affirmative Action

This policy has the goal of promoting an environment that is free of discrimination, harassment, and retaliation. It prohibits sexual harassment, which is unwelcome and unsolicited language or conduct that is of a sexual nature and that is sufficiently severe, persistent, or pervasive that it could reasonably be expected to create an intimidating, hostile, or offensive working or learning environment, or has the purpose or effect of unreasonably interfering with an individual's academic or work performance. This policy was most recently revised effective August 14, 2020, to clarify that it includes sexual violence, such as sexual assault and relationship violence, and to clarify the intersections among this policy, Executive Order No. 51 - Sexual

Violence Elimination, and Executive Order No. 70 - Compliance with Education Department Sexual Harassment Regulations.

Executive Order No. 51 – Sexual Violence Elimination

This policy prohibits the following behavior by members of the University community including students, employees, and members of the public when the University determines that an individual's behavior affects a university interest:

- Domestic violence
- Relationship violence
- Stalking
- Sexual assault

The policy also prohibits retaliation against any individual who seeks resources, makes a referral, reports concerns, or who cooperates with or participates in any investigation of allegations of violations of this policy, or who is perceived to have engaged in any of these actions. This policy was most recently revised effective August 14, 2020.

Executive Order No.54 Employee -Student Romantic Relationships and Conflict of Interest

The University's policy regarding employees engaging in romantic relationships with students, actual or perceived conflicts of interest, and exercising authority over a student.

Executive Order No. 56 Reporting Suspected Child Abuse or Neglect

This policy prohibits child abuse. Suspected perpetrators of child abuse, including University employees, volunteers, or students, may be removed from the premises and may be subject to arrest and criminal prosecution. Employees, volunteers, or students who engage in child abuse in the workplace, or who use University facilities, property, or resources to engage in child abuse are subject to disciplinary action, including dismissal from employment, engagement, or from educational programs. Additionally, all University employees and volunteers who have reasonable cause to believe that a child has suffered abuse or neglect must immediately report the suspected abuse or neglect to law enforcement or the Department of Social and Health Services. A child is anyone under the age of 18.

Executive Order No. 70 Compliance with Education Department Sexual Harassment Regulations

This policy outlines how the University of Washington complies with the 2020 Department of Education's federal regulations, including the grievance procedures for formal complaints against employees as defined by 34 CFR 106.30 and as provided for in 34 CFR 106.45. This policy also addresses how Executive Order No. 70 intersects with other university policies, outlines who constitutes University Officials Required to Report, and sets forth how the University will respond to reports by providing supportive measures for complainants and respondents.

Administrative Policy Statement (APS) 46.8 Domestic Violence in the Workplace and Reasonable Accommodations and Leave Related to Domestic Violence, Sexual Assault, or Stalking

This policy was adopted in accordance with Chapter 49.76 RCW and prohibits domestic violence in the workplace. The policies provide that perpetrators of domestic violence may be removed from university premises and subject to arrest and/or criminal prosecution. The policy also provides for leaves of absence related to domestic violence, sexual assault, or stalking consistent with RCW 49.76.030 as well as reasonable safety accommodations in response to actual or threatened violence.

Workplace Violence Policy

The University's Workplace Violence policy prohibits behavior, whether direct or using University facilities, property or resources that: is violent; threatens to harm; harasses or intimidates others; interferes with an individual's legal rights of movement or expression; disrupts the workplace, the academic environment or the University's ability to provide services to the public. These behaviors include relationship violence and stalking.

Definitions under the Washington State Criminal Code

The University prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as defined in the Clery Act. Additionally, these behaviors may be crimes in Washington State. Following are the relevant definitions under the criminal code:

Sexual Assault and Consent
Under Washington state criminal law, there is no crime of "sexual assault." Instead, crimes are classified as "Sex Offenses." Another classification is "Assault," which also governs assault with a sexual motivation.

Following are the definitions of rape crimes under Washington state criminal law:

> ***Rape in the first degree***
> (1) A person is guilty of rape in the first degree when such person engages in sexual intercourse with another person by forcible compulsion where the perpetrator or an accessory:
>
> > (a) Uses or threatens to use a deadly weapon or what appears to be a deadly weapon; or
> >
> > (b) Kidnaps the victim; or
> >
> > (c) Inflicts serious physical injury, including but not limited to physical injury which renders the victim unconscious; or
> >
> > (d) Feloniously enters the building or vehicle where the victim is situated.
>
> ***Rape in the second degree***
> (1) A person is guilty of rape in the second degree when, under circumstances not constituting rape in the first degree, the person engages in sexual intercourse with another person:

(a) By forcible compulsion.

(b) When the victim is incapable of consent by reason of being physically helpless or mentally incapacitated…

Rape in the third degree
(1) A person is guilty of rape in the third degree when, under circumstances not constituting rape in the first or second degrees, such person engages in sexual intercourse with another person:

(a) Where the victim did not consent as defined in RCW 9A.44.010(7), to sexual intercourse with the perpetrator and such lack of consent was clearly expressed by the victim's words or conduct, or

(b) Where there is a threat of substantial unlawful harm to property rights of the victim.

Consent
"Consent" means that at the time of the act of sexual intercourse or sexual contact there are actual words or conduct indicating freely given agreement to have sexual intercourse or sexual contact.

Indecent liberties
[Paraphrase] A victim is incapable of giving consent when physically helpless or mentally incapacitated

Domestic Violence and Dating (Relationship) Violence

The Washington State Criminal Code does not contain a separate crime of "domestic violence" or "dating violence." Instead, crimes relating to domestic violence and dating violence are covered by other provisions of the criminal code, such as "Sexual Offenses" or "Assault" crimes. The law is gender neutral and recognizes that domestic violence occurs between members of the same or any sex.

Domestic violence

(a) Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, between family or household members.

(b) Sexual assault of one family or household member by another; or

(c) Stalking as defined in RCW 9A.46.110 of one family or household member by another family or household member.

"Family or household members" means spouses, domestic partners, former spouses, former domestic partners, persons who have a child in common regardless of whether they have been married or have lived together at any time, adult persons related by blood or marriage, adult persons who are presently residing together or who have resided together in the past, persons sixteen years of age or older who are presently residing together or who have resided together in the past and who have or have had a dating relationship, persons sixteen years of age or older with whom a person sixteen years of age or older has or has had a dating relationship, and persons who have a biological or legal parent-child relationship, including stepparents and stepchildren and grandparents and grandchildren.

"Dating relationship" means a social relationship of a romantic nature. Factors include: (a) The length of time the relationship has existed; (b) the nature of the relationship; and (c) the frequency of interaction between the parties.

Stalking

The crime of "stalking" is defined in RCW 9A.46.110 under the classification of crimes of "Harassment." There is also a separate crime of "cyberstalking" under RCW 9.61.260 (the Malicious Mischief-Injury to Property crimes).

Stalking definition:
A person commits the crime of stalking if, without lawful authority and under circumstances not amounting to a felony attempt of another crime:

(a) He or she intentionally and repeatedly harasses or repeatedly follows another person; and

(b) The person being harassed or followed is placed in fear that the stalker intends to injure the person, another person, or property of the person or of another person. The feeling of fear must be one that a reasonable person in the same situation would experience under all the circumstances; and

(c) The stalker either:

I. Intends to frighten, intimidate, or harass the person; or
II. Knows or reasonably should know that the person is afraid, intimidated, or harassed even if the stalker did not intend to place the person in fear or intimidate or harass the person.

Cyberstalking
A person is guilty of cyberstalking if he or she, with intent to harass, intimidate, torment, or embarrass any other person, and under circumstances not constituting telephone harassment, makes an electronic communication to such other person or a third party:

(a) Using any lewd, lascivious, indecent, or obscene words, images, or language, or suggesting the commission of any lewd or lascivious act;

(b) Anonymously or repeatedly whether or not a conversation occurs; or

(c) Threatening to inflict injury on the person or property of the person called or any member of his or her family or household.

(d) For purposes of this section, "electronic communication" means the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. "Electronic communication" includes, but is not limited to, electronic mail, internet-based communications, pager service, and electronic text messaging.

Educational Programs and Campaigns

The University is committed to providing prevention and awareness programs to students and employees relating to domestic violence, relationship violence, stalking, sexual assault, and retaliation. These include

primary prevention and awareness programs directed at new students and new employees, and ongoing prevention and awareness campaigns directed at students and employees. These programs and campaigns include information about:

- University policies prohibiting domestic violence, relationship violence, stalking and sexual assault.
- The Revised Code of Washington definitions of domestic violence, relationship violence, stalking, sexual assault, and consent under Washington State law.
- Bystander intervention techniques.
- Risk reduction options to reduce perpetration and increase individual and community safety, and to empower individuals to act on their own behalf; and
- The rights, processes, and resources provided by the University.

These educational programs are evidence-based, culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research or assessed for value, effectiveness, or outcome. These programs consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels.

Student Support Programs

The Division of Student Affairs at the University of Washington, Tacoma provides a variety of services and activities to support the enrollment, academic success and wellbeing of all UW Tacoma students. Student Support programs include but are not limited to Advocacy and Support, Career Development and Education, Disability Resources for Students, Student Health Services, and UW Safe Campus.

Beginning with orientation, several educational programs are offered to support the health, safety and well-being of students

Building Healthy Workplaces: Community Prevention Strategies & Bystander Skills

UW Safe Campus provides this free training to faculty and staff about prevention strategies that you can use to create a workplace that inhibits harassment and violence. The training focuses on community strategies you can apply in your workplace and individual skill-building. Participants will practice the skills of bystander intervention, micro-affirmations, calling in/out, and receiving feedback. The training will discuss supporting survivors and resources available at the UW.

- Version 1 Emphasis: Sexual harassment and gender discrimination
- Version 2 Emphasis: Gender-based violence, including relationship violence, stalking and sexual harassment

EPIC: Empowering Prevention & Inclusive Communities

EPIC is a program to prevent sexual harassment and gender discrimination provided by UW Safe Campus. EPIC was created by and for UW academic student employees and postdoctoral scholars—including graduate and undergraduate teaching assistants, research assistants, staff assistants, graders and tutors. Trainers will discuss how individuals can create prevention-focused culture change in academia. They will examine sexual harassment and discrimination and its impacts, provide space for individual and community skill-building, and

discuss supporting those who experience harassment. Training will be tailored to individual departments, workplaces, undergraduate students, and postdoc communities.

New Student and Family Programs

- New Student and Family Programs are committed to helping incoming students and their families make a successful transition into the campus community. Orientation, a two-part program in which students are introduced to academic expectations, student life, and campus resources, covers various sessions including bias response resources, parking escorts, student rights and responsibilities, self-Care, and sexual harassment/assault and prevention awareness.

Inter-collegiate Athletics

The university provides regular training and educational programs designed for its student athletes relating to sexual violence, healthy relationships, alcohol and drug abuse, consent, and interpersonal violence. **The UW Tacoma campus currently does not participate in intramural sports programs and does not have any inter-collegiate athletic relations.**

Fraternities and Sororities

The UW Tacoma campus currently does have any recognized fraternities or sorority chapters.
Although fraternities and sororities are independent organizations located off campus or not owned or controlled by the university, there has been a long-standing and positive relationship between the university and the Greek Community. The university enters recognition agreements with fraternities and sororities that seek official recognition by UW. For several years, the university's recognition agreements have included an educational programming section requiring each chapter to conduct at least one educational program on sexual assault and relationship violence and one program on controlled substance abuse awareness.

Sexual Harassment Prevention

Title IX education & prevention

Education and training are important tools for preventing and responding to sex- and gender-based violence and harassment.

Prevention education strategies are meant to create and support positive, respectful, and equitable work and learning environments and endeavor to stop sex- and gender-based violence and harassment before they happen. Each year, violence prevention research provides more insights into how communities can prevent violence and harassment.

At the University of Washington, we remain committed to fostering environments where you feel valued and supported and can learn and grow. As a member of the UW community, you also have an important role to play in ensuring a respectful environment for your community members.

Husky Prevention & Response is a foundational, online course tailored to an employee's or student's role. The course provides content on recognizing sex- and gender-based violence and harassment and includes strategies for intervening or interrupting concerning behaviors. The course also introduces support resources,

responding with care, options for reporting or submitting formal complaints, and the UW policies that pertain to our commitments and expectations.

The online courses were developed by a working committee of students, faculty, and staff with representation from all three UW campuses and UW Medicine.

Access the employee course here:

Husky Prevention & Response employee course

Access the student course here:

Husky Prevention & Response student course

Procedures Victims Should Follow in the Case of Alleged Dating Violence, Domestic Violence, Sexual Assault, or Stalking

The University maintains a Sexual Assault Resource website for those impacted by sexual assault, dating/relationship violence, domestic violence, or stalking. This website is intended to provide comprehensive information about the available resources, reporting options, and university response policies and procedures. In addition, the Civil Rights and Compliance Office provide information about policies, code, education, outreach, reporting, and support resources. The Title IX website also includes a Know Your Rights & Resources guide, which includes information about resources and university processes. The following are the steps an individual who has experienced sexual misconduct may take.

Contact the University's Confidential Advocates

Individuals are urged to contact one of the University's confidential advocates, who can provide a private place for individuals to seek support, information, and assistance. They can also provide individuals with support in taking any or all of the following steps.

Disclosures made to a confidential advocate do not constitute a report to the University for the purposes of initiating an investigation. Individuals have the right to report sexual misconduct to the University, to the police, to both or not at all. If individuals do choose to report to the police or the University, the advocates can provide individuals with information and support in reporting.

The advocates can also assist with how to apply for Orders of Protection, regardless of whether individuals make a police report. Orders of Protection can make it illegal for a person to contact individuals. The advocates can also assist individuals with implementing an order at the University.

Advocates have limitations to confidentiality when on notice of:

- Abuse and neglect of a child under the age of 18
- Elder abuse or the abuse of a disabled adult
- A plan for suicide or harm to others

Confidential advocates may also be required to disclose information that is otherwise protected from disclosure in response to a valid subpoena or court order.

Seek Medical Care and Forensic Exams

Individuals are urged to seek medical care. Medical care after a sexual assault can be helpful for treating or preventing illness and injury. It is also an important way to preserve evidence. Not all hospitals provide forensic exams/rape kits. If individuals are interested in evidence collection, as well as medical care, individuals must go to a hospital with trained Sexual Assault Nurse Examiners (SANE). SANE nurses are specially trained to work with patients who have been sexually assaulted. Important things to know:

- Individuals are not required to make a police report to get a SANE exam.
- There is no charge for the SANE exam.
- Individuals may bring a friend or family member with them.
- Preserving evidence keeps options open in case individuals decide to report.

It is recommended to be treated as soon as possible; evidence is best collected within 120 hours (five days) of the assault.

Information relating to local hospitals and SANE nurses is available on the Sexual Assault Resources website.

Seek Support for Safety Planning

Confidential advocates can also provide support in safety planning. The University can assist individuals by implementing supportive measures, such as arranging housing, academic and work accommodations, and/or helping with transportation planning. These safety measures can be implemented when reasonably available and may be on an interim or permanent basis. The University will maintain the confidentiality of any safety measures provided to the extent of practicability. Safety measures are available whether or not a report is made to the University or local law enforcement.

Seek Counseling

For support, the University offers several options for counseling services. Counseling can assist with recovery from a traumatic experience.

For Students

Psychological & Wellness Services provides confidential crisis, individual, and group counseling; educational workshops and classroom presentations; consultation for students, faculty, staff, and student families; and referrals (when appropriate) to community mental health and social service providers and other UWT student services and resources.
https://www.tacoma.uw.edu/paws
253-692-4522

For Employees

- **UW employees** have access to a fantastic new benefit with the **Washington State Employee Assistance Program (WA EAP)—**a free health and well-being program that is just for Washington state employees, based right here in our state. In partnering with the Washington EAP, UW will offer PEBB-eligible employees comprehensive work/life resources like legal assistance, financial counseling and employee support programs staffed locally in Washington—just like the many other benefits UW provides its employees. For counseling, critical incident stress management and other services.
https://des.wa.gov/services/employee-assistance-program
1-877-313-4455

State law protects the confidentiality of counseling relationships. However, counselors also have limitations on confidentiality when on notice of:

- Abuse and neglect of a child under the age of 18
- Elder abuse or the abuse of a disabled adult
- A plan for suicide or harm to others

Information retained in healthcare records that is otherwise protected from disclosure may be subject to disclosure in response to a valid subpoena or court order.

Seek Disability Accommodations

If individuals are experiencing impacts of a medical condition or the experience has triggered an existing condition, they should consider seeking accommodations through the disability support offices:

> ***Disability Resources for Students - UW Tacoma***
> 253-692-4522
> www.tacoma.uw.edu/drs
>
> ***Disability Services Office (for University employees)***
> 206-685-7264
> www.washington.edu/admin/dso

Consider Reporting to the University

The University provides procedures for the investigation and resolution of complaints relating to domestic violence, relationship violence, sexual assault, stalking or retaliation. The University will respond to complaints regardless of whether a complaint is filed with a law enforcement agency.

Complaints that any University employee has violated Executive Orders No. 31, 51, 54, and/or 70 can be made to the Civil Rights Compliance Office This includes complaints involving faculty and other academic personnel, staff, Academic Student Employees (ASEs), and student employees. Following is the contact information:

> ***Civil Rights Investigation Office (The University Complaint Investigation and Resolution Office (UCIRO) and the Title IX Investigation Office (TIXIO) are now collectively the Civil Rights Compliance Office.***
> ***To contact the investigation team:***
> ***Email: cr-investigations@uw.edu***
> ***Phone: (206) 616-2028***

Human Resources may also respond to and investigate complaints involving University employees:

- Campus Human Resources — for complaints involving UW Seattle staff, UW Bothell staff, and UW Tacoma campus staff employees, including student employees. 206-543-2354

Consider Reporting to Law Enforcement

Tacoma Police Department supports members of the University community with its Sexual Assault Response Commitment that pledges to assist with courtesy, sensitivity and professionalism. Reporting the incident to the police is encouraged regardless of the availability of evidence.

Seek Supportive Measures

If individuals decide they want the University to conduct an investigation or they make a report to the police, the University will evaluate and implement supportive measures designed so that they can avoid contact with the other person while an investigation is ongoing. The types of supportive measures that University can put in place will depend on their unique circumstances and needs and the impacts on the other person.

Options for supportive measures may include, but are not limited to:

- Issuing a mutual no communication directive that prohibits communication between them and the other person, including within student organizations

Seek Other University and Community Resources

The University has a variety of other services available. Information about available services at the University and in the local community can also be obtained from a confidential advocate or through the Know your Rights & Resources guide.

Procedures the University will follow in the Case of Alleged Dating Violence, Domestic Violence, Sexual Assault, or Stalking

When students or employees report to the University that they have experienced sexual assault, dating/relationship violence, domestic violence, or stalking, they will be provided with written notification of:

· Information about preserving evidence, which may be necessary to the proof of a crime or in obtaining a protection order; · From whom they may formally request an investigation of the alleged offense, including options regarding law enforcement and campus authorities and their options to notify proper law enforcement authorities, including on-campus and local police.

- receive assistance in notifying law enforcement authorities if they choose.
- and declines to notify such authorities; Their rights and the university's responsibilities regarding protection orders, no contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.
- Grievance or investigation procedures for allegations of domestic violence, dating violence, sexual assault, or stalking, all of which will
- Provide prompt, fair, and impartial investigation and resolution.
- be conducted by officials who receive annual training on the issues related to domestic violence, dating violence, sexual assault, and stalking and how to investigate, and hearing process that protects the safety of those involved and promotes accountability.
- Provide the complainant and respondent with the same opportunities to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice.

- simultaneously inform the complainant and the respondent, in writing, of the outcome of any disciplinary proceeding; the university's procedures for the complainant and respondent to appeal the results of the disciplinary proceeding, if available; of any change to the results that occurs prior to the time that such results become final; and when the results become final.
- Possible sanctions or remedial measures that the university may impose following a final determination of a disciplinary procedure.
- Information about how the university will protect confidentiality and/or privacy, including how publicly available recordkeeping will be accomplished without the inclusion of identifying information, to the extent permissible by law.
- Information about existing health, mental health, victim advocacy, legal assistance, and other services both on-campus and in the community.
- Options for, and available assistance in, changing academic, living, transportation, and working situations, if requested, and if such accommodations are reasonably available, regardless of whether they choose to report the crime to campus police or local law enforcement.

Anyone who has concerns that they have not appropriately received this information should contact:

Valery Richardson, UW Title IX Coordinator

titleix@uw.edu

Procedures for University Investigation and Disciplinary Action

The process the University will follow to investigate and resolve the complaint depends on the relationship to the University of an Individual against whom the complaint is made. The University's processes for investigation and resolution of complaints are as follows:

- Administrative Policy Statement 46.3, Resolution of Complaints Against University Employees
- Faculty Code and Governance, Chapters 25–28
- Chapter 478-121 WAC - Student Conduct Code for the University of Washington
- Student Governance and Policies Chapter 209- Student Conduct Policy for Academic Misconduct and Behavioral Misconduct
- Student Governance and Policies Chapter 210 - Student Conduct Policy for Discriminatory and Sexual Harassment, Intimate Partner Violence, Sexual Misconduct, Stalking and Retaliation

Investigations are designed to provide a prompt, fair, and impartial complaint of investigation and resolution, and to equitably protect the rights of individuals participating in the investigation. Participants may be supported by an advisor that may be an attorney throughout the process. The following is general information about the investigation process.

The individuals who conduct University investigations or participate in University hearings receive, at a minimum, annual training on the issues related to domestic violence, relationship violence, stalking, sexual assault, and retaliation and on conducting investigations and hearings that fosters safety, equitable treatment of the parties, and that promote accountability.

First, a staff member of the investigation office meets with each complainant to gather information about the complaint and to provide information about the complaint process, including the complainant's rights and options under this and other University policies. After a first review of the complaint, the complainant will be informed of the action the University will take.

As requested of a confidential advocate/or human resource consultants, including before an investigation opens, supportive measures will be considered and implemented as they are reasonably available. Supportive measures may include changing academic, living, transportation, and/or working arrangements, and taking steps to limit contact between individuals involved.

When an investigation is opened, the subject of the investigation will be provided with a written explanation of their rights and options under this and other relevant University policies and information about the investigation process. The assigned investigator will gather evidence, conduct interviews of the complainant, subject, and witnesses. During the investigation, the complainant and the subject will have the opportunity to identify witnesses and provide the investigator with evidence. The University strives to complete the investigation within 60 days.

The University uses a "preponderance of evidence" standard to decide whether a violation of university policy has occurred. "Preponderance of evidence" means that based on all the relevant evidence, the facts show that it is "more likely than not" that the subject of the investigation violated one or more University policies.

The complainant and the subject of the complaint will concurrently be informed in writing of the result of the investigation, the rationale for the result, and whether there is an option to appeal a result. The result includes any initial, interim, or final decisions. The University's goal is to complete investigations within 60 business days. This timeframe may need to be extended depending on the complexity of the matter or to coordinate with law enforcement.

The University follows the Student Conduct Code or the Faculty Code in matters where a university student or faculty member is the subject of a complaint. In accordance with these processes, a hearing may be convened to assess the evidence relating to the complaint, make findings, and determine appropriate actions, if any. The complainant and subject will be concurrently informed in writing of the result of the hearing, the rationale for the result, and whether there is an option to seek an appeal. The result includes any initial, interim, or final decisions.

Information relating to an investigation is kept confidential by the investigation offices and is provided only to those persons who have a legitimate educational or business need to know, including the subject of the complaint, witnesses, the administrative head of the University unit involved, the Title IX Coordinator, and the appropriate human resources staff and/or the Provost's Office, as necessary. Some information relevant to the investigation may be protected from disclosure, such as healthcare information protected by the Health Insurance Portability and Accountability Act (HIPAA) or student records protected by the Family Educational Rights and Privacy Act (FERPA).

Privacy and Recordkeeping

Information relating to an investigation is kept private by the investigation offices and is provided only to those persons who have a legitimate educational or business need to know, including the subject of the

complaint, witnesses, the administrative head of the University unit involved, the Title IX Coordinator, and the appropriate human resources staff and/or the Provost's Office, as necessary.

Records retained by university offices may be subject to disclosure under Chapter 42.56 RCW, the Washington State Public Records Act, unless otherwise protected from disclosure by law. Some information, such as healthcare information protected by the Health Insurance Portability and Accountability Act (HIPAA) or other state laws, student records protected by the Family Educational Rights and Privacy Act (FERPA), or information that is otherwise exempt from the Public Records Act, will not be subject to disclosure under that Act. Information retained in university records that is otherwise protected from disclosure may be subject to disclosure pursuant to a valid subpoena or court order.

In accordance with the Clery Act, the University must also disclose statistical information relating to crimes of domestic violence, relationship violence, stalking, sexual assault, in its annual security report and issue timely warnings. This reporting is done without disclosing personally identifying information relating to the victim of such crimes, including information likely to disclose the location of the victim.

Available Sanctions

A University community member who engages in behavior in violation of university policies is subject to corrective or disciplinary action, including but not limited to, termination of employment, termination from educational programs, or termination of any non-employment relationship. The available sanctions depend on the relationship to the University of the Individual against whom the complaint is made:

- Sanctions which may be imposed against faculty are set forth in the Faculty Code
- Sanctions which may be imposed against students are set forth in Chapter 478-121WAC, Student Conduct Code for the University of Washington, and companion policies, Student Governance and Policies Chapters 209 and 210
- Sanctions which may be imposed against contract classified staff and other represented University employees are set forth in the relevant University of Washington labor contract
- Sanctions which may be imposed against classified non-union staff are set forth in Title 357 WAC and in Administrative Policy Statement 43.16, Corrective Action Policy for Permanent Classified Non-Union Staff
- Sanctions which may be imposed against professional staff are set forth in Administrative Policy Statement 42.1, Professional Staff Program, and the University of Washington Professional Staff Program details
- Sanctions which may be imposed against those in librarian appointments are set forth in the Librarian Personnel Code
- Sanctions against other individuals will depend on the nature of their relationship with the University

Individuals may also be removed from university premises, temporarily or permanently banned from the University premises, and/or subject to arrest and/or criminal prosecution.

Sex Offenders

In accordance with the Campus Sex Crimes Prevention Act of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, the Family Educational Rights and Privacy Act of 1974, and Adam Walsh Child Protection and Safety Act of 2006 (42 U.S.C. 16921), the University of Washington provides a link to the Washington State Sex Offender Registry. All sex offenders are required to register in the State of Washington. Institutions of higher education in Washington are notified if that person is employed, carries a vocation or is a student at that institution. http://www.waspc.org/sex-offender-information

In addition, all sex offenders are required to deliver written notice of their status as a sex offender to the University of Washington Tacoma Campus Safety and Security department no later than three (3) business days prior to their enrollment in, employment with, volunteering at or residence at the University of Washington Tacoma. Such notification may be disseminated by the University of Washington Tacoma to, and for the safety and well-being of, the campus community, and may be considered by the University of Washington Tacoma for enrollment and discipline purposes.

Missing Person Policy and Protocol

In compliance with the Higher Education Opportunity Act (P.L. 110-315), UW Tacoma maintains a missing student policy for UW Tacoma students living on campus, which includes the option to register a confidential contact for investigation of a missing person, how to report a missing person, and notification protocol for persons determined to be missing.

Registering a Confidential Contact

It is also UW Tacoma's policy to notify parents or guardians of students less than 18 years old who are not legally emancipated within 24 hours of being determined missing. Parent or Guardian contact information must be provided upon moving into the Residential Life Staff.

Emergency Contact Information

At the beginning of each academic year, all students residing in on-campus housing will be notified of the following:

- Students will have the opportunity to identify a contact person or person through their electronic housing operations.
- The University will notify the designated person or person within 24 hours of the determination that the student has been determined to be missing by law enforcement.
- This contact information will be confidential and will be accessible only to authorized University officials, and it will not be disclosed except to law enforcement personnel involved in a missing person investigation.
- For students who are 18 years of age or older, this notification to the designated emergency contact person will be done within but no later than 24 hours after the student is determined to be missing. For students under 18 years of age and not emancipated, the University must notify the student's custodial parent or guardian within 24 hours of the determination that the student is missing and will also notify the student's designated emergency contact person.

- The University will also notify the appropriate law enforcement agency within 24 hours of the determination that the student is missing whether the student identifies an emergency contact person.

Student Affairs has developed methods for collection of emergency contact information and for storage of information in such a manner that confidentiality can be maintained but assure that the information is readily available to law enforcement investigators when needed.

How to Report a Missing Person

If you believe a person is missing, you can report to any of the following law enforcement or campus security authorities on campus:

- Tacoma Police Department: Dial 911
- Campus Safety & Security Department: 253-692-4416

If you report a missing person to any UW official, that official must make a report to the local police authority immediately.

Missing Person Protocol

When UW Tacoma employees receive a report of a student who is missing more than 24 hours and lives in student on-campus housing, University protocol includes the following, which must be performed within 24 hours of receiving the report:

- UW Tacoma employee notifies Campus Safety & Security and Tacoma Police.
- An administrator accesses the missing student's confidential contact and releases the information to police or to the confirmed requesting law enforcement agency.
- Either UW Tacoma or a law enforcement agency notifies the missing student's emergency contact (typically parent(s) or guardian(s)) if he/she is less than 18 years old and not legally emancipated.
- The Police Department will initiate a police investigation for a missing person and will notify the appropriate law enforcement agency of all confirmed missing students as necessary. Additionally, if a student registers multiple emergency contacts, a UW Tacoma official and/or Police will contact all registered persons even if one of the contacts states the student is not missing, unless the person reported missing contacts UW Tacoma or the law enforcement agency. Police will document all unsuccessful attempts at locating the missing person as part of their investigation.



Access to Campus Facilities

The University of Washington Tacoma has an open environment allowing individuals to move freely around the campus; however, the University restricts access to its facilities to members of the academic community and bona fide guests. This open environment makes all members of the University community responsible for immediately reporting suspicious activity to Campus Safety and Security. You should report suspicious incidents, activities, or persons to Campus Safety and Security (253-692-4416) as soon as possible. Your vigilance is essential in helping Campus Safety and Security promote campus safety and reduce campus crime.

To uphold this policy, all students, faculty, and staff must have a University of Washington ID card and present it when requested by a university official. Individuals whom Campus Safety and Security officers respond to reports of concerning behavior or are observed by Campus Security staff in areas that are restricted for activity must identify themselves and present student, employee, or other identification, as requested. Individuals who do not have legitimate business or academic reasons for being on campus or in a university building, and who refuse to comply with a request to leave, may be subject to being trespassed from the campus or arrested by Tacoma Police Department if criminal activity is determined to have taken place.

Campus Outdoor spaces

Campus Safety and Security officers will question individuals who observed or reported behaviors of concern or suspected unlawful acts. Campus Safety and Security stresses no one should hesitate to contact them with any concerns regarding their own or someone else's safety. Please call 253-692-4416.

Academic and Administrative Buildings

Public entrances to campus buildings are open from 7:30AM - 5PM Monday - Friday unless otherwise noted below. Outside of these hours, all campus buildings require a Husky Card for access. All University buildings are closed on official holidays. **Faculty, staff and students are encouraged to work with their program coordinators and supervisors for any access needs, so their access cards can be programmed**. Other areas may be scheduled to unlock as needed for scheduled reserved events. Campus Security officers lock and unlock exterior building entrances in accordance with the building schedule. They grant access to individuals to locked buildings and areas only if they have valid identification and written authorization.

Court 17: On-Campus Student Housing

UW Tacoma offers students the opportunity to live on campus in a community-based living environment. As a resident in Court 17, a student will have the opportunity to live with other UW Tacoma students in a

supportive and inclusive community. The apartments are locked 24 hours a day and have an electronic system control access. Residents and visitors enter through the main entrance only. Residents use a magnetic access card to open the building door that is issued by UW Tacoma Housing & Residence Life. Residents are held responsible for the actions of their guests. We encourage students to always lock their room doors.

Off-Campus Student Housing

University of Washington Tacoma does not provide off-campus housing but has listings of available housing in the area. Students should contact landlords directly about rentals or property.

Emergency Phones

Emergency phones are two-way call boxes, mounted on standalone towers or pillars with blue lights on top. These telephones automatically connect to the Campus Safety and Security office—just press the button on the box. If you need help, this allows you to speak directly with a Campus Safety and Security officer. Eleven emergency telephones are strategically located on the grounds of the University. The location of an activated telephone is displayed in the Campus Safety and Security office so that officers can be dispatched to investigate, even if there is no voice communication.

Note: You may dial #333 from any on-campus telephone to contact Campus Safety and Security but in an emergency dial 911 immediately for Medical, Fire, or Law enforcement for assistance.

Alarm Systems

Areas in academic and administrative buildings are connected to intrusion alarms that report to an external alarm company who monitors those areas. If an alarm is activated, then the alarm company calls Tacoma Police who respond along with Campus Safety and Security. There is also fire, priority, supervisory and trouble alarm panels in each main University building and in the Campus Safety and Security office. Upgrades and expansions of these systems are planned and installed annually. These alarms are monitored by Campus Safety and Security, the external alarm companies, and sound like an audible alert.

Security Consideration in Maintenance

Campus Safety and Security officers routinely check out lighting to identify any broken doors, windows, locks, lights, or other hazards on campus during regularly assigned patrols. When they find lights that are out or dim, they initiate a work order for Integrated Facilities Management (IFM). IFM maintains University facilities with safety and security in mind. These items receive expedited maintenance action.

We encourage all members of the University to promptly report any unsafe building or ground conditions to the Facilities Department by phone at 253-692-5700 or e-mail at facility@uw.edu. You can report any conditions that cause concern about personal safety and property protection to Campus Safety and Security by calling 253-692-4416. Campus Safety and Security personnel regularly inspect campus facilities to assess potential risks and make recommendations for improvements.

CAMPUS SAFETY & SECURITY
UNIVERSITY of WASHINGTON | TACOMA

University Alcohol and Drug Policy

University of Washington Tacoma is committed to maintaining a healthy and safe community through education and intervention efforts for alcohol and other drugs. UWT community members uphold university policies and abide by local, state, and federal laws pertaining to alcohol and other drugs. Individuals accept personal responsibility for the outcome of their decisions regarding alcohol and other drugs.

Policies of University of Washington Tacoma regarding alcohol and other drugs are covered in the staff manual, the Student Conduct Code, off-campus housing, and the alcohol and drug policies.

Student Housing Regulations

The following types of student misconduct which subject a student to disciplinary action include but are not limited to: the sale, distribution, use, or possession of alcohol; the violation of university policies pertaining to the sale, distribution, use, or possession of alcohol in the residence halls; knowingly and voluntarily being in the presence of alcohol in the residence halls; the sale, distribution, use, or possession of any illegal drug or drug paraphernalia in the residence halls; and knowingly and voluntarily being in the presence of any illegal drug or drug paraphernalia in the residence halls.

Student Conduct Code

In addition to the residence hall regulations, the following types of student misconduct, which subject a student to disciplinary action, include but are not limited to: unauthorized possession, use, manufacture, distribution, and/or sale of any controlled substance or illegal drug and illegal drug paraphernalia; violation of University policies pertaining to the sale, distribution, use, or possession of alcohol; violation of local, state, or federal law.

Faculty and Staff Conduct

Employee misconduct, including that of all full-time faculty and staff, adjunct faculty, and part-time staff, related to alcohol or other drug abuse will not be tolerated. Violation of the University's Alcohol and Drug Abuse Policy or the Guidelines for Serving Alcohol at University Events will result in appropriate disciplinary action in accordance with university policies. Such disciplinary action may include termination of employment and referral for legal prosecution.

Obvious examples of prohibited conduct include, but are not limited to, the following:

- The unauthorized use, possession, manufacture, distribution, dispensation or sale of alcohol, drugs or drug paraphernalia on university premises, on university business, in university-supplied vehicles, during the employee's work hours, or during university-sponsored activities.
- Coming to work, or performing any job duties, while impaired by alcohol or drugs on university premises, in university-supplied vehicles, in any location while on university business, or during university-sponsored activities.
- The possession, use, manufacture, distribution, dispensation or sale of alcohol or drugs off university premises that may adversely affect the individual's work performance, his or her own or others safety at work or the University's reputation in the community.
- Failure to adhere to the requirements of any drug treatment or counseling program in which the employee is enrolled or conviction under any criminal drug statute for a violation occurring in the

workplace or in another location while on university business or during university-sponsored activities, or conviction under any criminal drug statute under circumstances that adversely affect the University's reputation in the community.

- Failure to notify the University of any conviction, within five (5) days of the conviction, under any criminal drug statute for a violation occurring in the workplace, on university premises, on university business, in university-supplied vehicles, during employee's work hours, in University-supplied vehicles, during employee's work hours, or during University-sponsored activities.
- Deliberate failure to comply with the requirements of law or federal rules and regulations under the University's Alcohol and Drug Abuse Policy.

Alcohol Policy

University of Washington Tacoma is committed to maintaining a healthy and safe academic community that reflects high standards of personal responsibility and behavior. Generally, possession or consumption of alcoholic beverages is not permitted on campus. Exceptions are granted for meetings or other functions where proper permission, and permits have been obtained. It is illegal to sell alcohol without a permit and no one under the age of 21 is permitted to consume or possess alcohol. Alcohol abuse will not be tolerated under any circumstances. This policy permits the responsible use of alcohol in moderation by persons of legal drinking age and in accord with these guidelines.

Guidelines and Procedures for the Sale or Serving of Alcoholic Beverages on Campus

General guidance for the sale or serving of alcoholic beverages on campus can be found in the UW Administrative Policy Statement 13.9 and WAC 478-136-041. Specific guidelines and procedures applicable to the UW Tacoma campus are described below.

Noncompliance by individuals or groups with these guidelines and procedures, or with any of the laws or regulations regarding the sale or serving of alcohol at UW Tacoma, may jeopardize future use of campus facilities and may result in other disciplinary or legal actions as deemed appropriate.

Faculty, Staff and Non-University Groups
Serving alcohol at an event in UW Tacoma facilities by faculty, staff and members of the external community will require the following:

1. Compliance with all the requirements of UW Administrative Policy on the Sale and Serving of Alcoholic Beverages (Administrative Policy Statement 13.9) and Washington Administrative Code (WAC 478-136-041). Among these requirements and UW Tacoma procedures suggested by these requirements are:
    - Alcohol may not be possessed or consumed by anyone under the age of 21;
    - Persons under 21 may attend an event if there are effective safeguards to prevent the consumption of alcohol by minors. Safeguards should be in the form of entry control, identification of minors, and supervision of the service bar.
    - Alcohol will not be served to anyone who appears intoxicated.
    - Non-alcoholic beverages and food will also be available at the event.
    - Serving alcoholic beverages must be complimentary to and part of the planned event program.

- "No-host" bars (which charge alcohol by the drink) are not permitted except with licensed servers or bartenders.
- Individual event participants cannot bring their own alcoholic beverages.
- The serving of alcohol at the event cannot be advertised in UW Tacoma press releases, printed ads, posters or similar media.
- Alcohol must be consumed only within the approved designated area for the event.
- Special security and other requirements for the event may result in the Use of University Facilities (UUF) process.
- All University-sponsored or University-funded events held off campus where alcohol will be served must receive prior approval for the serving of alcohol through the Office of the Chancellor.

2. Submission of the forms will be reviewed by designated University officials for approval before the date of the scheduled event. This process will include the following:
   - Acquisition of a Banquet Permit (per RCW 66.24.481) authorizing the service and consumption of liquor at a banquet or organized gathering at a specified date and place or a Special Occasion License (per RCW 66.24.380) authorizing the sale of alcoholic beverages at a special occasion on a specified date and place. Acquiring this permit or license can be a lengthy process and should be applied well in advance of the planned event. The Banquet Permit or Special Occasion License must also be posted in a conspicuous place within the designated area during the event.
   - Completion and approval of an Alcohol Service request Form available online on the Use of University Facilities website at least two weeks prior to the scheduled event. Among other conditions, these forms require:
     a. Compliance with all UW Tacoma Use of University Facilities (UUF) forms and procedures.
     b. For large events (as determined by the Office of the Chancellor), alcohol must be served by a licensed vendor who also provides options for food and non-alcoholic beverages as part of the menu for the event. The vendor will be responsible for identifying underage individuals and ensuring compliance with state law and control board regulations regarding alcohol sale and service, but at least one signatory must be present for the event.
     c. For small events (as determined by the Office of the Chancellor), signatories for the event will be responsible for identifying underage individuals and ensuring compliance with state law and Liquor Control Board regulations regarding alcohol sale and service. Signatories may employ licensed bartenders, but at least one signatory must be present at all times to oversee the event.

Additional Information

Questions about the Alcohol Policy should be directed to the Office of the Chancellor. The University reserves the right to amend this policy in accordance with local and federal laws, community standards, or the best interests of the University.

Drug Policy

Possession and/or use of illicit drugs and unauthorized controlled substances are contrary to university policy and in violation of federal and Washington state laws. The University prohibits the possession, use, manufacture, distribution and/or sale of illegal drugs and illegal paraphernalia. Students, staff or faculty at the University using or otherwise involved with drugs in violation of university drug policy are subject to university disciplinary action, in addition to any action taken by local or federal law enforcement authorities. Information regarding the drug policy can be found here:
http://www.tacoma.uw.edu/campus-safety/policies-laws?panel=1#drug-policy

Cooperation with Law Enforcement Authorities

The University cooperates fully with law enforcement authorities. Violations of the Code of Conduct or on-campus housing, which are also violations of federal or local law, may be referred to external enforcement. In such situations, cases may proceed concurrently at the University and in the criminal justice system.

University Sanctions for Violating Alcohol and Drug Policies

Students and employees who are found to be in violation of this state prohibition may be subject to arrest and conviction under the applicable criminal laws of local municipalities, the state of Washington or the United States. Conviction can result in sanctions including probation, fines, and imprisonment. While the University will make every reasonable effort to assist employees who make it known that they have an alcohol or drug abuse problem, it will not intrude upon the private decisions of its employees who are responsible for resolving any alcohol or drug abuse problems they may have. Unresolved job performance problems that result from alcohol or drug abuse are grounds for disciplinary action, including termination. Students found in violation of this stated prohibition are also subject to discipline in accordance with the requirements and procedures of the Student Conduct Code (Chapter 478–121 WAC). Discipline may include disciplinary probation, suspension, or dismissal from the University.

Description of Drug and Alcohol Abuse Education Programs

On-Campus Resources
In case of an emergency, dial 911 to contact for Fire/Medical/Police response. If you are ever in doubt about your own health and safety or somebody else's, call for help.

Student Affairs (253-692-4501) provides general information about campus resources. It also assists students through various organized groups interested in educating the campus community about alcohol and drug use and related health issues.

Psychological & Wellness Services (PAWS) (253 -692-4522) provides confidential mental health counseling and related services for currently enrolled UW Tacoma students at no additional cost. They provide consultation to faculty, staff, and university student families. Psychological & Wellness Services provides confidential crisis, individual, and group counseling; educational workshops and classroom presentations; consultation for students, faculty, staff, and student families; and referrals (when appropriate) to community mental health and social service providers and other UWT student services and resources.
https://www.tacoma.uw.edu/paws

Washington State Employee Assistance Program (WA EAP) (877-313-4455)—a free health and well-being program that is just for Washington state employees, based right here in our state. In partnering with the

Washington EAP, UW will offer PEBB-eligible employees comprehensive work/life resources like legal assistance, financial counseling and employee support programs staffed locally in Washington—just like the many other benefits UW provides its employees. For counseling, critical incident stress management and other services. https://des.wa.gov/services/employee-assistance-program

Off-Campus Resources

While UW Tacoma strives to help members of the campus community learn about alcohol and other drugs, we realize that sometimes students may wish to seek off-campus help. Following is a list of contacts and resources:

Alcoholics Anonymous (AA)
253-474-8897
www.piercecountyaa.org

Pierce County Narcotics Anonymous
Hotline: 253-531-8792
www.pcana.org

Pierce County Health Department
253-377-5904
https://tpchd.org/health/hrcy/youth-substance-prevention/resources/

Pierce County AIDS Foundation
253-383-2565
www.pcaf-wa.org

SAMHSA National Helpline
Substance Abuse and Mental Health Services Administration
1-800-662-HELP
www.samhsa.gov/find-help/national-helpline

Local and Federal Laws

The following is a summary of state of Washington and federal laws pertaining to alcohol and drugs. This is not an exhaustive list and is subject to change. The law constantly evolves and is subject to different interpretations.

Washington State Crimes and Penalties — Alcohol

Persons under 21 - Minor in Possession and Consumption RCW 66.44.270

(1) It is unlawful for any person to sell, give, or otherwise supply liquor to any person under the age of twenty-one years or permit any person under that age to consume liquor on his or her premises or on any premises under his or her control. For the purposes of this subsection, "premises" includes real property, houses, buildings, and other structures, and motor vehicles and watercraft. A violation of this subsection is a gross misdemeanor punishable as provided for in chapter 9A.20 RCW.

(2)(a) It is unlawful for any person under the age of twenty-one years to possess, consume, or otherwise acquire any liquor. A violation of this subsection is a gross misdemeanor punishable as provided for in chapter 9A.20 RCW.

(b) It is unlawful for a person under the age of twenty-one years to be in a public place, or to be in a motor vehicle in a public place, while exhibiting the effects of having consumed liquor. For purposes of this subsection, exhibiting the effects of having consumed liquor means that a person has the odor of liquor on his or her breath and either: (i) Is in possession of or close proximity to a container that has or recently had liquor in it; or (ii) by speech, manner, appearance, behavior, lack of coordination, or otherwise, exhibits that he or she is under the influence of liquor. This subsection (2)(b) does not apply if the person is in the presence of a parent or guardian or has consumed or is consuming liquor under circumstances described in subsection (4) or (5) of this section.

(3) Subsections (1) and (2)(a) of this section do not apply to liquor given or permitted to be given to a person under the age of twenty-one years by a parent or guardian and consumed in the presence of the parent or guardian. This subsection shall not authorize consumption or possession of liquor by a person under the age of twenty-one years on any premises licensed under chapter 66.24 RCW.

(4) This section does not apply to liquor given for medicinal purposes to a person under the age of twenty-one years by a parent, guardian, physician, or dentist.

(5) This section does not apply to liquor given to a person under the age of twenty-one years when such liquor is being used in connection with religious services and the amount consumed is the minimal amount necessary for the religious service.

(6) Conviction or forfeiture of bail for a violation of this section by a person under the age of twenty-one years at the time of such conviction or forfeiture shall not be a disqualification of that person to acquire a license to sell or dispense any liquor after that person has attained the age of twenty-one years

Drivers under the Influence of Alcohol or Drugs
RCW 46.61.502

1. A person is guilty of driving while under the influence of intoxicating liquor or any drug if the person drives a vehicle within this state: And the person has, within two hours after driving, an alcohol concentration of 0.08 or higher as shown by analysis of the person's breath or blood or while the person is under the influence of or affected by intoxicating liquor or any drug; or while the person is under the combined influence of or affected by intoxicating liquor and any drug.

3. The fact that a person charged with a violation of this section is or has been entitled to use a drug under the laws of this state shall not constitute a defense against a charge of violating this section.

4. It is an affirmative defense to a violation of subsection (1) (a) of this section which the defendant must prove by a preponderance of the evidence that the defendant consumed enough alcohol after the time of driving and before the administration of an analysis of the person's breath or blood to cause the defendant's alcohol concentration to be 0.08 or more within two hours after driving. The court shall not admit evidence of this defense unless the defendant notifies the prosecution prior to the omnibus or pretrial hearing in the case of the defendant's intent to assert the affirmative defense.

5. Analyses of blood or breath samples obtained more than two hours after the alleged driving may be used as evidence that within two hours of the alleged driving, a person had an alcohol concentration of 0.08 or more in violation of subsection (1)(a) of this section, and in any case in which the analysis shows an alcohol concentration above 0.00 may be used as evidence that a person was under the influence of or affected by intoxicating liquor or any drug in violation of subsection (1)(b) or (c) of this section.

6. Except as provided in subsection (6) of this section, a violation of this section is a gross misdemeanor.

7. It is a class C felony punishable under chapter 9.94A RCW, or chapter 13.40 RCW if the person is a juvenile, if: (a) The person has four or more prior offenses within ten years as defined in RCW 46.61.5055; or (b) the person has ever previously been convicted of (i) vehicular homicide while under the influence of intoxicating liquor or any drug, RCW 46.61.520(1)(a), (ii) vehicular assault while under the influence of intoxicating liquor or any drug, RCW 46.61.522(1)(b), or (iii) an out-of-state offense comparable to the offense specified in (b)(i) or (ii) of this subsection.

Washington State Crimes and Penalties — Drugs

Possession of a controlled substance
RCW 69.50.4013

(1) It is unlawful for any person to possess a controlled substance unless the substance was obtained directly from, or pursuant to, a valid prescription or order of a practitioner while acting during his or her professional practice, or except as otherwise authorized by this chapter.

(2) Except as provided in RCW 69.50.4014, any person who violates this section is guilty of a class C felony punishable under chapter 9A.20 RCW.

Delivery of substance in lieu of controlled substance
RCW 69.50.40.12

(1) It is unlawful, except as authorized in this chapter and chapter 69.41 RCW, for any person to offer, arrange, or negotiate for the sale, gift, delivery, dispensing, distribution, or administration of a controlled substance to any person and then sell, give, deliver, dispense, distribute, or administer to that person any other liquid, substance, or material in lieu of such controlled substance.

(2) Any person who violates this section is guilty of a class C felony punishable according to chapter 9A.20 RCW.

Federal Drug and Crimes and Penalties

Federal law of controlled substances prohibits possession, use, distribution, manufacture, or dispensing. Federal sanctions for drug felonies may include Ultimate punishment for drug crimes generally depends on the quantity, classification, and purpose of possession of the drug. The most serious drug crimes are producing, manufacturing, or selling illegal drugs.

Federal Drug Possession Penalties

(a) First violation, a minimum fine of $1,000 but not more than $100,000 and a maximum jail term of one year.
(b) Second violation, a minimum fine of $2,500 but not more than $250,000 and/or minimum jail term of 15 days (about 2 weeks), but not more than two years.
(c) Third or subsequent violation, a minimum fine of $5,000 but not more than $250,000 and/or a minimum jail term of 90 days (about 3 months), but not more than three years.
(d) Federal penalties have special sentencing provisions for the possession of crack cocaine: a maximum fine of $250,000 and/or a minimum five year jail term, but not more than 20 years if it is a first conviction and the amount of crack cocaine possessed exceeds 5 grams; second crack cocaine conviction, and the amount possessed exceeds 3 grams; third conviction and the amount possessed exceeds 1 gram.

Federal Drug Trafficking Penalties

Updated information about federal drug trafficking penalties for most drugs can be found at:

www.usdoj.gov/dea/agency/penalties.htm

Campus Safety and Security maintain a close relationship with the Tacoma Police Department to ensure it is notified of crimes that have occurred on or near University of Washington Tacoma campus and non-campus property, public property and student housing which were reported directly to them.

Criminal Homicide

Murder is the willful (non-negligent) killing of one human being by another.

Sex Offenses - Rape

Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent:

- Forcible compulsion: means physical force which overcomes resistance, or a threat, express or implied, that places a person in fear of death or physical injury to herself or himself or another person, or in fear that she or he or another person will be kidnapped
- Mental incapacity: is the condition existing at the time of the offense which prevents a person from understanding the nature or consequences of the act of sexual intercourse whether that condition is produced by illness, defect, and the influence of a substance or from some other cause.
- Physically helpless: is a person who is unconscious or for any other reason is physically unable to communicate unwillingness to an act.
- Sexual assault with an object is the use of an object or instrument to unlawfully penetrate, any amount of the vagina or anus however slight, by an object, when committed on one person by another, whether such persons are of the same or opposite sex, except when such penetration is accomplished for medically recognized treatment or diagnostic purposes.
- Rape: is defined as penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Non-Forcible Sex Offenses

- Incest. It is defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

- Robbery: A person commits robbery when he unlawfully takes personal property from the person of another or in his presence against his will by the use or threatened use of immediate force, violence, or fear of injury to that person or his property or the person or property of anyone. Such force or fear must be used to obtain or retain possession of the property, or to prevent or overcome resistance to the taking; in either of which cases the degree of force is immaterial. Such taking constitutes robbery whenever it appears that, although the taking was fully completed without the knowledge of the person from whom it was taken, such knowledge was prevented by the use of force or fear.

- Aggravated Assault: Any assault resulting in physical injury and requiring medical care.
- Motor Vehicle Theft: "Motor vehicle" means every vehicle that is self-propelled, and every vehicle that is propelled by electric power obtained from overhead trolley wires but not operated upon rails. "Motor vehicle" includes a neighborhood electric vehicle. An electric personal assistive mobility device is not considered a motor vehicle. A power wheelchair is not considered a motor vehicle

- Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, individual personal or private property of another, etc.
- Negligent Manslaughter: The killing of another person through gross negligence.
- Hate Crimes: Any of the offenses and any other crime involving bodily injury 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.
- Domestic Violence: (a) Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, between family or household members; (b) sexual assault of one family or household member by another; or (c) stalking of one family or household member by another family or household member

Stalking/Dating Violence/Domestic Violence:

- In the 2014 Annual Security Report, the Department of Education asked institutions to make their "best efforts" to include statistics for these new crime categories. The Washington State Criminal Code does not contain a separate crime of "domestic violence" or "dating violence." Instead, crimes relating to domestic violence and dating violence are covered by other provisions of the criminal code, such as "Sexual Offenses" or "Assault" crimes. The law is gender neutral and recognizes that domestic violence occurs between members of the same or opposite sex
- Dating Violence is controlling, abusive, and aggressive behavior in a romantic relationship
- Domestic Violence:

  (a) Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury or assault, between family or household members.

  (b) Sexual assault of one family or household member by another; or

  (c) Stalking of one family or household member by another family or household member.
- Stalking: Stalking is unwanted, repeated and continuing contact — either in person or online, which directly or indirectly causes a person to feel threatened, harassed or intimidated. Under Washington state law, stalking and cyberstalking are considered crimes.

Other Offenses

- Liquor Law Violations: The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)
- Drug Law Violations: These are violations of federal, state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
- Illegal Weapons Possession: The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly

weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Crime Statistics

Criminal Offenses

Criminal Offenses:	Year	On-Campus	Student Housing	Non-Campus	Public Areas	Unfounded Crimes
Murder/non-negligent manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Negligent manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Sex offenses – Forcible	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Sex offenses – Non-forcible (include only incest and statutory rape)	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Robbery	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Aggravated assault	2022	0	0	0	0	0
	2023	0	0	0	0	0
	2024	0	0	0	0	0
Burglary	2023	4	2	0	0	0
	2024	2	0	0	0	0
	2025	8	2	0	0	0
Motor vehicle theft	2023	2	0	0	3	0
	2024	1	0	0	0	0
	2025	2	0	0	0	0
Arson	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Stalking	2023	3	2	0	0	0
	2024	1	0	0	0	0
	2025	3	2	0	0	0
Dating Violence	2023	1	1	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Domestic Violence	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	2	2	0	0	0

Hate Crime Offenses

Criminal Offenses:	Year	On-Campus	Student Housing	Non-Campus	Public Areas	Unfounded Crimes
a. Murder/Non-negligent manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
b. Negligent manslaughter	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
c. Sex offenses – Forcible (Rape and Fondling)	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
d. Sex offenses – non-forcible (include only incest and statutory rape)	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
e. Robbery	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
f. Aggravated assault	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
g. Burglary	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
h. Motor vehicle theft	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
i. Arson	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
j. Simple assault	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
k. Larceny-theft	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
l. Intimidation	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
m. Destruction/damage/ vandalism of property	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

Note: In accordance with the U.S. Department of Education's *Handbook for Campus Crime Reporting*, Public Property is defined as thoroughfares, streets, sidewalks, and parking facilities within the campus, or immediately adjacent to and accessible from the campus.

Crimes that Resulted in an Arrest or Referral for Disciplinary Action

Arrests:	Year	On-Campus	Student Housing	Non-Campus	Public Property	Unfounded Crimes
Illegal weapons possession	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Drug law violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Liquor law violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

Disciplinary Actions/Judicial Referrals:	Year	On-Campus	Student Housing	Non-Campus	Public Property	Unfounded Crimes
Illegal weapons possession	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Drug law violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0
Liquor law violations	2023	0	0	0	0	0
	2024	0	0	0	0	0
	2025	0	0	0	0	0

Note: In accordance with the U.S. Department of Education's *Handbook for Campus Crime Reporting*, Public Property is defined as thoroughfares, streets, sidewalks, and parking facilities within the campus, or immediately adjacent to and accessible from the campus.

CAMPUS SAFETY & SECURITY
UNIVERSITY of WASHINGTON | TACOMA

Fire Safety Report

The Higher Education Act of 2008 requires disclosure of fire safety standards and measures for on-campus student housing facilities. This report herein includes fire statistics for the three most current years, fire safety systems installed in each housing building, number of fire drills supervised each year, policies on ignition sources (smoking, open flame, portable electrical appliances, etc.), procedures for fire evacuation and policies on fire safety education and training for the UW Tacoma campus. For questions regarding the Fire Safety portion of this report, please call the Director of Emergency Preparedness & Campus Safety at 253-692-4425.

Fire Definitions

The Higher Education Act of 2008 defines a fire as "any instance of open flame or other burning in a place not intended to contain burning or in an uncontrolled manner." The Department of Education (ED) 2011 *Handbook for Campus Safety and Security Reporting* has clarified fires to not include incidents where "there is no open flame or other burning." This report reflects the handbook criteria.

Fire Statistics 2023, 2024, 2025

UW EH&S Fire Safety investigates reported fires. The three most current calendar years of fire statistics are listed below.

Fire Statistics for On-Campus Student Housing Facilities

Name of Facility	Number of Fires			Date/ Time	Location	Cause	Number of Injuries	Number of Deaths	Value of Property
	2023	2024	2025						
CT 17	0	0	0	—	1717 Market St	—	—	—	—
Total	0	0	0	—		—	—	—	—

Fire Safety Systems in Student Housing and Fire Drills

A fire drill is an exercise performed by trained staff to prepare and evaluate the occupants on their efficiency and effectiveness to carry out emergency evacuation procedures. During a fire drill, occupants are to practice safely evacuating the building, calling for help, gathering at the assigned Evacuation Assembly Point, and assisting others if needed. The chart below indicates the fire safety systems and fire drills conducted.

Building Name	Automatic Sprinkler Protection	24-hour Monitored Fire Alarm System	Fire Extinguishers	Manual Pull Station	Smoke Detectors in Rooms	Carbon Monoxide Detectors	# of Fire Drills		
CT 17 Apartments	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**Yes**	**2023**	**2024**	**2025**
							1	**1**	**1**

Policies and Rules in Housing Facilities

Smoking & Smoke Detection Devices
Smoking is not allowed in University of Washington Tacoma buildings, either inside of the building or within 25 feet of any building. Communal smoking devices, such as hookah, are not permitted within the apartment, even if unlit or intended to be decoration. Removal or tampering with smoke detection devices is prohibited. The student is responsible for testing this device at least once a month.

Incense
The burning of incense is prohibited, except if approved in writing by the Residence Life Coordinator for religious ceremonies.

Equipment
Student will not use or possess prohibited equipment or appliances including, but not limited to, halogen lamps, space heaters, and air conditioners.

Fire Safety Equipment and Emergency Evacuation
Student life and the lives of students' friends and neighbors could depend on the operation of fire safety equipment. False alarms, arson, abuse of fire and life safety equipment, propping open fire doors and failure to comply with alarms are serious violations. Violators are subject to fines, University disciplinary procedures, and criminal prosecution. Students may not, under any circumstances, tamper with smoke or heat detectors, sprinklers, fire extinguishers, or any alarm system. If cleanup and/or repair is required because of Student's tampering with any fire safety equipment, Student will be billed for the associated costs. The maintenance staff will enter the student's unit periodically to check the smoke detectors. In case of an alarm, leave the building through the nearest exit as quickly as possible.

Evacuation Procedures
When an emergency evacuation is ordered or when audio or visual alarms are activated, all residents and staff are required to evacuate the premises immediately via the nearest stairwell or grade level exit, close doors and activate the fire alarm system (if one is present) as they leave. Once safely outside a building, it is appropriate to contact 911 for additional help. All residents and staff are to report to a pre-determined evacuation assembly point and await further direction from a staff member or emergency official.

For more information on evacuation procedures and related topics, see UW Tacoma Campus Safety & Security website for general information and specific information: http://www.tacoma.uw.edu/campus-safety/emergency-response

Fire Education and Training Programs
Director Housing and Residence Life coordinates with Campus Safety & Security department to provide annual emergency preparedness training for Resident Advisors who, in turn, provide awareness training to residents in September of each year**.** The curriculum covers emergency procedures, review of building fire safety systems, evacuation planning, drills, and hands-on fire extinguisher training. Fire safety education is provided to all residence hall students during their periodic floor meetings. Additional resources can be found on the Campus Safety & Security website (www.tacoma.uw.edu/campus-safety/emergency-response).

Evacuation maps, posted in every unit, illustrate evacuation routes and fire safety equipment locations. All resident students are required to participate in fire drill exercises where they are to practice evacuating the building, gathering at the assigned Evacuation Assembly Point and assisting others if needed.

Employees are oriented on fire safety policies and procedures as part of their department for new hire orientation and participate in evacuation drills**.**

Reporting a Fire

All active fire and explosion emergencies must be reported immediately regardless of size and nature by phoning 911 and/or activating the fire alarm system. The level of response will vary based upon the information provided. To comply with regulation and UW Policy, all incidents, including minor fires that are self-extinguished and those that do not require emergency assistance or evacuation, must be reported to Campus Safety & Security within 24 hours. Campus Safety & Security will notify UW Environmental Health & Safety (EH&S) for a follow up investigation with the Tacoma Fire Department of reported fires to determine their cause, provide consultation, and to document the incident for reporting purposes. Fires are reported to UW EH&S by email at uwfire@uw.edu to report a fire or explosion. Fires are also reported to UW Tacoma Campus Safety & Security at 253-692-4416 if suspicious in nature and potentially a criminal act. All fire incidents in the residence hall shall be reported to the Resident Adviser and/or Resident Director who then notify Campus Safety & Security.

Policies Related to Disciplinary Procedures, Protective Measures, and Hazing Prevention

University of Washington Tacoma are committed to supporting individuals who have experienced dating violence, domestic violence, sexual assault, or stalking. Upon receipt of a report involving one of these offenses, the institution will provide written notification of available supportive measures and institutional policies and procedures. These measures are available regardless of whether the complainant chooses to file a formal complaint or engage in an investigation.

Protective measures may include but are not limited to issuing campus no-contact directives, modifying class schedules, providing academic accommodations, facilitating changes in living, working, or transportation arrangements, and offering campus escort services. These measures are designed to support the complainant's safety, minimize disruption to their education, and ensure equal access to institutional programs and activities. Requests for supportive measures should be directed to the Title IX Coordinator, Campus Safety & Security office, or the Office of Student Advocacy & Support.

Hazing Prevention and Response Policies

The University of Washington has developed an enterprise wide, comprehensive and engaging hazing prevention program designed to raise awareness and provide accessible reporting tools for all stakeholders. This initiative aligns with both state and federal laws that prohibit the hazing of students and employees. In response to these regulations, UW has implemented a range of

policies, practices, services, and programs in collaboration with partners across the UW System. Our goal is to cultivate a safe and inclusive environment where students and employees feel empowered to learn, grow, and thrive as their authentic selves**.**

Definition of Hazing

Hazing includes any act committed as part of a person's recruitment, initiation into, pledging, admission into, or affiliation with a student organization, athletic team, or living group, or any pastime that is likely to cause, bodily danger or physical harm, or serious psychological or emotional harm, to any student. This includes causing, directing, coercing, or forcing a person to consume any food, liquid, alcohol, drug, or other substance that subjects the person to risk of such harm, regardless of the person's willingness to participate (RCW 28B.10.900).

Levels of Hazing
There are three levels of hazing behavior: intimidation, harassment, and violence.

- Intimidation – emphasize the power imbalance between newer and older members (i.e., name-calling)
- Harassment – causes unnecessary emotional or physical distress (i.e., verbal abuse)
- Violence – intended to cause harm physically, emotionally, and psychologically (i.e., forced consumption

Definition of Student Organization

Per the Stop Campus Hazing Act (SCHA), a student organization is any group at an institution of higher education—such as a club, society, association, varsity or junior varsity athletic team, club sports team, fraternity, sorority, band, or student government—comprising two or more enrolled students, regardless of official recognition by the institution.

Hazing Policy:

In compliance with the Stop Campus Hazing Act, this website links all relevant policies and procedures together in a single location. It serves as the hazing policy for the University of Washington. https://www.washington.edu/hazingprevention/hazing-policy/

Reporting Hazing

The University encourages stakeholders to report hazing to provide support and resources for the impacted parties, support the organization in cultural changes, and educate our community about the dangers of this type of behavior. The University of Washington provides multiple methods to report hazing concerns or allegations. You are encouraged to submit a report as soon as you are aware of or have experienced the alleged behavior.
Tips for reporting:

- If in doubt, report it!
- Reporters can remain anonymous
- Provide as much details as possible
- Upload evidence (i.e., pictures, screenshots),

Employees of UW, including student employees, and volunteers that have reasonable cause to believe that hazing has occurred should report it to the appropriate campus official or office. "Reasonable cause" could mean that you have witnessed hazing, or you received a credible written or oral report alleging hazing or potential or planned hazing activity (RCW 28B.10.907).
The University encourages community members, parents, families, and other stakeholders to report their concerns so we can review and determine whether the organization or athletic team has engaged in hazing behavior.

Online:

https://uw-advocate.symplicity.com/public_report/index.php/pid130463?

Campus Safety & Security: 253-692-4416

Email: nohazing@uw.edu or uwt-studentconduct@uw.edu

Texting Option:

In partnership with RealResponse, the University has engaged in a text option for stakeholders to report hazing anonymously, while allowing for continued engagement between the Hazing Prevention and Response Team and the reporter. The Student Technology Fee funds this resource.
Text: 206-203-3435

Investigating Hazing Incidents

Upon receipt of a hazing report, the designated conduct office will coordinate an investigation in collaboration with Campus Safety and other appropriate departments. The investigation may

include interviews, collection of physical or digital evidence, and a review of prior conduct records. During the investigation, interim measures may be enacted to protect affected individuals and preserve the integrity of the process. Findings will be reviewed under the Student Code of Conduct and may result in disciplinary action up to and including suspension or expulsion of students or revocation of recognition for student organizations.

Local, State, and Tribal Laws Related to Hazing

In addition to violating institutional policies, hazing is a criminal offense under Washington State law (RCW 28B.10.901). Individuals or organizations found responsible may face legal consequences including fines, civil penalties, and incarceration. The University of Washington will cooperate fully with local, state, and tribal law enforcement in all investigations. The institution is committed to upholding all applicable laws that prohibit hazing.

Campus Hazing Transparency Report

The University of Washington will maintain and publicly report findings of hazing violations by any student organization, athletic team, or living group. The report will include any violations of the code of conduct, anti-hazing policies, or state or federal laws relating to hazing or offenses related to alcohol, drugs, sexual assault, or physical assault. (RCW 28B.10.906)

The report should include the following information:

- The name of the student organization, athletic team, or living group;
- The date the investigation was initiated;
- The date on which the investigation ended with a finding that a violation occurred;
- A description of the incident or incidents, including the date of the initial violation, and the violations, findings, and sanctions placed on the student organization, athletic team, or living group;
- The details of the sanction or sanctions imposed, including the beginning and end dates of the sanction or sanctions; and
- The date the student organization, athletic team, or living group was charged with a violation.

Any hazing violation of a student organization, athletic team, or living group should be made public for at least five years. You can find these reports published online:
https://www.washington.edu/hazingprevention/hazing-prevention/compliance-report/

Hazing Prevention and Awareness Programs

The University of Washington has partnered with AliveTek to provide online education, outlined in state and federal legislation, to all incoming students and employees, including student workers. Students and employees complete the course designated for their role on campus to provide them with crucial information about hazing awareness, university policies, and reporting

methods. The Hazing Prevention and Response Team offers interactive workshops for students, employees, and organizations across the tri-campus outside the required training.

Components of Prevention and Awareness Programming

1. Skill-building for Bystander Intervention
Training is provided to help students and staff identify potentially harmful situations and safely intervene. Bystander intervention workshops are offered through orientation, residence life programming, and student leadership training.

2. Ethical Leadership Development
Student leaders and organization officers must participate in leadership programs exploring ethics, responsibility, and the impact of hazing. These trainings focus on creating accountability and fostering inclusive team cultures.

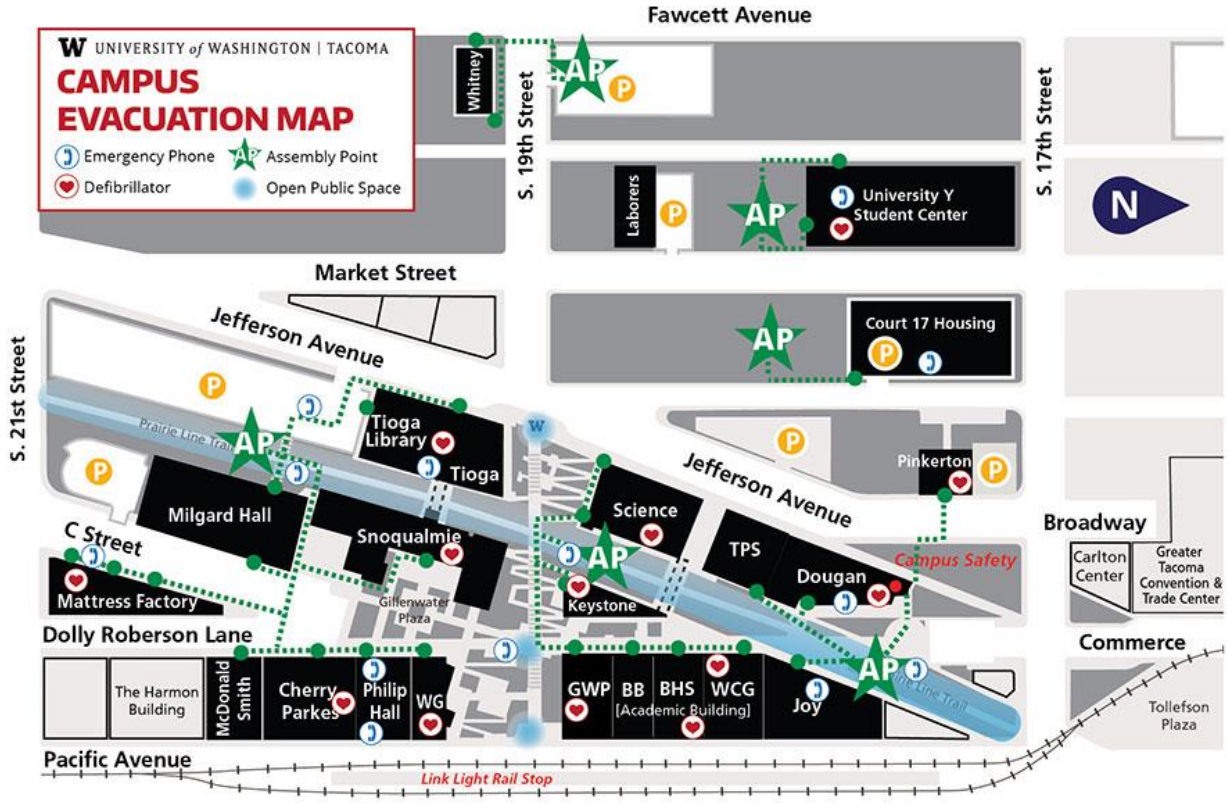
3. Group Cohesion without Hazing
Alternative team-building strategies are promoted through workshops and peer mentoring that emphasize respect, collaboration, and psychological safety over rituals or coercive behavior.

Prevention Education for Students
Faculty and staff who advise student organizations, coach athletic teams, or supervise student groups must complete annual hazing prevention training. This training includes the institutional definition of hazing, legal obligations, recognition of hazing behaviors, and the reporting process. All employees must take this training annually. Additional professional development is available to support employee efforts in creating positive and safe learning environments.

For more information or to access training materials, policies, or the most recent Hazing Transparency Report, please visit:
https://www.washington.edu/hazingprevention/hazing-prevention-training/

CAMPUS SAFETY & SECURITY
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Campus Evacuation and Emergency Map



UNIVERSITY of WASHINGTON
TACOMA

Campus Safety and Security

Campus Box 358452
1900 Commerce Street
Tacoma, WA 98402-3100

The University of Washington Tacoma provides equal opportunity for all qualified persons in its educational programs and activities. The university does not discriminate based on race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, family responsibilities, political affiliation, and source of income, veteran status or physical handicap. The policy of equal opportunity applies to every aspect of the operations and activities of the university generally and includes admissions and employment.