A COMMITMENT TO
YOUR SAFETY

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A SAFE CAMPUS ENVIRONMENT

Fostering a Team Effort
At The Culinary Institute of America, ensuring a safe campus for students, faculty, staff, and visitors is of paramount importance. While safety officers maintain a 24-hour presence at our residential campuses, the entire CIA community is involved in fostering an environment where everyone can feel secure. Campus safety is everyone’s responsibility; together, we can continue to make the CIA a wonderful place to work, live, and learn.

The Culinary Institute of America has four locations: the New York campus in Hyde Park, the California campus in St. Helena, the Texas campus in San Antonio, and the CIA Singapore. Except where noted otherwise, the information in this report pertains to the three U.S. campuses.

Providing Secure Access to Facilities

New York Campus:
While many campus buildings and facilities are accessible to all during the CIA’s normal business hours, the exterior doors of most residence halls are controlled by an electronic card access system and remain locked at all times. The townhouses on the north end of campus use a key entry system.

All exterior doors on campus are periodically inspected by the Facilities Department to ensure that their locking mechanisms are working properly. Safety officers on patrol routinely check and report any deficiencies with locks. In case of a campus emergency, Campus Safety has the ability to remotely lock down any door with card access capability.

California Campus:
While many campus buildings and facilities are accessible to all during the CIA’s normal business hours, the exterior doors of most residence halls are controlled by an electronic card access system and remain locked at all times.

All exterior doors on campus are periodically inspected by the Facilities Department to ensure that their locking mechanisms are working properly. Safety officers on patrol will also report any deficiencies with locks.

Texas Campus:
CIA buildings require authorized access key card entry at all times, except during special events. Student ID access cards, issued on day one of classes, provide access to CIA buildings during prescheduled authorized access time periods.
Singapore Location:
All students are issued ID cards through the CIA’s partner university, the Singapore Institute of Technology. Access to kitchens is gained through a magnetic card system, and external doors are locked with keys by administrative managers.

Maintaining a Well-Lit Campus
Exterior lighting is an important part of our commitment to campus safety. Parking lots, pedestrian walkways, and building exteriors are well-lit. Lighting inspections are conducted on a regular basis by Campus Safety and the Facilities Department (NY and CA) or Pearl Security (TX).

The Singapore location is well lit, including internal roads, parking lots, and buildings. Estate Department staff members from Temasek Polytechnic maintain the lighting for the campus and conduct monthly inspections.

Working to Keep You Safe

New York Campus:
Even while you sleep, we’re still looking out for your safety here on campus. During late evening hours, safety officers are stationed in the gatehouse at the north entrance to the campus, checking the identification of persons entering the college.

Campus Safety personnel are employed by the CIA and have the authority to ask persons for identification and determine whether individuals have lawful business at The Culinary Institute of America. CIA safety personnel also have the authority to issue parking and traffic tickets.

Safety personnel are not police or peace officers and do not possess their powers of arrest. Criminal incidents are referred to local law enforcement agencies, all of which have jurisdiction on campus. Formal and informal meetings are held with area police agencies to discuss crime-related incidents. A written memorandum of understanding exists with New York State Police, the Dutchess County Sheriff’s Office, and the Town of Hyde Park Police Department regarding the CIA’s reporting, the police response, and the CIA’s cooperation in the investigation of a violent felony offense or missing residential student. The college often utilizes the services of local police agencies to assist in the investigation of crimes on campus. All crime victims and witnesses are strongly encouraged to immediately report crimes to Campus Safety at 845-451-1268 or ext. 1111 from a campus phone, as well as to a local police agency (dial 911). Prompt reporting will assist in efforts to protect the campus community, assure the issuance of timely warning notices, and enable timely disclosure of crime statistics.
On a routine basis, fire and police emergency service teams train on the CIA property for a variety of scenarios.

The Culinary Institute of America conducts both tabletop and practical exercises to test emergency response and evacuation procedures annually. Emergency notification testing is done two to three times a year. Students, faculty, and staff are advised of the testing prior to the test dates.

**California Campus:**
Campus Safety personnel at the CIA at Greystone are from a contracted security agency and are supervised by the director of campus services. The CIA contracts with this agency for security services on the Napa Valley campus. Campus Safety has the authority to ask persons for identification and to determine whether individuals have lawful business at The Culinary Institute of America at Greystone. CIA safety personnel also have the authority to issue parking tickets.

Safety personnel are not police or peace officers and do not possess their arrest powers. Criminal incidents are referred to local law enforcement agencies, all of which have jurisdiction on campus. Formal and informal meetings are held to discuss crime-related incidents, and students and employees may report crimes directly to local authorities. The college utilizes the services of local police agencies to assist in the investigation of crimes on campus, and a written memorandum of understanding exists with the St. Helena Police Department. All crime victims and witnesses are strongly encouraged to immediately report crimes to Campus Safety (ext. 2313 or 707-548-2478) and local police (dial 911). Prompt reporting will assist in efforts to protect the campus community, assure the issuance of timely warning notices, and enable the timely disclosure of crime statistics. Emergency fire and rescue services are provided by both the St. Helena Fire Department and the California Department of Forestry and Fire Protection (CAL FIRE).

**Texas Campus:**
The CIA San Antonio campus is located on the grounds of the Pearl Brewery complex. Emergency services are provided by dialing 911; the CIA San Antonio does not employ its own security personnel. The San Antonio Police Department and the Bexar County Sheriff’s Department have jurisdiction over the San Antonio, TX campus. The college has a memorandum of understanding with the San Antonio Police Department concerning the reporting and investigation of crimes on campus. The Pearl Brewery complex has its own security force that patrols the entire site.

**Singapore Campus:**
The Singapore campus does not employ security personnel or conduct patrols. Crimes can be reported to the Singaporean Police Department by dialing 999.
Emergency Communication
The college utilizes Everbridge for its mass notification needs. All faculty, staff, and students have Everbridge accounts and are encouraged to register their personal “paths” (the means by which they should be notified during an emergency), such as text message, phone, and e-mail. Additional, opt-in contact information can be input via the Everbridge Emergency Notifications link on CIA Main Menu (ciomainmenu.culinary.edu), the faculty/staff and student web portals at the college.

All enrolled students are registered in the Everbridge Mass Notification system through their CIA e-mail account. Students are encouraged to add additional contact information (e-mail addresses, phone numbers, etc.) to the notification system during new student orientation and again at returning extern orientation. New faculty and staff are enrolled during their new employee orientation. Faculty and staff are encouraged to add and update contact information as well. Students, faculty, and staff are also encouraged to download the Everbridge mobile app to their mobile devices.

New York Campus:
*Siren alert system*
Two six-speaker arrays have been mounted at outdoor locations, and certain buildings have speaker systems throughout. During an emergency, Campus Safety will send a siren tone to alert people walking on campus and in those buildings that an emergency message is to follow. A pre-scripted or live message can be broadcast to alert the college community of an emergency situation.

*Mass notification system*
Members of the Campus Safety Department are authorized to activate the emergency notification system (Everbridge) upon determining that a significant emergency exists and will immediately notify the Dutchess County 911 Center for law enforcement and emergency service assistance. Once activated, the system will provide specific information and instructions to students, faculty, and staff. Emergency notification testing is done two to three times a year. Students, faculty, and staff are advised of the testing prior to the test dates.

California Campus:
*Emergency public address system*
The CIA at Greystone’s emergency public address system broadcasts campus-wide for evacuations and other urgent matters. The system can be activated by the security officers on patrol, as well as by campus administrators. Messages are preceded by two loud tones followed by a verbal warning. This system can be used to give immediate instructions during emergency or disaster situations.
**Mass notification system**
The CIA at Greystone director of campus services and the Campus Safety Department at the Hyde Park, NY campus are authorized to activate the emergency notification system (Everbridge) upon determining that a significant emergency exists and will immediately notify local law enforcement and emergency services. Once activated, the system will provide specific information and instructions to students. Emergency notification testing is done two to three times a year. Students, faculty, and staff are advised of the testing prior to the test dates. Details on how to register for notification are provided to all students, faculty, and staff at new student and employee orientations. Additional information is available through the director of campus services.

**Texas Campus:**
**Mass notification system**
The Campus Safety Department at the Hyde Park, NY campus is authorized to activate the emergency notification system upon determining that a significant emergency exists and will immediately notify local law enforcement and emergency services. Once activated, the system will provide specific information and instructions to students. Emergency notification testing is done two to three times a year. Students, faculty, and staff are advised of the testing prior to the test dates. Details on how to register for notification are e-mailed to all students, and more information is available through the Associate Dean – Degree Programs. Pearl Security can also make public address notifications on site.

**Campus Timely Warning Policy Statement**
The Culinary Institute of America makes every effort to provide a safe environment for the CIA community and its guests. In the event that a crime as defined by the Clery Act occurs on or near a campus and represents a serious or continuing threat to a CIA campus, the college will:

- alert the appropriately affected campus community in compliance with Clery Act 20 USC 1092 (f) in a manner that is timely and provides information about the situation, and
- provide crime prevention and safety information to faculty, staff, and students.

Campus Safety in Hyde Park, NY, in conjunction with appropriate campus administrators, will coordinate the issuance of a timely warning to a campus community in response to a Clery Act crime that is reported to campus security authorities or local police agencies and is considered by the CIA to represent a serious or continuing threat to a campus community.

**Procedures—U.S. Campuses**
The CIA will provide the appropriately affected campus community with a timely warning when both:

- a Clery Act crime has occurred on or near the campus, and
- said Clery Act crime represents a serious or continued threat to students and/or employees on the campus.
The issuance of a timely warning will be coordinated through the Campus Safety Office at the Hyde Park, NY campus in conjunction with appropriate campus administrators. Such timely warning notice shall be released as soon as all pertinent information is available and assessed in accordance with the above criteria. The director of campus safety in Hyde Park will provide follow-up notifications as necessary.

**Decision to Issue Timely Warning—Responsibility**

The decision to issue a timely warning will be made on a case-by-case basis by the director of campus safety in conjunction with appropriate campus administrators. The director of campus safety and administrators shall consider the nature of the Clery Act crime and the continuing danger to the appropriately affected campus community and the possible risk of compromising law enforcement efforts. Personnel involved in the decision to issue a timely warning will determine:

- the process used to confirm that there is a significant emergency or dangerous situation,
- the content of the notification, and
- the specific notification system to be used.

The decision to issue and the actual issuance of a timely warning are done by the director of campus safety in coordination with one or more of the following individuals:

**New York Campus:**
- Vice President—Finance and Administration
- Provost
- Associate Vice President and Dean—Student Affairs
- Associate Dean—Student Affairs and Housing
- Title IX Coordinator

**California Campus:**
- Managing Director
- Associate Vice President—Branch Campuses
- General Manager - Greystone
- Associate Dean—Degree Programs
- Director—Campus Services

**Texas Campus:**
- Managing Director
- Associate Vice President—Branch Campuses
- Associate Dean—Degree Programs

**Content of a Timely Warning**

A timely warning will provide the appropriate campus community with information:
- about the Clery Act crime,
- that explains how individuals can protect themselves, and
- that aids in the prevention of similar crimes.
Issuing a Timely Warning

If the director of campus safety determines that a Clery Act crime has been committed and constitutes a serious or continuing threat to the CIA community, a timely warning will be issued.

The CIA may use one or more of the following modes of notification to issue the timely warning:

- Siren alert system—consists of outdoor and indoor speakers that produce a loud alert signal followed by a pre-scripted or live voice message
- E-mail messages
- Emergency notification system (Everbridge)—a third-party-hosted vendor system used to notify the CIA community of an emergency on a U.S. domestic campus, using text, e-mail, and voice notification. Students are automatically entered in the system through their CIA account. Opt-in information is provided to each employee and student to add additional means for notification (e.g., phone, text, e-mail, the mobile app)
- Flyers and posters—displayed in the residence halls
- CIA website—www.ciachef.edu
- CIA faculty/staff/student portals—ciamainmenu.culinary.edu

A copy of the timely warning will be maintained with Campus Safety at the Hyde Park, NY campus.

Procedures—Singapore Location

The decision to issue a timely warning will be made by the managing director of the CIA Singapore in consultation and coordination with the associate vice president of branch campuses and the administration of the Singapore Institute of Technology (SIT). When it has been determined that a Clery Act crime has been committed and constitutes a serious or continuing threat to the CIA community, a timely warning will be issued using the guidelines set forth in this policy to the extent that said notice shall not be contrary to the direction of Singaporean law enforcement.

A timely warning will be issued using one of the following modes of communication, which will be mutually agreed upon by the SIT administration and the CIA Singapore managing director:

- Student/employee e-mail
- Student/employee portal
- Other such means

The managing director of the CIA Singapore will be responsible for maintaining appropriate records of the timely warning notification and should immediately alert the director of campus safety at the Hyde Park, NY campus of any such event.
Emergency Response and Evacuation Review
On a yearly basis, the director of campus safety and/or the managing director will assemble a group of administrators from Student Services, Residence Life, Facilities, and other departments as needed to review and test evacuation procedures and the twice-per-year testing of emergency notifications systems. The results of these exercises will provide the CIA with an opportunity to review and improve upon its already established processes and procedures. Feedback from the exercises will be posted on CIA Main Menu on the Campus Safety page. The exercises include:

- A walk-through of building evacuation routes and a review of designated meeting areas.
- Testing of the college’s mass notifications systems (text, e-mail, phone).
- Testing of the siren alert and public address systems.
- Review of current processes with emergency personnel.

Emergency Response and Evacuation Notification
Campus Safety and/or the administration at any of the three U.S. campuses receive reports of emergency situations from the CIA community as well as local law enforcement units, and therefore have the primary responsibility for monitoring and confirming an emergency or dangerous situation.

Upon receiving a report of, or determining that there is, a significant emergency:

New York Campus:
Campus Safety will dispatch safety personnel and notify local law enforcement. The director of campus safety will alert, and bring together as necessary, members of the college’s Critical Incident Management Team.*

California Campus:
Campus Safety will notify local law enforcement. Campus Safety and/or the administration will alert, and bring together as necessary, members of the college’s Critical Incident Management Team.*

Texas Campus:
911 should be called immediately. The administration will alert, and bring together as necessary, members of the college’s Critical Incident Management Team.*

* The CIMT is a decision-making body for the college that consists of senior-level administration.

Upon confirmation of an emergency or dangerous situation that involves a significant threat to the health and/or safety of the campus, Campus Safety and/or the administration will, without delay and taking into account the safety of the community:

- identify the appropriate segment of the campus community to be notified (if the incident is limited to a specific building or location),
- develop the content of the message, and
determine that notification will not compromise efforts to assist victims or to contain, respond to, or otherwise mitigate the emergency.

Once activated, the notifications will provide specific information and instructions to the CIA community about the emergency. In the event of an actual emergency, the CIA community will be notified through Everbridge and other methods of communication, including e-mails, posting on CIA Main Menu (the student and employee web portals), text messages, and voice communication. See “Emergency Communication” on page 5.

Evacuation Procedures
All students receive instruction concerning emergency plans and evacuation procedures during their initial safety orientation. Our plans are simple:

- When the alarm sounds, use the nearest available and appropriate exit (which may be a window) and immediately exit the building.
- Move quickly but calmly to a safe location.
- In the event of an armed intruder, if you can safely escape, it is suggested that you do so.
- If escaping is not a possibility, you may have to shelter in place.
- If you are confronted by the intruder, use any means possible to deter, resist, overcome, and/or evade the person.
SAFETY PROGRAMS AND SERVICES

The Importance of Crime Prevention

The old saying “an ounce of prevention is worth a pound of cure” definitely applies to campus safety. Our goal is to prevent crimes rather than react to them after they have occurred. Toward that end, the college’s Crime Prevention Program seeks to help minimize criminal opportunities and encourages students and employees to be responsible for their own security and the security of others on campus.

Here are some features of the program at each campus that help achieve these goals:

New York Campus:

- Escort program—Escort provided upon request for persons walking on campus, particularly after dark.
- Residence hall security—Crime prevention programs periodically presented by Residence Life staff.
- Emergency telephones—Interior and exterior phones that connect to Campus Safety.
- Closed-circuit cameras—Located in strategic areas (both indoors and out) throughout campus.
- Crime prevention brochures—Available at various locations throughout campus and included in orientation packages for all new students.
- Operation Identification—Engravers available for students to engrave serial numbers or owner-recognized numbers on all valuable items on campus.
- Bicycle registration—Offered through the Residence Life Office; students provide serial numbers and other data useful in recovering bicycles in the event of theft.
- Student Safety and Sexual Assault Awareness Committee—CIA staff, faculty, and student representatives review the college’s security policies and procedures and annually make recommendations for their improvement.
- Student success alcohol abuse prevention—Training required for all incoming students.
- Student success risk reduction and bystander intervention—Training required for all returning sophomores.
- See Something, Say Something—At new student orientation or at time of hire, all students and employees are instructed to practice “See Something, Say Something” on campus, in which they are urged to immediately report anything suspicious, dangerous, or illegal to Campus Safety.

California Campus:

- Escort program—Escort provided upon request for persons walking on campus, particularly after dark.
• Residence hall security—Crime prevention programs presented at student housing and safety orientation during move-in.
• Emergency telephones—Interior and exterior phones that connect to Campus Safety.
• Closed-circuit cameras—Located in strategic areas throughout campus.
• Student success alcohol abuse prevention—Training required for all students.
• See Something, Say Something—At new student orientation or at time of hire, all students and employees are instructed to practice “See Something, Say Something” on campus, in which they are urged to immediately report anything suspicious, dangerous, or illegal to Campus Safety.

Texas Campus:
- Escort program—Escort provided upon request by Pearl Security for persons walking on campus, particularly after dark.
- Closed-circuit cameras—Located in strategic areas.
- Student success alcohol abuse prevention—Training required for all students.

Education is Key
At student orientation for all incoming freshmen, Campus Safety, Residence Life, and other administrators offer crime prevention presentations dealing with personal and fire safety. Students are instructed on how to report incidents and crimes. In addition, fire safety and evacuation are discussed.

This proactive education is ongoing. Throughout the academic year, other presentations and campus-wide programs are offered on topics such as rape and acquaintance rape, avoiding and responding to sexual offenses, and sexual harassment. Please reference the Harassment, Sexual Misconduct, and Discrimination Policy statements on page 17 for details on student and employee sexual assault prevention and related training.

During employee orientation, the following safety topics are presented:
• Preventing and reporting accidents and injuries
• Reporting hazards and emergencies
• Fire safety
• Emergency evacuations
• Enrolling in the emergency notification system
CAMPUS SAFETY AWARENESS

Preparation and Disclosure of Crime Statistics
To promote safety and security at The Culinary Institute of America, and in accordance with the requirements of the Clery Act, the college:

- **Submits crime statistics to the United States Department of Education**—Each year, the college submits crime statistics for reported Clery Act crimes that occur:
  - on campus,
  - on public property within or immediately adjacent to the campus, and
  - in or on non-campus buildings or property that the CIA owns or controls.

The crimes are categorized by type, location, and year. Crime data is collected and reported the same as is done for the annual security report and is maintained by the director of campus safety.

- **Publishes and maintains an annual security report**—The annual report contains safety-, security-, and fire-related policy statements and statistics of Clery Act crimes occurring on college property, adjacent public property, and non-college property owned or controlled by the college, for the preceding three years. The report (**A Commitment to Your Safety**) is based upon the calendar year. To prepare this report, Campus Safety at the Hyde Park, NY campus collects statistical information from incidents that have been reported to Campus Safety, Campus Security Authorities (see page 59), and local law enforcement agencies having jurisdiction on each respective campus. In addition, information on disciplinary referrals for liquor law, drug law, and weapons possession violations is gathered in conjunction with Student Affairs, who is responsible for student discipline.

A copy of the report is available on October 1 each year (note that the Department of Education extended the reporting deadline to December 31, 2020, for the 2019 report). The report is distributed annually to all students and employees through the faculty/staff and student portals. It is also available at [www.ciachef.edu/safety-and-security](http://www.ciachef.edu/safety-and-security) and the Department of Education website at [http://ope.ed.gov/security](http://ope.ed.gov/security). Hardcopies of the report can be requested at Campus Safety, 1946 Campus Drive, Hyde Park, NY 12538.

- **Maintains a daily crime log**—A daily crime log is required for campuses that have a campus security department. This is a log of crimes that are reported to Campus Safety and is available for public viewing. It includes the date the crime was reported, the date and time it occurred, the nature of the crime, the general location of the crime, and the disposition of the incident, if known.

**CRIME LOG LOCATION:**
New York Campus: Campus Safety Office
New York Campus:
Campus Safety is responsible for the enforcement of campus rules and regulations. Safety on campus, however, must be a collaborative effort among students, faculty, and staff. We encourage you to report any suspicious circumstances, criminal activity or emergency to a safety officer as soon as possible. The sooner an incident is reported, the better we can render aid, protect life and property, and conduct an effective, successful investigation. Students, faculty, and staff are also encouraged to report crimes to area police agencies.

The Safety Office is conveniently located adjacent to the maintenance garage behind Roth Hall, and is staffed 24 hours a day, seven days a week. If you’re some distance from the Safety Office, you can use one of the many blue-light, direct-ring phones located throughout the campus. These emergency phones can be used to report a criminal incident, a fire, or any other emergency, or to request an escort from Campus Safety. Also, free on-campus public telephones are located in various center hallways in the residence halls. Campus Safety can be contacted by dialing ext. 1268 on these easily accessible phones.

If you have questions or concerns about reporting a sexual offense or crime, we encourage you to meet with a college counselor and discuss those concerns in confidence. The counselors will respect requests for confidentiality, within the limits of applicable laws. Otherwise, the CIA does not have any institutional policies or procedures that ensure a victim or witness can voluntarily and confidentially report a crime.

California Campus:
Campus Safety is responsible for the enforcement of campus rules and regulations. Safety on campus, however, must be a collaborative effort among students, faculty, and staff. We encourage you to report any suspicious circumstances, criminal activity, or emergencies to a safety officer as soon as possible. The sooner an incident is reported, the better we can render aid, protect life and property, and conduct an effective, successful investigation. We ask all students and staff to follow the “See Something, Say Something” practice—if you see something suspicious, dangerous, or illegal, report it immediately.

Campus Safety staffs the front atrium desk at the main building 24 hours a day, seven days a week. To reach us:

- You can call the security cell phone at 707-548-2478 at any time, day or night. The cell phone number can be used to report a criminal incident, a fire, or any other emergency, or to request an escort from the office. This number can also be called by simply pressing the black button on the yellow call boxes outside the entrances to the Vineyard Lodge residence hall.
• You can also use the active safety and security radios found in each residence hall to reach Campus Safety immediately if the need arises.

If you have questions or concerns about reporting a sexual offense or crime, we encourage you to meet with a counselor and confidentially discuss those concerns. The counselor will respect requests for confidentiality, within the limits of applicable laws. Otherwise, the CIA does not have any institutional policies or procedures that ensure a victim or witness can voluntarily and confidentially report a crime.

**Texas Campus:**

Emergency services are provided by dialing 911. The San Antonio Police Department and the Bexar County Sheriff's Department have jurisdiction for the CIA San Antonio facility. Additional security is provided to the entire Pearl Brewery complex.

The college encourages you to report any criminal activity or emergency to a staff member as soon as possible. The sooner an incident is reported, the better the chance that an effective, successful investigation can be conducted. Crimes should also be reported to area police agencies.

If you have questions or concerns about reporting a sexual offense or crime, we encourage you to contact the CIA’s Associate Vice President of Branch Campuses (located on the New York campus) to confidentially discuss those concerns. The Associate Vice President of Branch Campuses will respect requests for confidentiality, within the limits of applicable laws. Otherwise, the CIA does not have any institutional policies or procedures that ensure a victim or witness can voluntarily and confidentially report a crime.

**Singapore Location:**

Crimes and other emergencies should be reported to the Singapore Police by dialing 999.
CAMPUS POLICIES

Institutional policies may be updated in accordance with changing laws and regulations. The policy statements included in this report are current as of the date of publication.

Drug and Alcohol Policy

The Culinary Institute of America is committed to creating and maintaining a campus and work environment that is free of drug and alcohol abuse and complies with all federal, state, and local laws governing the service and consumption of alcohol and the use and possession of illegal substances. The CIA prohibits:

- The unlawful use, manufacture, distribution, dispensation, sale, transportation, purchase, or possession of any nonprescription drugs or controlled substances on its owned, operated, or controlled property or any other location.
- Possession of drug paraphernalia.
- The unlawful service, distribution, sale, possession, consumption, or other unlawful use of alcoholic beverages.
- Unlawful behaviors involving alcohol, drugs, or controlled substances including, but not limited to, underage drinking, public intoxication that impacts the CIA, driving under the influence of alcohol or drugs, and manufacturing, distributing, and using false identification.
- The unlawful use, purchase, and distribution of medication, including but not limited to, prescription and over-the-counter medications.
- Reckless or intentional acts that endanger mental or physical health, or conduct that creates a substantial risk of injury to a person in the course of initiation or affiliation with any organization, club, or institution.
- Any activities involving the forced consumption of alcohol or drugs, including activities encouraging consumption of large amounts of alcohol or repeated consumption of alcohol in a confined amount of time.

The CIA imposes sanctions for illegal alcohol or drug use and violations of this policy. In addition, individuals violating the law with the use of alcohol and drugs may be subject to criminal charges as applicable under local, state, or federal law. The CIA will cooperate fully with all civil authorities and enforcement agencies.

Harassment, Sexual Misconduct, and Discrimination Policy

Reports of sexual assault, domestic violence, dating violence and stalking are handled pursuant to this policy. Relevant sections of the policy are incorporated below.
Nondiscrimination Statement

The Culinary Institute of America (CIA), being committed to respect for diversity and equal opportunity in education and employment, does not discriminate against individuals. The CIA expressly prohibits discrimination against and harassment of individuals on the basis of any protected characteristic, including: race, color, sex, sexual orientation, gender identity and expression, religion, disability, age, genetic information, familial status, marital status, veteran status, ancestry, national or ethnic origin, and any other protected group or classification under the law. In addition, the CIA prohibits Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, Sexual Exploitation and Stalking.

This Policy shall apply to conduct that occurs on the CIA’s campus, on CIA technological systems, at CIA-sponsored programs, activities and events, including: admissions, financial aid, academic matters, career services, counseling, housing, employment policies, scholarship programs, health services, and all other programs and activities available at the CIA. Except as otherwise provided below, this Policy applies to conduct off-campus when a person accused of Prohibited Conduct is a matriculated CIA student or when the alleged conduct has a continuing adverse impact upon the CIA work or school environment.

This Policy applies to all members of the CIA Community, including Students, Employees (faculty and staff), Trustees, Interns, and Non-employee Workers. Each Student shall be responsible for their conduct from the time of enrollment through the awarding of a degree, as well as during periods between terms of actual enrollment, study abroad and leaves of absence or suspension.

- Members of the CIA Community who believe that they have been subjected to Discrimination or Harassment are strongly urged to use the resolution procedures described in this Policy. Third Parties visiting CIA facilities (such as guests, visitors and restaurant patrons) have the opportunity to make reports of Prohibited Conduct for the purpose of this policy; however, Third Parties accused of violating this policy are not entitled to the procedural protections set forth below and may be summarily excluded from CIA property, programs, activities, or events.
Compliance Statement

The CIA complies with the applicable federal laws across all campuses, including without limitation: Title IX of the Education Amendments of 1972 (specifically including adopted regulations); Section 504 of the Rehabilitation Act of 1973; Title VI and Title VII of the Civil Rights Act of 1964; the Americans with Disabilities Act, the Age Discrimination in Employment Act, the Age Discrimination Act of 1975; the Violence Against Women Reauthorization Act; and the Campus SaVE Act. The CIA also complies with state laws applying to its New York, California and Texas campuses, including but not limited to: Article 129-B of the New York Education Law; the New York State Human Rights Law; the New York Labor Law; Section 67836 of the California Education Code; Chapter 51 of the Texas Education Code and other federal, state, and local laws governing Harassment, Sexual Misconduct, and Discrimination.

To ensure that it is a safe and equitable place to learn and work, the CIA has established this Policy and training and procedures for reporting, investigating, and adjudicating allegations of violations of this Policy. The information contained in the Definitions and Procedures sections of this Policy is expressly incorporated into this Policy as it provides essential details for the effective implementation of this Policy.

CIA policy as well as federal and state laws prohibit Retaliation against any individual for making a good faith Complaint of Prohibited Conduct or for serving as a witness or otherwise providing information in connection with a Complaint of Prohibited Conduct.

Compliance Coordinators

The CIA has designated and trained personnel to provide support for reporters, Complainants, and Respondents in cases of allegations arising under this Policy. These include, but are not limited to, the Americans with Disabilities/Section 504 Coordinator (the 504 Coordinator) and the Title IX Coordinator/Age Discrimination Act Coordinator.

The Senior Director, Faculty Relations is designated as the CIA Title IX Coordinator and Age Discrimination Act Coordinator, who is responsible for coordinating compliance with the complex legal and regulatory framework governing Harassment, Sexual Misconduct, and Discrimination (except for disability-based issues). The Title IX/Age Discrimination Act Coordinator’s responsibilities include overseeing all complaints of Sexual Misconduct and Discrimination (specifically including issues related to race discrimination), identifying and addressing any patterns or systemic problems. In addition, the CIA has designated a Deputy Title IX/Age Discrimination Act Coordinator. Inquiries and Complaints concerning these issues may be referred to either:
The Dean of Academic Engagement & Administration is designated as the CIA Section 504 Coordinator, who is responsible for coordinating compliance under Section 504 of the Rehabilitation Act of 1973. This law prohibits discrimination based upon disability and requires the CIA to ensure that Students are not excluded from participation in or denied the benefits of any program or activity of the CIA based on disability. Disability-related complaints and associated requests for accommodation are governed by the CIA’s Americans with Disabilities Act/Section 504 Compliance Policy (CMP-023). Any individual who believes they may have been discriminated against in an educational program, activity or employment situation on the basis of a disability may file a Complaint with:

Carolyn Tragni, Dean - Academic Engagement and Administration
Americans with Disabilities/Section 504 Coordinator (504 Coordinator)
The Culinary Institute of America
1946 Campus Drive
Hyde Park, NY 12538
Office: Roth Hall, Room S319
Telephone: 845-451-1615
• E-mail: Carolyn.Tragni@culinary.edu
DEFINITIONS

Affirmative Consent (“Consent”)

Although the CIA requires affirmative consent on all campuses, the definition of affirmative consent must vary somewhat due to state law requirements in New York and California.

**Affirmative Consent (California):** Affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in the sexual activity to ensure that he or she has the affirmative consent of the other or others to engage in the sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them, should never by itself be assumed to be an indicator of consent.

**Affirmative Consent (New York and Texas):** Knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant’s sex, sexual orientation, gender identity, or gender expression.

The following principles relating to affirmative consent apply on all campuses:

Consent as a pre-requisite for any sexual engagement is called for by respect for individual autonomy—the right and ability to make decisions for oneself. In order to give Consent, a person must be of the legal age of consent—17 in New York and Texas and 18 in California. Consent must be freely and actively given; it cannot be obtained by coercive use of force, threats or intimidation. Coercion, force, or threat of either invalidates consent. Consent to one form of sexual activity does not imply Consent to other forms of sexual activity, nor does past consent to intimacy imply Consent to future intimacy. Consent to engage in sexual activity with one person does not imply Consent to engage in sexual activity with another. Consent may initially be given but withdrawn at any time. When Consent is withdrawn or can no longer be given, sexual activity must stop.

Individuals must be able to understand what they are doing in order to Consent to a sexual activity. A person who is incapacitated cannot give Consent because they lack the ability to knowingly choose to participate. Incapacitation may be caused by unconsciousness, being asleep, having a cognitive disability, being involuntarily restrained, the consumption of
quantities of alcohol, drugs or other intoxicants or a variety of other circumstances. Consent is required regardless of whether a person initiating the act is under the influence of drugs and/or alcohol. Under this policy, “Yes” may not always mean “Yes” and “No” always means “No.” Anything but a clear, knowing and voluntary Consent to any sexual activity is equivalent to a “No.”

In any romantic or sexual relationship between individuals in unequal positions (such as professor and student, supervisor and employee), even with Consent, there are inherent risks. These relationships may be less consensual than perceived by the individual whose position confers power. Intimate relationships also have the potential to interfere with the CIA’s ability to provide an appropriate and safe working and learning environment for Students and Employees; and may constitute sexual harassment or other unlawful discrimination. As a result, the CIA has adopted a comprehensive Fraternization Policy, which can be found on the Student and Employee/Faculty portals.

**Appeals Officer:** An officer appointed by the CIA’s Title IX and Age Discrimination Act Coordinator or 504 Coordinator to oversee the appeals process as outlined in this Policy.

**Business Days:** The days of operation for the CIA: i.e., Monday – Friday, where classes are in session and/or administrative offices are open, except for the designated summer break and winter holiday break when campuses are closed to the public.

**CIA Community:** The Employees, Students, Nonemployee Workers and Third Parties at all CIA campuses. See also Third Parties.

**Coercion:** When someone is compelled, through force, intimidation, or severe emotional manipulation, to act out of character or without regard for their own individual desire or volition. Coercive behavior differs from seductive behavior based on the type of pressure someone uses to get Consent from another. When someone makes it clear that they do not want sex, want to stop, or do not want to go past a certain point of sexual interaction, continued pressure beyond that point can be considered coercive.

**Complainant:** Any Employee (Faculty or Staff), Non-employee Worker, Student, or Third Party who is an alleged victim files a formal report or statement alleging conduct that is prohibited by this Policy.
**Complaint:** A statement including one or more allegations of Prohibited Conduct under this Policy.

**Dating Violence:** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. Dating Violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

**Discrimination:** Intentionally or inadvertently treating individuals or groups less favorably because of their protected characteristic(s) as listed in the Policy Statement. Discrimination may occur when an individual acts in a prejudiced or biased manner (including racist or prejudiced comments) in the conduct of their day-to-day CIA activities, such as attending class or working.

**Domestic Violence:** A felony or misdemeanor crime of violence committed against a victim by: a current or former spouse or intimate partner of the victim; a person with whom the victim shares a child in common; a person who is cohabiting with or has cohabited with the victim as a spouse or intimate partner; a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

**Education Program or Activity:** For purposes of determining whether conduct is within the definition of Sexual Harassment Prohibited by Title IX (as defined by the Department of Education), “education program or activity” includes conduct that occurs:

- **On-campus.**
- **Within computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of, the CIA’s programs and activities.**

**Employee:** An individual employed by the CIA. All full-time, part-time, or temporary employees fall under this class, including faculty, staff, and student workers.
**Faculty:** The teaching staff of the CIA, or of one of its departments or divisions, viewed as a body with individual members.

**Force:** The use of physical violence and/or imposing on someone physically to gain sexual access.

**Harassment:** Unwelcome and/or offensive behavior, based on one or more of the protected characteristics listed in the Policy Statement, that subjects an individual to inferior terms, conditions or privileges of education or employment. Harassing conduct rises above the level of what a reasonable person with the same protected characteristic would consider petty slights or trivial inconveniences. Harassment can take many forms, such as words, visual images, gestures, or other verbal or physical conduct by any means. To constitute Harassment there must be a finding that the conduct meets each element of this definition. Harassment includes, but is not limited to:

- Epithets, slurs, or negative stereotyping;
- Threatening, intimidating, or hostile acts; and
- The circulation or display of written or graphic material that belittles or shows hostility or aversion toward an individual or group including through e-mail and other electronic media.

**Hearing:** A formal meeting conducted by a Hearing Officer to review the findings of an investigation and provide an opportunity for all parties to be heard. It is intended to be a non-adversarial review of the evidence identified in the investigation.

**Hearing Officer:** An individual appointed by the CIA’s Title IX and Age Discrimination Act Coordinator or 504 Coordinator to oversee the Hearing of a reported case.

**Intimidation:** Unlawfully placing another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

**Investigator:** An individual appointed by the CIA’s Title IX and Age Discrimination Act Coordinator or 504 Coordinator to perform and document an inquiry for ascertaining facts through detailed and careful examination of all information presented using various means of discovery.

**Minor:** A person under the age of eighteen (18).
**Nonemployee Worker:** An individual who works on campus but is employed by an entity other than the CIA, such as a vendor or contractor.

**Prohibited Conduct:** Any or all of the following (*see too* specific definitions): Dating Violence, Discrimination, Domestic Violence, Harassment, Retaliation, Sexual Assault, Sexual Assault-Nonconsensual Sexual Contact, Sexual Assault-Non-consensual Sexual Intercourse, Sexual Exploitation, Sexual Harassment, Sexual Harassment Prohibited by Title IX, Sexual Violence and Stalking.

**Quid Pro Quo:** Latin phrase meaning “something for something.” In the Sexual Harassment context, it means an exchange of favors, for example, if a manager, faculty member, or other authority figure offers or hints that they will give an individual a benefit (e.g., a better grade, a raise or a promotion) in return for sexual conduct.

**Reporter:** An individual who makes a formal statement including one or more allegations of Prohibited Conduct under this Policy. A Reporter may be the alleged victim (Complainant) or someone else.

**Respondent:** Any CIA Student, Employee (Faculty member or staff) or Nonemployee Worker who has a formal Complaint filed against them; a person accused of Prohibited Conduct.

**Retaliation:** An intentional action, absent legitimate non-discriminatory purposes, that harms an individual as reprisal for reporting or participating in the investigation or Hearing of an alleged violation of this Policy or civil rights laws or otherwise attempting to interfere with an individual’s ability to assert their rights under this policy. Retaliatory action can include, but not limited to:
- Discharge;
- Demotion;
- Reduction of pay or hours;
- Withholding wages, overtime pay, or promotions;
- Denying benefits or opportunities;
- Not hiring or rehiring the person; and/or
- Intimidating, threatening, coercing, harassing, or otherwise mistreating the individual.
Sexual Assault is divided into the following two categories of behavior:

**Sexual Assault–Non-consensual Sexual Contact:** Behavior including any intentional touching of a sexual nature, however slight, whether clothed or unclothed, with any object or body part by a person against another person that is without Affirmative Consent and/or by force. Examples include, but are not limited to:

- Intentional contact with the breasts, buttocks, groin, or genitals;
- Intentional touching of another with breasts, buttocks, groin, or genitals;
- Compelling someone to touch another person or oneself in a sexual manner; and
- Any intentional bodily contact in a sexual manner.

**Sexual Assault–Non-consensual Sexual Intercourse:** Behavior including any sexual intercourse, however slight, with any object or body part by a person against another person that is without Affirmative Consent and/or by force. Examples include, but are not limited to:

- Vaginal penetration by a penis, object, tongue or finger;
- Anal penetration by a penis, object, tongue or finger; and
- Oral copulation (mouth-to-genital contact or genital-to-mouth contact).

**Sexual Exploitation:** When an individual takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and the behavior does not otherwise constitute another Sexual Misconduct offense. Examples include, but are not limited to:

- Invasion of sexual privacy;
- Prostituting another person;
- Non-consensual taking and/or distributing photography, video, or audiotaping of sexual activity;
- Allowing others to observe sexual activities without Consent;
- Engaging in voyeurism;
- Knowingly transmitting a sexually transmitted infection or human immunodeficiency virus (HIV) to another person;
- Exposing one’s genitals in non-consensual circumstances; and
- Inducing another to expose their genitals.
Sexual Harassment Prohibited by Title IX (as defined by the U.S. Department of Education): The following conduct constitutes Title IX Sexual Harassment when it occurs in the United States in an education program or activity of the CIA:

1. an employee of the CIA conditioning the provision of an aid, benefit, or service of the CIA on an individual’s participation in unwelcome sexual conduct;

2. unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient’s education program or activity; and

3. sexual assault, domestic violence, dating violence and/or stalking, as defined above.

Sexual Harassment Prohibited by State and other Federal Laws (Non-Title IX):
Unwelcome, verbal or physical conduct that is based on sex/gender or is of a sexual nature and that subjects an individual to inferior terms, conditions or privileges of education or employment. Harassing conduct rises above the level of what a reasonable person of the same sex/gender would consider petty slights or trivial inconveniences. Sexual Harassment includes conduct that interferes with a student’s ability to participate in or benefit from the CIA’s educational programs or activities and conduct that unreasonably interferes with a person’s work performance or creates an intimidating, hostile or offensive work environment. The unwelcome behavior may be based on power differentials (quid pro quo) or create a hostile environment. Examples of sexual harassment include, but are not limited to:

• Attempting to coerce an unwilling person into a sexual relationship;
• Repeatedly subjecting a person to egregious, unwanted sexual attention;
• Punishing a refusal to comply with sexual advances;
• Conditioning a benefit on submitting to sexual advances;
• Unnecessary touching, or brushing against a person;
• Unwelcome communications of a sexual nature;
• Humor or jokes about sex including sexual innuendo;
• Sexist comments or jokes; and
• Verbal and/or physical aggression toward another based upon their status as transgender or a perception that the other fails to conform to stereotypical notions of expected characteristics for males or females.

1 The definition of Sexual Harassment Prohibited by Title IX is narrower than the definition of sexual harassment under CIA policy and under other federal and state laws. Accordingly, conduct that does not meet the definition of Sexual Harassment Prohibited by Title IX may still violate this Policy.
**Sexual Misconduct:** Unwelcome behavior of a sexual nature, including: Dating Violence, Domestic Violence, Sexual Assault, Sexual Exploitation, Sexual Harassment, Sexual Harassment Prohibited by Title IX and Stalking. Sexual Misconduct can be committed by a person of any gender, and it can occur between people of the same or different gender.

**Sexual Violence:** A category of behavior including Sexual Assault, Dating Violence, Domestic Violence and Stalking. See also specific definitions.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. Examples of stalking include, but are not limited to:
- Repeated, unwanted, intrusive, and frightening communications from the perpetrator by phone, mail, and/or email;
- Repeatedly leaving or sending the victim unwanted items, presents, or flowers;
- Following or lying in wait for the victim at places such as home, school, work, or recreation place;
- Making direct or indirect threats to harm the victim, their children, relatives, friends, or pets;
- Damaging or threatening to damage the victim's property;
- Harassing victim through the internet;
- Posting information or spreading rumors about the victim on the internet, in a public place, or by word of mouth; and
- Obtaining personal information about the victim by accessing public records, using internet search services, hiring private investigators, going through the victim's garbage, following the victim, contacting their friends, family, work, or neighbors, etc.

**Student:** An individual who is registered in a credit or degree program at the CIA.

**Third Party:** An individual who is a guest, visitor, restaurant patron, continuing education student, or any other individual on campus or participating in activities of
the CIA who is not an Employee, Nonemployee Worker or Student as defined in this Policy

In addition to the above definitions of Sexual Assault, Dating Violence, Domestic Violence and Stalking provided for in this policy, the definitions of these offenses, as well as statutes that contain elements of these offenses for the CIA’s three domestic campuses in New York, California and Texas can be found at:

https://www.ciachef.edu/uploadedFiles/Pages/CIA_Policies/local-vawa-crime-definitions.pdf

REPORTING PROHIBITED CONDUCT

1. Reporting and Response

- Any member of the CIA Community who believes they have been subjected to Prohibited Conduct in violation of this Policy should use one of the reporting channels outlined below to report their concerns and seek assistance from on-campus and/or off-campus resources. The Title IX and Age Discrimination Act Coordinator or 504 Coordinator as appropriate, will be responsible for ensuring that the appropriate procedures are followed during the investigative process. If allegations are substantiated, the CIA will take steps to prevent further Prohibited Conduct, to correct the effects of such conduct and to impose sanctions as appropriate.

All Reporters may expect:
- To have reports of Prohibited Conduct taken seriously by the CIA;
- To have reports of Prohibited Conduct investigated and properly resolved through appropriate administrative procedures pursuant to this Policy;
- That the Investigator will share information about the matter only as they may deem necessary to ensure an effective and thorough investigation and/or seek resolution;
- That although the CIA will safeguard the privacy of the Complainant and Respondent to the greatest possible extent, the information collected during the investigative process may be subpoenaed (demanded) in civil or criminal proceedings.
- When a student or employee reports to the CIA that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the CIA will provide the student or employee a written explanation of the student’s or employee’s rights and options. To see the full Complainant Bill of Rights and Respondent Bill of Rights please refer to the appendix of this policy, or go to https://www.ciachef.edu/harassment-policy/.

2 A visiting minor shall also be considered a Third Party under this policy and all complaints regarding minors as set forth under the CIA Protection of Minors Policy (SA-001-R-001) shall be handled through these procedures.
2. Conflicts of Interest

Both the Complainant and the Respondent have the right to have a fair and impartial investigation, determination and appeal. If either party has any reason to believe that the Investigator, the Title IX and Age Discrimination Act Coordinator, the 504 Coordinator or any of the Hearing or Appeals Officers has a conflict of interest or would otherwise be unable to be fair and impartial, the concerned party should submit a letter explaining the basis for their concern.

- Regarding the Investigator or the Hearing Officer, to the Title IX and Age Discrimination Act Coordinator or 504 Coordinator;
- Regarding the Title IX and Age Discrimination Act Coordinator, to the 504 Coordinator; and
- Regarding the 504 Coordinator, to the Title IX and Age Discrimination Act Coordinator.

The other party will be provided with a copy of the letter and will have an opportunity to respond. Based upon those submissions and any independent inquiry the decision-maker may choose to make, if it is determined that a conflict of interest exists, another individual will be appointed to take on the role of the conflicted person. If it is found that no conflict of interest exists, the individual will continue in their role. Concerns regarding conflicts of interest should be raised as soon as they are identified and before the allegedly conflicted person renders a determination, for example, prior to the submission of the investigative report, the Hearing Officer’s determination, or the appeal decision.

3. Contacting Law Enforcement

Anyone in immediate danger should dial 911 and attempt to get to a safe place.

Anyone not in immediate danger who would like to report an incident to the police can do so by contacting the local or state police: [https://ciamainmenu.culinary.edu/student-services/titleIX/Documents/SART%20and%20Resource%20Contacts.pdf](https://ciamainmenu.culinary.edu/student-services/titleIX/Documents/SART%20and%20Resource%20Contacts.pdf)

Victims of Sexual Misconduct

4. Scope and Limits of Confidentiality

- Individuals are encouraged to carefully review all of their reporting options before deciding whether and to whom to report. It is important to know that some resources are Confidential Resources – i.e., persons who can offer support, advice or other services and who are generally not required to further report, initiate an investigation, or otherwise take action in response to the information you provide – while other resources are not confidential.
4.a. **Confidential Resources – Not Subject to Mandatory Reporting—Does Not Constitute Notice to the CIA.**

If a Complainant desires that an allegation be discussed on an entirely private and confidential basis, they may speak with one of the following Confidential Resources, who are not Responsible Employees and therefore not subject to mandatory reporting, unless an exception applies:

- New York campus: Counseling and Psychological Services mental health counselors, and/or Health Services providers
- California campus: mental health counselors/therapists
- Texas campus: To be determined by Student Affairs
- See the full list of SART and Confidential Resources for all campuses at [https://ciamainmenu.culinary.edu/student-services/titleIX/Documents/SART%20and%20Resource%20Contacts.pdf](https://ciamainmenu.culinary.edu/student-services/titleIX/Documents/SART%20and%20Resource%20Contacts.pdf)
- or
- Off-campus in all states: rape crisis resources, and/or clergy acting in the capacity of spiritual advisor.

- On-campus licensed health services and mental health professionals’ licensure requires confidentiality from reporting allegations of sex discrimination and harassment/assault while working in their professional capacities. **Neither the CIA nor the law requires that the private information shared by an individual with those working as Confidential Resources be shared with anyone except in circumstances (a) where there is risk of harm to self or others or (b) involving a minor.**

The on-campus licensed mental health professional shall provide individuals who disclose that they have been subjected to Prohibited Conduct with information as to how to file a complaint with the Title IX and Age Discrimination Act Coordinator or 504 Coordinator. The professional will put the individual in touch with the appropriate Coordinator upon request.

In cases of disclosures of Prohibited Conduct made to Confidential Resources, the CIA shall not be considered to have actionable knowledge of the incident or situation and therefore the Complainant should have no expectation of the matter being investigated or resolved by College authorities.

4.b. **Non-Confidential Reporting to Responsible Employees**

Although the CIA will protect the privacy of persons involved in an investigation to the greatest extent possible, once a Complaint has been filed, it is the CIA’s responsibility to take appropriate action to resolve the situation. Certain categories of Employees (called Responsible Employees) are mandated reporters under this Policy, meaning that if they have been informed of alleged Prohibited Conduct, they must report it further.
CIA Employees working in the following departments or roles are considered Responsible Employees: Campus Safety, Deans, Directors, Faculty, Human Resources, Managers/Supervisors, Residential Life, and Student Affairs.

- Responsible Employees are required to report any allegation of Prohibited Conduct, regardless of the wishes of the Reporter or alleged victim.

**Responsible Employees who become aware of an incident of Sexual Misconduct, including Sexual Harassment, and fail to report it to the Title IX Coordinator will be subject to disciplinary action.**

Employees who are not classified as Responsible Employees or Confidential Resources are strongly encouraged to report all instances of Prohibited Conduct to enable the CIA to remediate its effects and prevent further misconduct.

5. **Reporting Options**

Any Third Party who wishes to file a Complaint for violations of this Policy may contact the CIA’s Title IX and Age Discrimination Act Coordinator or 504 Coordinator as appropriate.

For members of the CIA community, there are three primary ways to report concerns under this Policy: by telephone hotline, by electronic (Web-based) hotline, and in person.

**Important:** The telephone hotline and electronic hotline reporting options should not be used in case of an emergency because they cannot provide an immediate response in real time. An emergency situation (including where an individual is at risk of harm to self or others) must be reported immediately to 911 or to CIA Campus Safety.

5.a. **By Telephone Hotline**

**Available 365 days/year, 24 hours/day:**

Call the Telephone Hotline at (845) 905-4477 at any time and leave a message in the confidential voicemail box. Such messages are relayed electronically to appropriate individuals within the CIA for follow-up. This channel includes an anonymous option (without identifying the Reporter), but the CIA’s ability to meaningfully investigate and pursue disciplinary action may be limited as a result.

5.b. **By Web-based Hotline Submission**

**Available 365 days/year, 24 hours/day:**

- Internal (within the CIA) option: choose the appropriate feature from the menu at
https://ciamainmenu.culinary.edu/Pages/Reporting.aspx; or

- **Public option:** Go to https://www.ciachef.edu/harassment-policy/ and follow the prompts to make a Complaint. Reports received by these means are relayed electronically to appropriate individuals within the CIA for follow-up. This channel includes an anonymous option (without identifying the Reporter), but the CIA’s ability to meaningfully investigate and pursue disciplinary action may be limited as a result.

5.c. **In Person**

A variety of personnel are available for in-person reporting. See this link for SART information: https://ciamainmenu.culinary.edu/student-services/titleIX/Documents/SART%20and%20Resource%20Contacts.pdf

- **All Campuses:** Contact the Title IX and Age Discrimination Act Coordinator/Deputy Coordinator (see contact information above, Section B), the 504 Coordinator or Human Resources; see also Sexual Assault Response Teams (SART) below
- **New York Campus:** Contact Office of Student Affairs or Campus Safety
- **California Campus:** Contact Office of Student Affairs or Campus Safety
- **Texas Campus:** Contact Education Department
- **Singapore Campus:** Contact Managing Director

- **Additional Measures**
  The CIA will also:

  - Assist the Complainant in accessing other available victim advocacy, academic support, counseling, disability, and health or mental health services, as appropriate;
  - Inform the Complainant of the right to report a crime to campus safety/security or local law enforcement – and provide the Complainant with assistance if requested.

The CIA will not require a Complainant to participate in any investigation or disciplinary proceeding, but the Complainant’s lack of participation may compromise the CIA’s ability to meaningfully investigate the allegations and pursue disciplinary action.
INVESTIGATION AND ADJUDICATION PROCEDURES FOR COMPLAINTS OF SEXUAL HARASSMENT PROHIBITED BY TITLE IX ("Title IX DOE Grievance Process")

In May 2020, the United States Department of Education (DOE) promulgated new regulations governing Title IX. These regulations, which went into effect on August 14, 2020, mandate that the CIA adopt a specific definition of Title IX Sexual Harassment and a grievance process with respect to such conduct, as specified in the regulations. The definition of Sexual Harassment Prohibited by Title IX is narrower than the definition of sexual harassment under CIA policy and under other federal and state laws. Accordingly, conduct that does not meet the definition of Sexual Harassment Prohibited by Title IX may still violate this Policy.

If a determination is made at any stage of the process that the alleged conduct does not meet the substantive or jurisdictional definition of Sexual Harassment Prohibited by Title IX and the complaint is dismissed from this Title IX procedure, the allegations may be investigated and adjudicated under the “Procedures for Prohibited Conduct Other than Title IX Sexual Harassment” which are set forth below. In cases where allegations involving the same parties may constitute Sexual Harassment Prohibited by Title IX and other types of Prohibited Conduct, the CIA, at its discretion, may investigate and/or adjudicate those matters together under this procedure or separately with the non-Title IX Prohibited Conduct addressed under the procedure for other types of Prohibited Conduct.

Note: HSMD investigations pending before August 14, 2020 will proceed under the prior HSMD Policy and procedures. In addition, the DOE regulations do not apply to new reports of sexual harassment if the underlying conduct occurred prior to August 14, 2020.

1. Supportive Measures

Supportive measures are non-disciplinary and non-punitive services that are intended to provide support and facilitate access to the CIA’s education program and activities. Complainants who report allegations that could constitute Sexual Harassment Prohibited by Title IX are entitled to receive supportive measures from the CIA regardless of whether they choose to file a formal complaint. These supportive measures may include, as appropriate:

- counseling
• extensions of deadlines or other course-related adjustments
• modifications of work or class schedules
• campus escort services
• restrictions on contact between the parties (no contact orders)
• changes in work or housing locations
• leaves of absence
• increased security and monitoring of certain areas of the campus

Request for Review and Modification: Student Complainants and Respondents may request review and modification of any supportive measure(s) that directly impact them, including review of the need for and terms of the measure(s), by submitting a request in writing to the Title IX and Age Discrimination Act Coordinator along with any evidence they wish to present. In the event the measure impacts the other party, they will be given an opportunity to state their position and present evidence as appropriate. The Title IX and Age Discrimination Act Coordinator or designee will review the submissions and make a determination.

Because the CIA is under a continuing obligation to address the issue of Sexual Violence campus-wide, reports of Sexual Violence (including non-identifying reports) will also prompt the CIA to consider broader remedial action – such as increased monitoring, supervision or security at locations where the reported sexual violence occurred; increasing education and prevention efforts, including to targeted population groups; conducting climate assessments/victimization surveys; and/or revisiting its policies and practices.

2. Removal of Respondent from the CIA Community

a. Emergency Removal of Student-Respondent

The CIA may remove a student-respondent from the CIA’s program or activity on an emergency basis, where the CIA determines, after an individualized analysis, that the individual poses an immediate threat to the physical health or safety of any student or other individual arising out of the allegations of Title IX Sexual Harassment, justifying removal.

If the CIA determines such removal is necessary, the respondent will be provided notice and an opportunity to request review and modification of the decision immediately following the removal, as set forth above.

b. Administrative Leave
The CIA may place a non-student employee respondent on administrative leave without pay during the Title IX Grievance Process, subject to the terms and conditions of any applicable Collective Bargaining Agreement.

3. Formal Complaint

For the purposes of this Title IX DOE Grievance Process, “formal complaint” means a document or electronic submission that contains the Complainant’s physical or digital signature, or otherwise indicates that the Complainant is the person filing the formal complaint. The formal complaint instead may be signed by the CIA’s Title IX Coordinator, but in that case, the Title IX Coordinator is not a complainant or otherwise a party to the complaint.

To file a Formal Complaint, a complainant must allege sexual harassment against an alleged harasser and request that the CIA investigate the allegation(s). At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the CIA, including as an employee. The formal complaint should state the name of the alleged harasser (if known) and describe with reasonable specificity the incident(s) of alleged harassment, including the date and place of such incident(s). The complaint must be in the Complainant’s own words, and may not be authored by others, including family members, advisors, or attorneys. Attached to the complaint should be a list of any sources of information (for example, witnesses, correspondence, records, and the like) that the Complainant believes may be relevant to the investigation. A complaint should not be delayed if such sources of information are unknown or unavailable. The CIA reserves the right, at its sole discretion to utilize the investigation and adjudication procedures for Prohibited Conduct Other Than Title IX Sexual Harassment, below to address complaints from complainants who are not currently participating or attempting to participate in the educational programs or activities of the CIA. The Title IX Coordinator may determine a Formal Complaint is necessary even if the complainant chooses not to file the complaint, in which case the CIA will inform the Complainant of this decision in writing, and the Complainant need not participate in the process further but will receive all notices issued pursuant to these procedures. The factors considered when determining whether the Title IX Coordinator will file a Formal Complaint without the cooperation of the Complainant may be found in Appendix I: “Requests by Student-Complainants Not to Investigate or Take Disciplinary Action in Cases of Sexual Misconduct.”
4. Assessing Title IX Jurisdiction & Dismissal

4.a Mandatory Dismissal
The Title IX Coordinator or his designee will review the formal complaint to determine whether the jurisdiction is appropriate under the Title IX procedure. In so doing, the Title IX Coordinator will assess whether:

1. The conduct is alleged to have occurred in the United States;
2. The conduct is alleged to have occurred in the CIA’s education program or activity; and
3. If proven, the alleged conduct would constitute Sexual Harassment Prohibited by Title IX as defined by the Department of Education.

If all of the elements are met, the CIA will investigate the allegations in accordance with the Title IX procedure. If all of the elements are not met, then the Title IX Coordinator must issue a Notice of Dismissal from the Title IX procedure. The Notice of Dismissal will be sent to the Complainant(s) and Respondent(s) either simultaneously with or after the Notice of Allegations.

4.b Discretionary Dismissal
The Title IX Coordinator may dismiss a formal complaint or any allegations at any time if:

1. The complainant notifies the Title IX Coordinator in writing of a desire to withdraw the allegations;
2. The respondent is no longer enrolled as a student or employed by the CIA;
3. The institution determines in its discretion that it will be unable to gather evidence sufficient to reach a determination due to specific circumstances outside the control of the parties or the CIA.

Each party will have an opportunity to appeal a dismissal determination in accordance with the procedure listed under Title IX Appeals below.

If a complaint is dismissed from the Title IX procedure, the Title IX Coordinator may refer the complaint to be addressed under the Investigation and Adjudication Procedures for Prohibited Conduct Other than Title IX Sexual Harassment, which are listed below in the policy.

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3 Where the respondent is a student in Texas, the complaint cannot be dismissed because the respondent withdrew while the complaint was pending.
5. Consolidation of Complaints

The Title IX Coordinator or designee may consolidate multiple cases and/or incidents to resolve as a single case through the formal resolution process when the cases arise out of the same set of facts and circumstances, including situations where:

- There are allegations from multiple complainants against the same respondent;
- There are allegations from the same complainant against multiple respondents that arise out of the same set of facts and circumstances;
- The respondent has filed a complaint against the complainant.

6. Notice of Allegations

The Title IX Coordinator will draft and provide the Notice of Allegations to the Complainant(s) and Respondent(s) as soon as practicable after receiving a Formal Complaint of the allegations, absent extenuating circumstances. The notifications will be sent to the parties’ institutional email accounts if they are students or employees or by other reasonable means if they are neither students nor employees.

The institution will provide sufficient time for the parties to review the Notice of Allegations and prepare a response before any initial interview.

6.a Contents of Notice

The Notice of Allegations will include the following:

- Notice of the CIA’s Title IX Grievance Procedure and a hyperlink to a copy of the process.
- Notice of the allegations potentially constituting covered sexual harassment, including sufficient details known at the time the Notice is issued, such as the identities of the parties involved in the incident, if known, including the complainant; the conduct allegedly constituting Title IX sexual harassment; and the date and location of the alleged incident, if known.
- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement that the parties may have an advisor of their choice, who may be, but is not required to be, an attorney.
• A statement that before the conclusion of the investigation, the parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the institution does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a party or other source.

• A statement that the CIA prohibits knowingly making false statements or knowingly submitting false information during the grievance process.

6.b Updated Notice

In some instances, additional allegations may arise during the course of the investigation that were not known at the time the Notice of Allegations was issued. In the event that occurs, the CIA may elect to add those allegations to the existing investigation. If so, the institution will notify the parties of the additional allegations using their institutional email accounts or other reasonable means.

The parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

7. Notice of Meetings and Interviews

The CIA will provide written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings with a party expected to attend, with sufficient time for the party to prepare to participate.

8. Advisors of Choice

The Parties may each be accompanied during any meeting, interview, or hearing by a single advisor of their choice, who may be an attorney. Other than at the hearing, advisors may speak privately to their advisee during any such meeting or proceeding but may not present evidence or otherwise participate in the interview or meeting. During a Hearing, the advisor will be permitted to cross-examine witnesses and address the Hearing Officer in connection with that cross-examination but will not otherwise be permitted to address the Hearing Officer. A party may request a brief recess to consult with their advisor, which may be granted at the discretion of the Investigator or Hearing Officer. An advisor who is disruptive and fails to comply with the participation boundaries may be removed from any meeting, interview or hearing and may be barred from future meetings, interviews or hearing in the matter.
Provided that the Advisors act reasonably in providing available dates and work collegially to find dates and times that meet all schedules, the CIA will engage in best efforts to accommodate the advisors’ schedules. The determination of what is reasonable shall be made by the Title IX Coordinator or designee. The CIA will not be obligated to delay a meeting or hearing under this process more than five (5) days due to the unavailability of an Advisor of Choice, and may offer the party the opportunity to obtain a different Advisor of Choice or utilize one provided by the CIA.

9. Voluntary Informal Resolution-Mediation

In certain circumstances, it may be possible for a formal complaint to be resolved through informal resolution. The CIA offers a mediated resolution option for parties, in which the Title IX Coordinator will appoint a mediator, who will suggest a resolution to the parties, which they may accept or reject. The CIA reserves the right to determine that informal resolution is not appropriate in any given circumstance. Informal resolution is not available for cases involving an allegation that an employee sexually harassed a student.

Prior to beginning the informal resolution process, the parties must voluntarily provide written consent to participate, acknowledging that: (1) once a resolution is agreed upon, the parties will be precluded from resuming a formal complaint arising from the same allegations, absent exceptional circumstances; (2) at any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint; and (3) any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

The CIA will not compel any party to engage in mediation or require the parties to have direct contact with one another. Participation in the informal resolution procedure is voluntary, and either party can request to discontinue the informal resolution process at any time. Once a resolution is mutually agreed upon, the complaint will be deemed resolved.

The Title IX Coordinator will maintain records of all reports and conduct referred for informal resolution. Records relating to informal resolutions may also be placed in the personnel files of employee complainants and respondents. Statements made by either party during the course of the informal resolution process are considered confidential and inadmissible in any investigation or hearing, regardless of the outcome of the informal resolution process.

10. Process Free from Bias or Conflict of Interest

Both the Complainant and the Respondent have the right to have a fair and impartial investigation, determination and appeal. If either party has any reason to believe that the Investigator, the Title IX Coordinator, or any of the Hearing or Appeals Officers has a conflict of interest or would otherwise be unable to be fair and impartial, the concerned party should submit a letter explaining the basis for their concern.
• Regarding the Investigator or the Hearing Officer, to the Title IX Coordinator; and
• Regarding the Title IX Coordinator, to the 504 Coordinator.

The other party will be provided with a copy of the letter and will have an opportunity to respond. Based upon those submissions and any independent inquiry the decision-maker may choose to make, if it is determined that a conflict of interest exists, another individual will be appointed to take on the role of the conflicted person. If it is found that no conflict of interest exists, the individual will continue in their role. Concerns regarding conflicts of interest should be raised as soon as they are identified and whenever possible before the allegedly conflicted person renders a determination, for example, prior to the submission of the investigative report, the Hearing Officer’s determination, or the appeal decision.

11. Investigation

The Title IX Coordinator working with the appropriate CIA office will assign an Investigator or Investigative Team. The Investigator/Investigative Team will direct the investigative process and confer with the Title IX Coordinator as appropriate. The investigation will be prompt, thorough, and impartial.

There will be no Retaliation against any individual for filing a Complaint and/or for assisting, testifying, or participating in the investigation of a Complaint.

All Complaints will be kept private and disclosed only to the extent necessary for a thorough investigation.

Each party will have an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence, (i.e. evidence that tends to prove and disprove the allegations) as described below.
The Investigator will take the following steps:

- Thoroughly review the Complaint and all supporting documentation and evidence.
- Interview both the Complainant(s) and the Respondent(s).
- Give both parties the opportunity to identify witnesses and provide relevant documentary and physical evidence. (This may include, but is not limited to, texts, emails, photos, social media posts, voicemail messages, etc.)
- The Investigator will contact witnesses who may have relevant information and engage in good faith efforts to meet with the witnesses. If a witness is not cooperative, the Investigator will not unreasonably delay the investigation.
- The Investigator has the discretion to identify and interview witnesses who were not identified by any party.
- The Investigator has the discretion not to interview a suggested witness where none of the information the party indicates that the witness can share would be relevant in the Investigator’s judgment.
- Exclude from consideration information about the romantic or sexual history of either the Complainant or the Respondent, except as to prove that someone other than the respondent committed the conduct alleged by the complainant or with respect to the parties’ shared sexual history when offered to prove consent. If either party offers such information, the other will have the right to respond.
- Exclude from consideration medical records and information, including mental health history or treatment, absent a waiver from the individual who is the subject of the medical record.
- Exclude from consideration information protected under a legally recognized privilege such as the attorney-client privilege unless the person holding such privilege has waived the privilege.

a. Parties’ Review of Investigative Materials

Once the investigation has concluded, the Investigator, in conjunction with the Title IX Coordinator or designee, shall gather all evidence that is directly related to the allegations. Unless otherwise prohibited by law, the Title IX Coordinator or designee shall make electronic copies of the evidence available to the parties and their advisors. Given the confidential nature of the materials and proceeding, the parties and their advisors will be required to sign a non-disclosure agreement not to disseminate any of the evidence subject to inspection and review and not to use the evidence for any purpose other than the Title IX Grievance Process. Any violation of the non-disclosure agreement may result in additional misconduct charges against a party, a report to an attorney’s professional licensing board, or other legal action.
The parties may then review the information gathered. Both will have an opportunity to respond in writing to this information within ten [10] business days.

b. Investigative Report

The Investigator will consider the parties’ responses in completing the final investigative report, which will compile all relevant evidence. The report will be provided to the parties no later than ten business days before any hearing on the formal complaint and before any pre-hearing meeting. The final investigative report will be redacted for information that is irrelevant or privileged. Unless otherwise prohibited by law, the Title IX Coordinator or designee shall make electronic copies of the evidence available to the parties and their advisors. The parties shall have the opportunity to provide any written response to the investigative report to the Title IX Coordinator within five business days of receipt. The parties may request to review the other party’s written response statements once they have been submitted.

If at any stage following the submission of the parties’ responses new evidence directly related to the allegations is gathered, it will be shared with the parties and their advisors in line with the parameters set forth above. The parties will have an opportunity to submit an additional written response within a time frame determined by the Title IX Coordinator or designee. The parties may request to review the other party’s written response statements once they have been submitted, but they will not be permitted to submit any further written response.

c. When Parties Decline to Participate

If the Complainant or the Respondent chooses not to cooperate in the investigation, the Investigator will still complete the investigation and prepare a formal report based solely upon the information available. No adverse inference will be made as a result of a Complainant or Respondent’s decision not to participate in the investigation.

If the Complainant chooses to withdraw the Complaint prior to the completion of the investigation, the Title IX Coordinator or designee will determine whether to continue to pursue the Complaint considering the factors outlined above under Requests by Complainants Not to Investigate or Take Disciplinary Action.

12. Hearing

Prior to taking any disciplinary action with respect to Title IX Sexual Harassment, the CIA will hold a live hearing. The parties cannot waive the right to a live hearing. The live hearing may be conducted with all parties physically present in the same physical location, or, at the Title IX Coordinator’s discretion, any or all parties, witnesses, and/or other participants may appear at the live hearing virtually through a remote conferencing platform. This technology will enable participants simultaneously to see and hear each other. In the event of technological difficulties outside the parties’ control, the CIA may delay or adjourn a hearing. Any party who wishes to participate remotely may submit such a request to the Title IX Coordinator with an explanation for the request.
The CIA may determine that multiple sessions or a continuance (i.e. a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, the CIA will notify all participants and endeavor to accommodate all participants’ schedules and complete the hearing as promptly as practicable.

The hearing will be recorded through audio recording. That recording or transcript will be made available to the parties for inspection and review, provided that they and their advisors have signed a non-disclosure agreement not to disseminate the hearing recording or use it for any purpose other than the Title IX grievance process. Any violation of the non-disclosure agreement may result in additional misconduct charges against a party, a report to an attorney’s professional licensing board, or other legal action.

The deliberations of the Hearing Officer will not be recorded.

a. Evidence Not Previously Disclosed

As a general rule, no new evidence or witnesses may be submitted during the live hearing.

If a party identifies new evidence or witnesses that were not reasonably available prior to the live hearing and could affect the outcome of the matter, the party may request that such evidence or witnesses be considered at the live hearing.

The Hearing Officer will consider this request and determine (1) whether such evidence or witness testimony was actually unavailable by reasonable effort prior to the hearing and (2) whether such evidence or witness testimony could affect the outcome of the matter. The party offering the newly-discovered evidence or witness has the burden of meeting this burden by the preponderance of the evidence.

If the Hearing Officer determines that this standard is met, then the parties will be granted a reasonable period of time to review the evidence or prepare for questioning of the witness.

b. Who can attend the Hearing?

The Hearing is a private proceeding, and only the following individuals are permitted to participate:

- Complaint(s) and advisor(s)
- Respondent(s) and advisor(s)
- Hearing Officer
- Title IX Coordinator or designee at the Title IX Coordinator’s discretion
- Investigator (as a witness if called)
- Witnesses (only while they are being questioned)
- CIA employees needed to provide technological support/assistance.
- Stenographer (if the hearing is being transcribed)
c. Hearing Procedures

For all live hearings conducted under this Title IX Grievance Process, the procedure will be as follows:

- The Hearing Officer will begin the hearing by establishing the rules and expectations for the hearing;
- Each party will have an opportunity to give an opening statement. The statement will be presented by the party, not the party’s advisor;
- The Hearing Officer will ask questions of the Parties;
- After the Hearing Officer questions a party, the other party’s advisor will have an opportunity to cross-examine;
- The Hearing Officer will ask questions of each witness;
- After the Hearing Officer questions each witness, the parties’ advisors will be given the opportunity to cross-examine that witness. The advisor of the party who suggested the witness will cross-examine that witness last.
- The Hearing Officer will have the authority to stop the proceedings at any time, including to ask additional follow-up questions during cross-examination, to enforce the rules of decorum, or for any other reason.
- Should the Party’s Advisor choose not to cross-examine a Party or Witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the Hearing Officer. A Party’s waiver of cross-examination does not eliminate the ability of the Hearing Officer to use statements made by the Party.
- The Hearing Officer may not consider the statements of any witness, including a party, who does not submit to cross-examination, even where such statements are contained in other evidence (i.e. emails, text messages, social media postings, etc.). Evidence that does not constitute a “statement” may be considered regardless of whether the witness is subjected to cross-examination. A verbal or written statement constituting part or all of the sexual harassment itself is not a “prior statement” that must be excluded if the maker of the statement does not submit to cross-examination about that statement. In other words, a prior statement would not include a document, audio recording, audiovisual reading, and digital media, including but not limited to text messages, emails, and social media postings, that constitute the conduct alleged to have been the act of sexual harassment under the formal complaint.
- The CIA will not threaten, coerce, intimidate or discriminate against any party in an attempt to secure the party’s participation.
• Witnesses cannot be compelled to participate in the live hearing and have the right not to participate in the hearing free from retaliation.
• The decision-maker cannot draw an inference about the determination regarding responsibility based solely on a party’s absence from the live hearing or refusal to answer cross examination or other questions.
• Prior to the conclusion of the hearing, the parties may each make an impact statement.

d. The Hearing Officer

• The Hearing Officer will be an individual who has received training on topics including how to serve impartially, issues of relevance, including how to apply the rape shield protections provided for complainants, and any technology to be used at the hearing.
• The Hearing Officer will not have any bias for or against either party or any other conflict of interest.
• Neither the Title IX Coordinator, the Investigator, nor any parties’ advisor can serve as the Hearing Officer.

e. Advisor of choice

• The parties have the right to select an advisor of their choice, who may be, but does not have to be, an attorney.
• The parties are not permitted to conduct cross-examination; it must be conducted by the advisor. As a result, if a party does not select an advisor, the institution will select an advisor to serve in this role for the limited purpose of conducting the cross-examination at no fee or charge to the party.
• The advisor is not prohibited from having a conflict of interest or bias in favor of or against complainants or respondents generally, or in favor or against the parties to the particular case.
• The advisor is not prohibited from being a witness in the matter.
• If a party does not attend the live hearing, the party’s advisor may appear and conduct cross-examination on their behalf.
• If neither a party nor their advisor appear at the hearing, the CIA will provide an advisor to appear on behalf of the non-appearing party.
f. Live Cross-Examination

Each party’s advisor will conduct live cross-examination of the other party or parties and witnesses. During this live-cross examination the advisor will ask the other party or parties and witnesses relevant questions and follow-up questions, including questions that challenge credibility, directly, orally, and in real time.

Before any cross-examination question is answered, the Hearing Officer will determine if the question is relevant. Cross-examination questions that are duplicative of those already asked, including by Hearing Officer may be deemed irrelevant if they have been asked and answered.

g. Review of Hearing Recording

The recording of the hearing will be available for review by the parties within seven [7] business days, unless there are any extenuating circumstances. The recording of the hearing will not be provided to parties or advisors of choice.

h. Determination Regarding Responsibility

h.1 Standard of Proof

The CIA uses the preponderance of the evidence standard. This means that the Hearing Officer assesses whether it is more likely than not that a violation of the Policy occurred.

h.2 General Considerations for Evaluating Testimony and Evidence

While the opportunity for cross-examination is required in all Title IX hearings, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the Decision-maker.

Decision-makers shall not draw inferences regarding a party or witness’s credibility based on the party or witness’s status as a complainant, respondent, or witness, nor shall it base its judgments in stereotypes about how a party or witness would or should act under the circumstances.

Generally, credibility judgments should rest on the demeanor of the party or witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence.

The weight given to any evidence will not vary based upon whether it is inculpatory or exculpatory (i.e. tending to prove or disprove the allegations).
Unless barred by the cross-examination requirements, a witness’s testimony regarding indirect knowledge of the facts at issue will be considered but will generally be accorded less weight than testimony regarding direct knowledge of specific facts that occurred.

Title IX regulations require that the CIA allow parties to call “expert witnesses” for direct and cross examination. The CIA does not provide for expert witnesses in other proceedings. While the expert witness will be allowed to testify and be cross-examined, the Hearing Officer will afford greater weight to the testimony of fact witnesses than to the non-factual testimony of the expert or to the expert’s testimony that is not directed to the specific facts of the case.

Where a party or witness’s conduct or statements demonstrate that the party or witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the Hearing Officer may draw an adverse inference as to that party or witness’s credibility.

h.3 Sanctions

Once the Hearing Officer makes a determination regarding responsibility with respect to each allegation, the Hearing Officer will notify the appropriate decision-maker who will determine sanctions (“Sanctions Decision-Maker”). The Sanctions Decision-Maker will differ based upon the identity of the respondent, as follows:

For Students – Dean of Student Affairs
For Faculty – Academic School Dean or Branch Campus Academic Director
For Academic Administrators – Vice President of Academic Affairs
For all other Employees – Department Head in consultation with Human Resources.

The Sanctions Decision-Maker will notify the Hearing Officer as to the sanction(s) and the rationale for the sanction(s). The Hearing Officer will include the sanctions and rationale in the hearing determination, as set forth below.

h.4 Contents of Hearing Determination

The Hearing Officer will issue a written determination simultaneously to all parties through their institutional email account, or other reasonable means as necessary. Absent extenuating circumstances, the Determination will be issued within ten (10) business days of the completion of the Hearing. The Determination will include:

1. A recitation of the allegations potentially constituting Title IX Sexual Harassment;
2. A description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, methods used to gather other evidence, and hearings held;
3. Findings of fact supporting the determination;
4. Conclusions regarding which section of this policy, if any, the respondent has or has not violated.
5. For each allegation:
   • A statement of, and rationale for, a determination regarding responsibility;
   • A statement of, and rationale for, any disciplinary sanctions being imposed on the respondent; and
   • A statement of, and rationale for, whether remedies designed to restore or preserve equal access to the CIA’s education program or activity will be provided to the complainant; and
6. The procedures and permitted grounds for the complainant and respondent to appeal (described below in “Appeal”).

Appeal

If a Respondent or Complainant does not accept the findings of the Hearing Officer, the party may request an appeal through the following procedures. The request for appeal must be submitted within five (5) Business Days of receipt of the Hearing Officer’s decision.

Appeals are not intended to be full re-hearings or the basis for a new investigation of the Complaint. The Appeals Officer may accept or modify the original decision. Appeals are confined to a review of the written documentation or record of the original hearing, and pertinent documentation regarding the grounds for appeal. All Appeals shall be heard by an Appeals Officer, except that in New York State, a Student Appeal shall be heard by an Appeals Panel. The Appeal Officer/Panel’s decision to deny a requested outcome on appeal is final.

The ONLY grounds for appeal are as follows:

- Procedural irregularity that affected the outcome of the matter;
- New evidence that was not reasonably available at the time of the determination regarding responsibility or dismissal that could have affected the outcome of the matter;
- The Title IX Coordinator, Investigator(s), or Hearing Officer had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter.
Any party who files an appeal must do so in writing to the Title IX Coordinator. The request for appeal will then be forwarded to an appointed Appeals Officer for review. The Appeals Officer shall be a person not previously involved in the process. The non-appealing party will be given an opportunity to review the written appeal and submit a written response not to exceed ten (10) pages within five (5) business days. In cases of alleged Sexual Assault, Domestic Violence, Dating Violence or Stalking involving a Student in New York, the appeal will be reviewed by a panel of three (3) persons. The appeal panel’s determination need not be unanimous but, at least two of the panel members must agree on the outcome.

If the Appeals Officer or Panel (in New York State on student cases only) determines that a procedural error occurred, they may return the original Complaint to the Hearing Officer with instructions to reconvene to remedy the error. The results of a reconvened hearing cannot be appealed.

In rare cases, where the error cannot be remedied by the original Hearing Officer (as in cases of bias), the Appeals Officer may order a new Hearing with a new Hearing Officer appointed by the Title IX Coordinator as appropriate. The results of a new hearing with a new Hearing Officer can be appealed once on the grounds for appeal listed above.

The Appeals Officer/Panel may in their discretion suspend any sanctions imposed by the Hearing Officer during the pendency of the appeal and/or any new Hearing of the original Complaint.

The Appeals Officer/Panel will render a written decision on the appeal to all parties within twenty-one (21) Business Days from receipt of the request for appeal. The decision on appeal, which will include the rationale for the decision, will be delivered to the parties simultaneously via their institutional email account or other reasonable means.

In cases of Sexual Assault, Domestic Violence, Dating Violence or Stalking, if neither party submits a written appeal within five (5) Business Days of receipt of the Hearing Officer’s decisions, the Title IX Coordinator, as appropriate, will provide the parties with written notification that the Hearing Officer’s decision is final. In cases involving all other kinds of alleged Title IX Sexual Harassment, the decision will be deemed final upon expiration of the period of time to appeal and no written notice will be provided.
Other Special Procedures and Provisions

• Attempted Violations

In most circumstances, the CIA will treat attempts to commit any of the violations listed prohibited by this Policy as if those attempts had been completed.

• The CIA as Complainant

As necessary, the CIA reserves the right to initiate a Complaint, to serve as Complainant, and to initiate conduct proceedings without the Complainant’s formal Complaint of Prohibited Conduct.

• False Reports

The CIA will not tolerate intentional false reporting of alleged Prohibited Conduct. It is a violation of the Student Code of Conduct or Employee Handbook to make an intentionally false report of any policy violation, and it may violate state criminal statutes and/or civil defamation laws. Sanctions for false reporting may include disciplinary action up to and including termination of employment, affiliation, dismissal from the CIA disciplinary action up to and including termination of employment, affiliation, or dismissal from the CIA.

• Notification of Outcomes

The outcome of a Hearing is part of the educational record of a Student Respondent and is protected from release under FERPA. However, the CIA observes the following legal exceptions:

• Complainants bringing allegations of Sexual Violence have an absolute right to be informed of the outcome, essential findings, and sanctions of the Hearing, in writing, without condition or limitation.

• The CIA may release publicly the name, nature of the violation and the sanction for any Student who is found in violation of a CIA policy that is a “crime of violence,” including but not limited to: arson, burglary, robbery, criminal homicide, sex offenses, assault, destruction/damage/vandalism of property
and kidnapping/abduction. The CIA will release this information to the Complainant in any of these offenses regardless of the outcome.

- **Roles and Duties**

While this Policy indicates specific Employees, who will typically perform certain roles and duties, the CIA reserves the right to assign other Employees or engage outside individuals to perform any roles or duties as described in this policy.

**Sanctions**

The CIA reserves the right to take measures deemed necessary in response to a substantiated violation of this Policy in order to protect the rights and personal safety of Students, Employees, Nonemployee Workers and Third Parties. When a Student, Employee, Nonemployee Worker or Third Party is found to have violated this policy, serious sanctions may be imposed to reasonably ensure the rights and safety of the CIA Community.

Not all forms of Harassment and Discrimination will be deemed as equally serious offenses. The CIA reserves the right to impose different sanctions ranging from written warning to dismissal, depending on the severity of the offense.

- **Sanctions for Students**

When an investigation finds that a Student did not violate this Policy, but did violate the Student Code of Conduct, the case will be adjudicated through the process outlined in the Student Code of Conduct. In these cases, a Student is subject to the disciplinary and appeal process outlined in the Student Code of Conduct.

When an investigation finds that a Student violated this Policy and the Student Code of Conduct, the sanctions outlined below will be used. Such a Student is subject to the disciplinary and appeal process outlined in this Policy for substantiated violations of this Policy. The following sanctions may be imposed upon any Student found to have violated this Policy, singly or in any combination for one or more violations.

a. **Verbal Warning:** A verbal warning may occasionally be given to allow a Student to correct a violation in a timely manner.

b. **Written Warning:** A notice in writing informing a Student that the Student is violating or has violated college regulations, and warning that repeat violations will result in more severe disciplinary sanctions.

c. **Demerits:** One to twelve (12) demerits may be assessed for verified violations of [the Student Code of Conduct]. A Student is subject to suspension or expulsion from the CIA for an accumulation of 12 demerits within a twelve-month period. Demerits may disqualify a Student from becoming a resident assistant, participating in the Manager-in-Training (MIT)
program, living in specific residence halls, participating in intercollegiate athletics, or holding certain student offices.

d. **Probation:** Probation for a designated time may be assigned. Probation may include specific directives that the Student is instructed to follow, a warning that additional sanctions may be assigned for further violations, and a signed behavioral contract agreement. An accumulation of nine (9) demerits will result in a period of probation.

e. **Loss of Privileges:** There may be a denial of specified privileges for a designated period of time. This includes, but is not limited to, any and all privileges pertaining to campus housing, operating and parking motor vehicles, campus visitation, student employment, or use of any campus facility or service.

f. **Fines:** Fines may be assessed. The amount will reflect the degree of seriousness of the violation. All fines are considered legitimate debts to the CIA, and non-payment may result in any of the stated penalties, discontinuation of classes, and/or not attending the commencement ceremony, not receiving the diploma, and/or not receiving copies of student transcripts and records.

gh. **Restitution:** Compensation for loss, damage, or injury may be required. This may take the form of appropriate service and/or monetary payment or material replacement.

h. **Community Restitution:** Work assignments for a specified number of hours may be given to provide a useful service to the college or local community.

i. **Residence Hall Suspension:** There may be a separation of the Student from the residence halls for a defined period of time. Students with serious disciplinary records are not permitted to reside in or visit residence halls as deemed appropriate.

j. **Loss of Housing:** Permanent separation of the Student from the residence halls may occur. Students expelled from the residence halls are not allowed to visit the residence halls or the grounds adjacent to them.

k. **Completion of an Alcohol Education or Rehabilitation Program:** Successful completion of an approved alcohol or substance abuse rehabilitation or educational program may be required as a condition for continued matriculation if the violation(s) involves alcohol, illegal drugs, or the abuse or misuse of any legal drugs. The CIA may require drug testing by a treatment facility.

l. **Required Assessment or Educational Sessions:** A completed assessment or educational session by a licensed counselor or medical doctor may be required for Students exhibiting behavioral concerns that compromise the safety of oneself or others.

m. **Involuntary Separation:** Significant concerns regarding health and wellness may require the college to place a Student on an involuntary withdrawal or leave of absence, per college policy, until said concern is addressed.

n. **Suspension:** Suspension from the CIA is often for fifteen (15) weeks to one year but may be for lesser or greater periods of time. Suspension may take effect immediately and includes suspension from classes, residence halls, and all campus visitations, unless specifically authorized. Any Student arrested by the civil authorities and charged with a felony may be immediately suspended from classes, pending further decision by the CIA. Suspension may result in the same loss of privileges as listed under Article III, Section B (1)(c): “Demerits” of the Student Code of Conduct.
o. **Expulsion:** Permanent separation of the Student from the CIA. Note: prior to June 1, 2016, disciplinary “Dismissal” is equivalent to “Expulsion.”

p. **No Contact Orders:** No Contact Orders (NCOs) are temporary directives issued by a conduct officer prohibiting communication between or among designated Students when, in the judgment of the CIA, there is reason to believe that such an order would be in the best interest of all parties. NCOs prohibit all forms of communication between Students: direct or indirect, written, electronic, or through a third party. NCOs are not similar to court-imposed orders of protection and do not guarantee that designated parties will avoid sightings or interactions in class, on the campus, or in the local community. In some circumstances, an NCO may restrict a Student from parts of the campus where the Student would not have to engage in required academic activities. Measures may be enacted to prevent or limit contact between designated Students.

q. **No Trespass or Persona Non Grata Order:** An official notification that an individual is not permitted on the CIA property or campus. This directive includes all campus buildings, grounds, parking lots, and roads. If violated, law enforcement will be notified, and the individual may face charges of criminal trespass pursuant to state law. This notice shall remain in effect for a specific time period at the discretion of the conduct officer.

r. **Registration Hold:** A restriction placed on a Student’s account that prevents future registration for classes until other sanctions or requirements are met.

**Transcript Notations:**

1. **New York State**

Any Student who is found responsible for Sexual Violence or any other crime of violence as described in the Clery Act and suspended will have a notation on their transcript indicating, “suspended after a finding of responsibility for a policy violation.”

Any Student who is found responsible for Sexual Violence or any other crime of violence as described in the Clery Act and expelled will have a notation on their transcript indicating, “expelled after a finding of responsibility for a policy violation.”

Any Student who withdraws from the CIA while a complaint of Sexual Violence is pending against them and declines to complete the investigative and disciplinary process will have a notation on their transcript indicating, “withdrew with conduct charges pending.” If a finding of responsibility is vacated for any reason, the transcript notation will be removed.

Students shall have the right to seek the removal of a notation of suspension after one year has elapsed since the end of the suspension. Students wishing to request removal should submit a letter to the Title IX and Age Discrimination Act Coordinator setting forth the justification for removal. Notations of expulsion cannot be removed.
2. Texas

If a student is ineligible to reenroll at the CIA for a reason other than an academic or financial reason, the CIA shall include on the student’s transcript a notation stating that the student is ineligible to reenroll in the institution for a reason other than an academic or financial reason.

Students shall have the right to request that the notation be removed in the event the student is later deemed eligible to reenroll at the CIA or where other similar good cause exists to remove the notation.

- Employees

When the investigation finds that an Employee violated this Policy, the Employee will be made aware of all the potential sanctions. Sanctions may include, but not be limited to, written discipline, suspension and/or termination as appropriate to the findings and as set forth more fully in the CIA Employee Handbook. More serious findings of Sexual Violence will likely result in termination of employment if appropriate. Employees will be subject to the disciplinary and appeal process outlined in this Policy for substantiated violations of this Policy.

- Nonemployee Workers

Nonemployee Workers who are found responsible for violating this policy will not be permitted to continue to provide services at the CIA and may be banned from campus.

Appendix I

Additional Resources and Procedures relating to Incidents of Sexual Misconduct

I. Sexual Assault Response Team (SART)

A Sexual Assault Response Team (SART) is available at each CIA campus. SART Advisors are trained Employees who are first responders to complaints of Sexual Misconduct. They provide the Complainant with support and assistance, access to resources both on campus and off campus, as well as information about Sexual Assault, Dating Violence, Domestic Violence, and Stalking. For current campus-specific SART contact information, see https://ciamainmenu.culinary.edu/student-services/titleIX/Documents/SART%20and%20Resource%20Contacts.pdf.
• SART Advisors use a survivor-centered approach by providing the Complainant key information and letting them make decisions based on what feels comfortable. Upon initial contact, SART Advisors will:
  • Provide information on immediate steps victims of sexual assault should take (https://www.ciachef.edu/uploadedFiles/Pages/CIA_Policies/immediate-steps.pdf)
  • Offer information about resources the Complainant might use to address personal, medical, psychological, safety, and academic concerns related to the incident;
  • Provide guidance on procedures to be followed and names to be contacted for gaining rapid access to these resources;
  • Offer to make initial contacts with resource providers and to introduce the Complainant to appropriate contact people, both on and off campus;
  • Clarify distinctions between campus, civil, and criminal adjudication procedures and offer to help the Complainant make initial contacts with appropriate offices on campus;
  • Serve as a liaison with other members of SART who may share more extensive knowledge of particular resources that the Complainant is interested in pursuing; and
  • Remain in close contact with the Title IX Coordinator to ensure a coordinated, timely and appropriate support system for the Complainant.

Acts of Sexual Violence are against the law. If an individual would like someone to assist them in contacting the police or to go with them to the police department, any of the following individuals at the CIA can help:

• Campus Safety/Security officials
• Title IX and Age Discrimination Act Coordinator or Deputy Coordinator
• Student Affairs staff members
• Human Resources representatives

Victims may report an incident to law enforcement regardless of whether they choose to report the incident to the CIA. Conversely, reporting an incident to the CIA does not require the Complainant to report the incident to law enforcement. The CIA reserves the right to report any crime to law enforcement, but as a general rule, will not alert law enforcement to an incident of sexual misconduct without the Complainant’s permission, except where there is a serious and immediate threat to the campus community, when a minor is involved, or as otherwise required by law.

In addition to the protective measures that the CIA may take, law enforcement may be able to assist in obtaining additional protections, such as an order of protection or restraining order. The CIA can assist
Students in contacting law enforcement and legal services organizations to learn about additional remedies that may be available.

The CIA maintains a Memorandum of Understanding ("MOU") with local law enforcement at each of its domestic campuses to ensure cooperation between local law enforcement, Campus Safety and the Title IX Coordinator during the course of an investigation.

The CIA will investigate an alleged violation of this Policy regardless of whether a criminal investigation is being conducted. In the event a criminal investigation is conducted into events that are the subject of an investigation under this Policy, the CIA will not delay its investigation unless specifically requested by law enforcement. Even then, the investigation will not be delayed more than ten (10) days, absent extraordinary circumstances.

II. Requests by Student-Complainants Not to Investigate or Take Disciplinary Action in Cases of Sexual Misconduct

The CIA has an obligation to provide a safe, non-discriminatory environment for all members of the CIA community. Responsible Employees must report incidents of Sexual Violence of which they become aware to the Title IX Coordinator, regardless of the wishes of accusing persons or reporting parties.

If a person reports an alleged incident of Sexual Violence to a Responsible Employee but requests that their identity remain confidential or that no investigation be conducted or no disciplinary action be taken, only the Title IX Coordinator or designee, in consultation with an appropriate senior administrator, has the authority to grant or deny such a request. If the CIA honors the request not to disclose the identity of a victim, its ability to meaningfully investigate the allegation may be limited.

When weighing a Complainant’s request not to disclose their identity or that no investigation or disciplinary action be pursued, the Title IX Coordinator will consider a range of factors, including the following:

- The increased risk that the Respondent will commit additional alleged acts of sexual or other violence;
- Whether there have been other Sexual Misconduct complaints about the same Respondent;
- Whether the Respondent has a history of arrests or records from a prior school indicating a history of violence;
- Whether the Respondent allegedly threatened further Sexual Violence or other violence against the Complainant or others;
- Whether the Sexual Violence was committed by multiple Respondents;
- Whether the Sexual Violence was allegedly perpetrated with a weapon;
- Whether the Complainant is a minor;
• Whether the CIA possesses other means to obtain relevant evidence of the alleged Sexual Violence (for example, security camera recordings or personnel’s testimony, physical evidence);
• Whether the Complainant’s report reveals a pattern of alleged Prohibited Conduct at a given location or by a particular group; and
• The seriousness of the conduct.

The presence of one or more of these factors could lead the CIA to investigate and, if appropriate, pursue disciplinary action. If none of these factors is present, the CIA will likely respect the Complainant’s request. If the CIA determines that it cannot honor the request, the CIA will inform the Complainant before starting an investigation and will, to the extent possible, share information only with people responsible for handling the CIA’s response. The CIA will remain attentive to the Complainant’s well-being, will take ongoing steps to protect them from Retaliation or harm, and will work with the Complainant to create a safety plan. Retaliation against the Complainant, whether by Students, Employees, Nonemployee Workers or Third Parties, will not be tolerated.

Pursuant to law, the CIA cannot honor an employee or non-employee worker’s request not to investigate an allegation of sexual misconduct in the workplace.

III. Student Amnesty from Drug, Alcohol and Other Conduct Policies

NY and California
The health and safety of every student at the CIA Community is of utmost importance. The CIA recognizes that students who have been drinking and/or using drugs (whether such use is voluntarily or involuntarily) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault, occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The CIA strongly encourages Students to report domestic violence, dating violence, stalking, or sexual assault to CIA officials. A Student bystander acting in good faith or a reporting Student acting in good faith who discloses any incident of domestic violence, dating violence, stalking, or sexual assault to CIA officials or law enforcement will not be subject to the CIA’s Student Code of Conduct for violations of alcohol and/or drug use policies occurring at or near the time of the domestic violence, dating violence, stalking, or sexual assault.

In addition to amnesty (forgiveness) for alcohol and drug violations, a Student who participates in good faith as a Complainant, a witness in an investigation or a bystander in relation to an alleged incident of Sexual Violence will not be subject to disciplinary sanctions for any violation of the CIA’s Student Conduct policies at or near the time of the alleged incident, unless the CIA determines that the violation was egregious, including, but not limited to, an action that places the health or safety of any other person at risk or involves plagiarism, cheating, or academic dishonesty.
Texas
The CIA will not take disciplinary action against a student enrolled at the CIA who in good faith reports to the CIA being the victim of, or a witness to, an incident of sexual harassment, sexual assault, dating violence, or stalking for a violation by the student of the CIA’s code of conduct occurring at or near the time of the incident, regardless of the location at which the incident occurred or the outcome of the institution's disciplinary process regarding the incident of sexual harassment, sexual assault, dating violence, or stalking, if any. This does not apply to students who report their own commission or assistance in the commission of sexual harassment, sexual assault, dating violence, or stalking.

IV. Parental Notification

Generally, the CIA will not disclose a report of Sexual Violence to a Student’s parent(s) without the Student’s permission. However, the CIA reserves the right to notify parents/guardians or other individuals indicated as emergency contacts of Students regarding any health or safety risk. The CIA also reserves the right to designate which CIA officials have a need to know about Student Conduct complaints pursuant to the Family Educational Rights and Privacy Act (FERPA).

V. Bill of Rights in Cases of Sexual Misconduct

For all campuses, the following rights will be afforded:

Complainant Statement of Rights:

As a Complainant alleging Sexual Misconduct you have a right to:

• Privacy, including in accordance with the Family Educational Rights and Privacy Act (FERPA) (for Students only), subject to the CIA’s legal obligation to investigate, remedy and address Sexual Misconduct on campus. The CIA will make all reasonable efforts to ensure the preservation of privacy, restricting information to those with a legitimate need to know;
• A prompt and thorough investigation and appropriate resolution of all credible complaints of sexual misconduct;
• Be treated with dignity and respect throughout the process;
• Receive in writing information regarding how to access available resources, such as counseling, advocates, support, mental health and medical treatment, legal assistance,
visa and immigration assistance, academic support and/or accommodations, changes in
work schedules or on campus living arrangements, and student financial aid;
• Choose to contact off-campus law enforcement and/or have campus authorities,
including campus safety, assist you in contacting law enforcement;
• Receive timely written notice of all alleged violations within the Complaint, including the
nature of the alleged violation and possible sanctions;
• An advisor of your choice through the investigative, adjudicative and/or appeal process;
• An outcome based solely on evidence presented during the investigative/adjudicative
process. Such evidence shall be credible, relevant, based in fact, and without prejudice;
• Be notified simultaneously with the Respondent, in writing, of the outcome, including
the outcome of any appeal;
• Be fully informed of the Harassment, Sexual Misconduct, and Discrimination Policy
including procedures for reporting, investigation, and resolution of a Complaint, as well
as possible sanctions;
• Receive timely information regarding the status of the process, including notice of any
significant delay and the reason for such delay;
• Receive assistance by the CIA/Campus Safety to obtain transportation and or escort
Students to and from classes, vehicles, residence halls, medical appointments,
counseling sessions, legal advising sessions, etc.;
• Appeal the outcome and/or sanction(s) in accordance with the process outlined in this
Policy;
• Know that a determination as to whether a violation of this Policy occurred will be
based on the preponderance of evidence standard (more likely than not);
• Not have any personally identifiable information be contained in any publicly available
reports or disclosures required pursuant to the Clery Act including, but not limited to
the daily crime log;
• Not experience Retaliation;
• Disclose, if the Respondent is an Employee of the CIA, the incident to the CIA’s Human
Resources authority; and to request that another Employee assist you privately in
reporting to Human Resources;
• Receive assistance from appropriate CIA representatives in initiating legal proceedings
in family court or civil court;
• Withdraw a Complaint or involvement from the CIA process at any time;
• Be given a copy of these rights when you make a Complaint.

Respondent Statement of Rights

As an individual accused of Sexual Misconduct you have a right to:
• Privacy, including in accordance with the Family Educational Rights and Privacy Act
(FERPA) (for Students only), subject to the CIA’s legal obligation to investigate, remedy
and address Sexual Misconduct on campus. Additionally, the CIA will make reasonable
efforts to ensure the preservation of privacy, restricting information to those with a
legitimate need to know;
• A prompt and thorough investigation and appropriate resolution of all credible Complaints of Sexual Misconduct;
• Be treated with dignity and respect throughout the process;
• Receive timely information in writing regarding how to access available resources such as counseling, advocates, support, mental health and medical treatment on and off campus;
• Receive timely written notice of all alleged violations within the Complaint, including the nature of the alleged violation and possible sanctions;
• An advisor of your choice through the investigative, adjudicative and/or appeal process;
• An outcome based solely on evidence presented during the investigative/adjudicative process. Such evidence shall be credible, relevant, based in fact, and without prejudice;
• Be notified simultaneously with the Complainant, in writing, of the outcome, including the outcome to any appeal and any sanctions that apply;
• Receive timely information regarding the status of the investigation/hearing, including notice of any significant delay and the reason for such delay;
• Be fully informed of the Harassment, Sexual Misconduct, and Discrimination Policy including procedures for reporting, investigation, and resolution of a Complaint, as well as possible sanctions;
• Know in advance, if possible, of any public release of personal identifiable information;
• Appeal the outcome and/or sanction(s) in accordance with the process outlined in this Policy;
• Know that a determination as to whether a violation of this Policy occurred will be based on the preponderance of evidence standard (more likely than not);
• Be given a copy of these rights when you are notified of the complaint.
VI. For New York State Only

i. Student Bill of Rights - New York State Education Law Article 129-B

Under New York State law, all Students to have the right to:

a) Make a report to local law enforcement and/or state police;
b) Have disclosures of Domestic Violence, Dating Violence, Stalking, and Sexual Assault treated seriously;
c) Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process free from pressure by the institution;
d) Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
e) Be treated with dignity and to receive from the institution courteous, fair and respectful health care and counseling services, where available;
f) Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
g) Describe the incident to as few institution representatives as practicable and not be required to unnecessarily repeat a description of the incident;
h) Be protected from Retaliation by the institution, any Student, the accused person and/or the Respondent, and/or their friends, family and acquaintances within the jurisdiction of the institution;
i) Access to at least one level of appeal of a determination;
j) Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or Respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
k) Exercise civil rights and practice of religion without interferences by the investigative, criminal justice, or judicial or conduct process of the institution.

Sexual Assault Prevention, Education, and Training

The Culinary Institute of America provides awareness programs for rape, acquaintance rape, domestic violence, dating violence, sexual assault, and stalking, including primary prevention programs for all incoming students and new employees which address the institution’s prohibition against such conduct, the definitions of such conduct, the definition of consent in reference to sexual activity in the applicable jurisdiction, safe and positive options for bystander intervention, and information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks.

This information is provided to students during their orientation to the CIA, through a mandated online program called “Not Anymore” through the company Student Success. All
incoming students are required to complete this program within their first two weeks of arrival on campus. Students who fail to complete the program are prevented from future registration thus guaranteeing 100% compliance with completion of this educational program.

In addition, ongoing prevention and awareness campaigns occur throughout the year, which may include but not be limited to: Department of Health/Planned Parenthood presentations, The Red Flag Campaign, Sex Signals program, an Annual Wellness Expo with participation from a variety of community organizations, Sexual Assault Awareness Month programming, and other appropriate educational programs.

Each campus location has resources for students on support, prevention, and awareness of sexual assault. Resources are available through the Office of the Title IX coordinator, the Office of Student Affairs, SART Teams, Campus Safety, and Human Resources at all CIA domestic campuses.

All Campus Safety officers receive annual training on reportable crimes under the Clery Act including all forms of sexual harassment such as sexual violence, domestic violence, dating violence, and stalking as set forth in this Sexual Violence Elimination (SaVE) addendum. Campus Safety on all CIA campuses provides an escort service upon request.

All administrators, faculty, and staff are trained with respect to sexual harassment including sexual violence, domestic violence, dating violence, or stalking in accordance with Title VII, Title IX, the Violence Against Women Reauthorization Act, the Campus SaVE Act, as well as Article 129-B of the New York Education Law and Section 67836 of the California Education Code as appropriate during their first 60 days on campus, and annually thereafter. This training may occur through sexual harassment and SaVE online courses, as well as necessary in-person training updates on sexual harassment, sexual violence, domestic violence, dating violence, and stalking.

The Title IX/Age Discrimination Act coordinator, Deputy Title IX coordinator, hearing officers, and investigators receive training in conducting hearings and investigations, as appropriate. Any CIA employee who is involved in responding to, investigating, or adjudicating sexual misconduct as set forth in the HSMD Policy will receive training and updates on an annual basis facilitated through the office of the Title IX/Age Discrimination Act coordinator.

**Risk Reduction**
Campus safety tips are provided as reminders of how to be aware of your surroundings. In no way are campus safety tips provided to imply that a person who is assaulted could have avoided such assault.

A list of [On-Campus and Off-Campus Resources](https://www.ciachef.edu.harassment-policy/) (PDF) can be found at the link or at https://www.ciachef.edu.harassment-policy/.
The most important things you can do to avoid being a victim of a crime are:

1. Lock your room door when you are asleep or out of the room, even for a few minutes.
2. Do not leave personal property unattended anywhere.
3. Always be aware of your surroundings, whether on or off campus.
4. Report suspicious persons to Campus Safety. Do not assume they are okay; trust your instinct.
5. Be clearheaded—no drugs, no alcohol.

Campus Safety Escort Service
The Safety offices on the Hyde Park and Greystone campuses provide on-campus escort services available 24 hours a day. Don’t be embarrassed to be security conscious; it’s better to be safe than sorry.

- To reach the Hyde Park Campus Safety office, call ext. 1268
- To reach the Greystone Campus Safety office, call 707-548-2478, or ext. 2317

General Safety Tips
- Walk in well-lit, well-traveled areas. Avoid alleyways and deserted parking lots.
- Always be alert to your surroundings.
- Avoid intoxicated persons. If you see a bad situation brewing alert Campus Safety.
- If you suspect that a car is following you when you are on foot do an “about face,” walk in the other direction, and go to the nearest public phone and call 911.
- If you suspect you are being followed by someone on foot, cross the street walking in the opposite direction and go to the nearest public phone to call 911.
- If while driving you suspect you are being followed by another vehicle, drive directly to the closest police station and honk your horn until an officer comes out to help.
- Do not stop if a car pulls up beside you. Get away from the car.
- Monitor your own personal behavior in regards to alcohol.
- Often it is not the stranger that jumps out of the bushes who violates you. It is someone you know, someone you are alone with when you may be too intoxicated to protect yourself.
- Report any suspicious persons or activity to Campus Safety.
- Before entering your vehicle, always check the interior, paying particular attention to the floor and rear seat.

Safety in Residences
- Keep your room locked both when you are home or away.
- Even when just going down the hall for a few minutes, lock your door. This will keep petty thieves or a possible intruder from gaining access to your room.
- Never permit strangers into a residence.
- Do not sign in anyone who is not your guest.
- Never lend out your room or residence keys to anyone.
- Inform the residence staff of any lock defects or lost keys.
Your Property
- Be sure not to leave valuables unattended in residence hall rooms, cars, offices, physical fitness facilities, classrooms or dining facilities.
- Keep cash, credit cards, Personal Billing Numbers, and Personal Identification Numbers secure.
- Keep your car locked and valuables out of sight.
- Never allow yourself to be lured away from your property by a stranger.

Bystander Intervention
We encourage all members of the CIA community to be active bystanders against sexual violence. The following information is based on bystander Intervention research being done at the University of New Hampshire and the guidelines developed by UNH. Learn to recognize the signs of danger and develop plans to keep each other safe. Commit to being an active bystander.

Some simple steps to becoming an active bystander:
- **Notice the situation.** Be aware of your surroundings.
- **Interpret it as a problem.** Do I recognize that someone needs help?
- **Feel responsible to act.** See yourself as being part of the solution to help.
- **Know what to do.** Educate yourself on what to do.
- **Intervene safely.** Take action but be sure to keep yourself safe.

How to intervene safely:
- **Tell another person.** Being with others is a good idea when a situation looks dangerous.
- **Ask a person you are worried about if they are okay.** Provide options and a listening ear.
- **Distract or redirect individuals in unsafe situations.**
- **Ask the person if they want to leave.** Make sure that they get home safely.
- **Call the police (911)** or someone else in authority or yell for help.

What can my friends and I do to be safe?
Take care of each other. Remember these tips when you are out:
1. **Have a plan.** Talk with your friends about your plans before you go out. Do you feel like drinking? Are you interested in hooking up? Where do you want to go? Having a clear plan ahead of time helps friends look after one another.
2. **Go out together.** Go out as a group and come home as a group; never separate and never leave your friend(s) behind.
3. **Watch out for others.** If you are walking at night with friends and notice a woman walking by herself in the same direction, ask her to join you so she doesn’t have to walk alone.
4. **Diffuse situations.** If you see a friend coming on too strong to someone who may be too drunk to make a consensual decision, interrupt, distract, or redirect the situation. If you are too embarrassed or shy to speak out, get someone else to step in.

5. **Trust your instincts.** If a situation or person doesn’t seem “right” to you, trust your gut and remove yourself, if possible, from the situation.

**Statement on Bias Crimes**

The Culinary Institute of America is committed to providing a working and learning environment free from harassment. Members of the CIA community, guests, and visitors have the right to be free from any form of harassment (which includes sexual misconduct and sexual harassment) or discrimination; all are expected to conduct themselves in a manner that does not infringe upon the rights of others.

The CIA prohibits harassment against individuals on the basis of race, color, sex, sexual orientation, gender identity and expression, religion, disability, age, genetic information, familial status, marital status, veteran status, ancestry, national or ethnic origin, or any protected group or classification under federal or state laws. These principles also apply to admissions, financial aid, academic matters, career services, counseling, housing, employment policies, scholarship programs, medical services, and all other programs and activities available at the CIA. Members of the CIA community, guests, and visitors who believe they have been or are being subjected to a form of harassment are strongly urged to use the resolution procedures described in the full text of the CIA’s Harassment, Sexual Misconduct, and Discrimination Policy, available on the CIA website at www.ciachef.edu/harassment-policy.

The CIA’s Harassment, Sexual Misconduct, and Discrimination Policy is consistent with Title IX of the Education Amendments of 1972, Title VI and Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Age Discrimination in Employment Act of 1967, the Genetic Information Nondiscrimination Act of 2008, and other applicable state or federal law. In some instances, this policy will be amended to extend beyond federal protections when state laws or statutes (such as California’s Leonard’s Law) provide compelling reasons to do so.

**Missing Student Notification Policy**

In compliance with the Federal Higher Education Opportunity Act, The Culinary Institute of America has established a Missing Student Notification Policy in the event that a student who resides in on-campus housing is determined to be missing. The CIA will initiate the missing student notification process no later than 24 hours after a student residing in on-campus housing has been determined to be missing.

**Missing Student Contact Information**

A student may confidentially identify, through the student housing application, a person or persons who the CIA will contact if such student is determined missing. This contact may be different and separate from the student’s emergency contact. All missing student contact
information registered in the Residence Life system is confidential and only accessible by a limited number of authorized CIA officials.

During orientation, Campus Safety and/or Residence Life will provide each student with information on how to register a missing student contact. This information may be updated and changed at any time in the student housing database.

Who to Contact if a Student May Be Missing
If any individual suspects that a student is missing, the individual should contact one of the following departments:

**New York Campus**
Office of Campus Safety (NY), ext. 1268 or 1111
Office of Student Affairs (NY), ext. 1316 or 1324
Office of Residence Life (NY), ext. 1260

**California Campus**
Office of Campus Safety (CA and NY), ext. 2313
Student Affairs Office (CA), ext. 2486 or 2497

**Texas Campus**
Assistant Dean—Degree Programs (TX) and Office of Campus Safety (NY), ext. 6402
Manager—Student Services (TX), ext. 6451
Managing Director (TX), ext. 6452

Investigating a Report
Any employee or student who receives a report of a potential missing student should immediately contact Campus Safety in Hyde Park, NY at 845-451-1268 or ext. 1111 (Hyde Park on-campus extension). Campus Safety, along with Student Affairs and/or branch campus administrators, will immediately investigate any report of missing students and initiate the missing student notification process. If on-campus reporting is not possible, call 911 for all U.S. campuses or 999 for the Singapore campus.

Campus Safety may coordinate with Student Affairs and/or branch campus administrators in trying to locate the student through actions including, but not limited to, the following:

- Calling the student’s cell phone.
- Sending the residence director and/or resident assistant to the student’s room.
- Contacting roommate(s).
- Accessing and, if necessary, distributing the student’s vehicle information to local authorities in order to locate the vehicle.
- Accessing the student’s class schedule and seeking information on last sighting or other contact information.
• Accessing reports to determine the last time the student used a meal card or accessed a residence hall.
• If the student works on campus, contacting his/her supervisor for contact information.

Notification Process
Within 24 hours of officially determining that a student is missing, the following will take place:
• If a student has provided a confidential missing student contact, Campus Safety will contact the missing student contact.
• Campus Safety will maintain records of attempts and contacts with the missing student contact.
• Campus Safety will contact a local law enforcement agency to report the student as a missing person.
• The local law enforcement agency will take charge of the investigation, with Campus Safety assisting as requested.
• The CIA may release the missing student’s contact information to law enforcement officials to assist in the furtherance of an investigation.

Notifying a Parent or Guardian
If a student is under the age of 18 and not legally independent of his/her parents, the CIA will notify the custodial parent or guardian and the missing student contact if one has been identified.
FIRE SAFETY

Fire Safety Systems and Training Activities

New York Campus:
The following fire safety systems are in place in all of our residence halls:

- Automatic sprinkler systems
- Fire/smoke detection systems with audible/visible alarms
- Carbon monoxide detection with monitored alarms
- Kitchen hood suppression systems
- Portable fire extinguishers

All fire safety systems are monitored 24/7, and installed, maintained, and tested according to state fire codes. All campus buildings undergo a thorough fire safety inspection conducted annually by the New York State Office of Fire Prevention and Control.

CIA students and employees are made aware of fire safety on campus through a number of programs and presentations:

- New student and employee orientations
- Annual Wellness Expo
- Annual Fire Safety Week
- Annual live burn demonstration
- Annual R.A. Fire Academy
- Evacuation drills four times a year at each residence hall
- Distribution of fire safety information at the evacuation drills

California Campus:
The following fire safety systems are in place in all of our buildings:

- Automatic sprinkler systems
- Fire/smoke detection systems with audible/visible alarms
- Kitchen hood suppression systems
- Fire extinguishers placed throughout the buildings

All fire safety systems are monitored 24/7, installed, maintained, and tested according to state fire codes.

CIA students are made aware of fire safety on campus through a number of programs and presentations:

- New student safety orientation
- R.A. training
- Evacuation drills two times a year for all buildings
Texas Campus:
In accordance with Texas state law, all campus buildings are equipped with fire alarms, fire extinguishers, smoke and heat detectors, pull boxes, fire doors, fire sprinklers, carbon monoxide detectors, emergency power and lighting, exit signs, and building floor plans.

CIA students are made aware of fire safety on campus through new student safety orientation.

Reporting
The CIA is required to annually disclose statistical data on all fires that occur in on-campus student housing facilities. The following numbers should be used to report fires that have been extinguished in on-campus housing facilities:

New York Campus
Campus Safety 845-451-1268
Residence Life 845-451-1260

California Campus
Campus Safety 707-548-2478
Residence Life 707-967-2486

Electrical Appliances, Smoking, and Open Flames
Prohibited appliances and behavior related to fire safety are outlined in the Student Handbook and the fire safety brochure. Examples of appliances and other items not permitted in residence hall rooms include: candles, incense, plastic or upholstered furniture, extension cords, cooking appliances, portable heaters, electric blankets, decorative trees (e.g., Christmas trees), draperies, lava lamps, halogen lamps, and lamps with combustible shades.

Fire Evacuation Procedures
Specific procedures are established for each residence hall, and floor plans are posted throughout the buildings and on the staff and student web portals. Students are instructed to leave the building immediately upon fire alarm activation, and report to their predetermined assembly point at a safe distance from the building. These procedures are also discussed during new student orientation and put into practice during each fire evacuation drill.

In order to facilitate a quick, smooth evacuation during any emergency situation, the following responsibilities and procedures are outlined for all staff, faculty, students, and visitors. When the fire alarm sounds or you are instructed to evacuate the building, please:

1. Leave the building immediately. Do not ignore the alarm. Do not wait to see fire or smoke and do not call Campus Safety or the administration for instructions or questions pertaining to the alarm.
2. Remain calm and encourage others to remain calm. Assist in the notification and evacuation of other occupants if safe to do so.

3. If the building alarm has not sounded, pull the nearest pull box to initiate the alarm, and/or call the campus emergency number (ext. 1111 in New York or ext. 2313 in California), or 911 (from any campus) from a safe location to report a fire.

4. Close doors and windows and shut down kitchen equipment if safe to do so as you leave the building.

5. Exit the building through the nearest safe exit or as directed by a fire warden. Multiple exits must be used to help facilitate a quick evacuation and prevent any bottlenecks. Do not use an elevator.

6. Move at least 100 feet away from the building. Keep clear of roadways and fire lanes. Report to your designated assembly point and stay with your group or department.

7. Be patient and wait for instructions. During poor weather conditions and/or extended incidents, occupants may be directed to move to another building(s).

8. The silencing of the alarm is not an automatic signal to reenter the building. Do not reenter until it’s deemed safe and you are instructed to do so by fire department personnel, a campus safety officer, or a fire warden.

**Remember—R. A. C. E.**

These four steps must be accomplished to successfully deal with a fire emergency. The order in which they are performed will vary according to the circumstances.

- **Rescue** persons in immediate danger.
- **Alarm** must be sounded.
- **Confine** fire by closing all doors.
- **Extinguish** small fires.

**Extinguish** should be substituted with **Evacuate** in cases where:

- the fire is spreading beyond its starting point,
- the fire is already large,
- the fire could block your escape route,
- you are unsure of how to operate the extinguisher, or
- you are in doubt as to whether the extinguisher is the proper one for the type of fire you are facing.
CRIME STATISTICS

Keeping You Informed
Campus Safety at the Hyde Park, NY main campus is responsible for gathering crime reports throughout the year. This is done by daily reports to the Campus Safety Office, reporting from college Campus Security Authorities, and soliciting information from the local law enforcement agencies that have jurisdiction on CIA campuses. It should be noted there are no officially recognized student organizations that have non-campus locations or housing facilities.

The statistics that follow beginning on page 74 are provided in compliance with the Crime Awareness and Campus Security Act of 1990, and cover calendar years 2016, 2017, and 2018. Public crime information and fire logs are available for inspection at Campus Safety. These statistics, published annually, are also available on the United States Department of Education website (http://ope.ed.gov/security/) or upon request to the director of campus safety at 845-451-1268 (ext. 1268 on campus). Area police and law enforcement agencies are contacted each year to provide a report of any of the mandated Clery Act-reportable crimes that occurred on or near campus. Agencies include:

New York:
- Dutchess County Sheriff’s Office, 845-486-3800
- Hyde Park Police Department, 845-229-9340
- New York State Police, 845-876-4033
- National Park Service, 845-229-9380

California:
- Napa Police Department, 707-257-9223
- St. Helena Police Department, 707-967-2850
- Napa County Sheriff’s Office, 707-253-4334

Texas:
- San Antonio Police Department, 210-207-7273

Campus Security Authorities
In a college environment, students and employees may report crime incidents to a Campus Security Authority (CSA). Any employees identified as CSAs have a legal obligation to file with Campus Safety a report for any crime that may have been reported to them. Individuals identified by the college as CSAs successfully complete CSA training and receive notification of the designation and the requirement that they report information about Clery Act crimes. This will ensure statistical inclusion of all crimes specified by the Clery Act in the college’s annual Security, Fire Safety, and Statistics Report when those crimes occur on or near college property,
including on-campus property, public property immediately adjacent to the campus, and off-campus property owned or controlled by the college.

Please see the following page for a list of the CSAs at each CIA location.

<table>
<thead>
<tr>
<th>NEW YORK CAMPUS CSAs</th>
<th>CALIFORNIA CAMPUS CSAs</th>
<th>TEXAS CAMPUS CSAs</th>
<th>SINGAPORE CSAs</th>
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<tbody>
<tr>
<td>Associate Vice President – Branch Campuses</td>
<td>Managing Director</td>
<td>Managing Director</td>
<td>Managing Director</td>
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<td>Associate Vice President and Dean—Student Affairs</td>
<td>Director—Education</td>
<td>Associate Dean—Degree Programs</td>
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<td>Associate Dean—Student Affairs and Housing</td>
<td>Assistant Director—Student Affairs</td>
<td>Department Chair—Baking and Pastry Arts</td>
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<td>Associate Dean—Campus Life and Student Development</td>
<td>Student Life Coordinator</td>
<td>Student Services Manager</td>
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<tr>
<td>Assistant Dean—Student Conduct and Community Engagement</td>
<td>Residence Director and Housing Coordinator</td>
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<tr>
<td>Senior Director—Faculty Relations, Title IX Coordinator</td>
<td>Human Resources Director</td>
<td>Manager—Academic and Career Advisement and Support</td>
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<tr>
<td>Director—Health Services</td>
<td>Director—Campus Services</td>
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<tr>
<td>Senior Manager—Learning Strategies Center</td>
<td>Contracted Security Staff</td>
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<tr>
<td>Senior Coordinator—Athletics, Aquatics, and Outdoor Recreation</td>
<td>Resident Assistants</td>
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<tr>
<td>Senior Director—Human Resources</td>
<td>Career Services Advisor</td>
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<tr>
<td>Assistant Director—Human Resources</td>
<td>Faculty/Staff Trip Advisors</td>
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<tr>
<td>Director—Center for Career and Academic Advising</td>
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<tr>
<td>Career Services Advisors</td>
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<td>Residence Directors</td>
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<td>Resident Assistants</td>
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<td>Faculty/Staff Trip Advisors</td>
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### CRIME STATISTICS—New York Campus

#### Crimes by Geographic Location

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<thead>
<tr>
<th>Crime Statistics</th>
<th>Residence Halls on Campus</th>
<th>Other Campus Locations</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
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<td>Murder/Non-negligent Manslaughter</td>
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<td>2017: One on-campus (residence hall) vandalism characterized by race bias</td>
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<td>2018: One on-campus (other) sexual assault/fondling characterized by gender bias</td>
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<td>2019: No hate crimes reported</td>
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<tr>
<td><strong>Unfounded Crime Statistics</strong></td>
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<tr>
<td>2017: Two unfounded crimes</td>
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</tr>
<tr>
<td>2018: No unfounded crimes</td>
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<tr>
<td>2019: No unfounded crimes</td>
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Fire Statistics

<table>
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<tr>
<th>Year</th>
<th>Fires</th>
<th>Injuries</th>
<th>Deaths</th>
<th>Property Loss</th>
<th>Cause</th>
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<tbody>
<tr>
<td>2017</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>$0–99</td>
<td>Paper intentionally ignited—Hudson Hall</td>
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<td></td>
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<td></td>
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<td>$0–99</td>
<td>Smoldering napkins in trash can – Escoffier House</td>
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<tr>
<td>2018</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>$1,000–9,999</td>
<td>Stovetop fire damaged range hood and cabinets—Carême House</td>
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<tr>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$0–99</td>
<td>Pillowcase overheated in dryer/caught on fire—Point House</td>
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<tr>
<td>2019</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>$0–99</td>
<td>Angell Hall – power outage caused electrical surge that overheated the transformer cabinet, causing paint and electrical components to smolder</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$0–99</td>
<td>Pick-Herndon Hall - power outage caused electrical surge that overheated the transformer cabinet, causing paint and electrical components to smolder</td>
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<td>$0–99</td>
<td>Rosenthal Hall - power outage caused electrical surge that overheated the transformer cabinet, causing paint and electrical components to smolder</td>
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</tbody>
</table>

The CIA completed four fire drills in its residence halls during 2018.

**Residence Hall 911 Addresses (all in Hyde Park, NY)**
- Carême House: 23 Tarragon Court
- Cayenne Lodge: 2060 Campus Drive
- Cinnamon Lodge: 2 Sage Way
- Clove Lodge: 3 Sage Way
- Escoffier House: 21 Tarragon Court
- Ginger Lodge: 2066 Campus Drive
- Hudson Hall: 7 Thyme Terrace
- Jacob Rosenthal Hall: 1987 Campus Drive
- Juniper Lodge: 1 Sage Way
- Katharine Angell Hall: 6 Thyme Terrace
- Nutmeg Lodge: 4 Sage Way
- Pick/Herndon Hall: 1969 Campus Drive
- Point House: 27 Tarragon Court
CRIME STATISTICS—California Campus

Crimes by Geographic Location

<table>
<thead>
<tr>
<th>Crime Statistics</th>
<th>Residence Halls on Campus</th>
<th>Other Campus Locations</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
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<td></td>
<td>17</td>
<td>18</td>
<td>19</td>
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<tr>
<td><strong>Criminal Homicide</strong></td>
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<tr>
<td>Murder/Non-negligent Manslaughter</td>
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<td><strong>Sex Offenses</strong></td>
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<tr>
<td>Rape</td>
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<td>Statutory Rape</td>
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Fire Statistics

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<th>Year</th>
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<th>Injuries</th>
<th>Deaths</th>
<th>Property Loss</th>
<th>Cause</th>
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The CIA completed two fire drills in its residence halls during 2019.

Residence Hall 911 Addresses (all in St. Helena, CA)
Guest House: 2555 Main Street
Vineyard Lodge I and II: 830 Pratt Avenue
CRIME STATISTICS—Texas Campus

Crimes by Geographic Location

<table>
<thead>
<tr>
<th>Crime Statistics</th>
<th>Residence Halls on Campus</th>
<th>Other Campus Locations</th>
<th>On-Campus Total</th>
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<td>Robbery</td>
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| Arrest/Referral Statistics |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| Alcohol Law Violations    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| Arrest                    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Referral                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Drug Violations           |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| Arrest                    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Referral                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Weapon Violations         |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| Arrest                    | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Referral                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Violence Against Women Act (VAWA) Crime Statistics |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| Domestic Violence         | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dating Violence           | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking                  | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| Hate Crime Statistics     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                          | There were no hate crimes reported in 2017, 2018, or 2019. |

| Unfounded Crime Statistics |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|                          | There were no unfounded crime reports in 2017, 2018, or 2019. |

Fire Statistics
There were no fire statistics to report, as the CIA San Antonio does not operate on-campus housing.
CRIME STATISTICS—Singapore Location

Crimes by Geographic Location

<table>
<thead>
<tr>
<th>Crime Statistics</th>
<th>Residence Halls on Campus</th>
<th>Other Campus Locations</th>
<th>On-Campus Total</th>
<th>Non-Campus</th>
<th>Public Property</th>
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<tr>
<td></td>
<td>There were no hate crimes reported in 2017, 2018, or 2019.</td>
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<tr>
<td>Unfounded Crime Statistics</td>
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<tr>
<td></td>
<td>There were no unfounded crime reports in 2017, 2018, or 2019.</td>
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Fire Statistics
There were no fire statistics to report, as the CIA Singapore does not operate on-campus housing.
## ON-CAMPUS RESOURCES

### New York Campus:

<table>
<thead>
<tr>
<th>OFFICE</th>
<th>LOCATION</th>
<th>PHONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus Safety</td>
<td>Campus Safety Building</td>
<td>845-451-1268 or ext. 1111 from a campus phone (emergencies)</td>
</tr>
<tr>
<td>Director—Campus Safety, William Carey</td>
<td>Roth Hall, Lower Mezzanine NG-27</td>
<td>ext. 1300</td>
</tr>
<tr>
<td>Director—Counseling and Psychological Services, Christiane Mueller (confidential resource)</td>
<td>Student Commons 218</td>
<td>ext. 1359</td>
</tr>
<tr>
<td>Director—Health Services, Erin-Marie Kernan (confidential resource)</td>
<td>Roth Hall, Lower Mezzanine NG-20</td>
<td>ext. 1261</td>
</tr>
<tr>
<td>Associate Dean—Student Affairs and Housing, Dennis Macheska</td>
<td>Student Commons 221</td>
<td>ext. 1280</td>
</tr>
<tr>
<td>Associate Vice President and Dean—Student Affairs, Kathy Merget</td>
<td>Student Commons 236</td>
<td>ext. 1776</td>
</tr>
<tr>
<td>Associate Dean—Campus Life &amp; Student Development, James Manley</td>
<td>Student Commons 236</td>
<td>ext. 1760</td>
</tr>
<tr>
<td>Associate Dean—Student Conduct &amp; Community Engagement</td>
<td>Student Commons 236</td>
<td>Ext. 4240</td>
</tr>
</tbody>
</table>
## California Campus:

<table>
<thead>
<tr>
<th>OFFICE</th>
<th>LOCATION</th>
<th>PHONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Manager, Adam Busby</td>
<td>Main Building – First Floor</td>
<td>ext. 2435</td>
</tr>
<tr>
<td>Campus Safety</td>
<td>Main Building, Atrium, First Floor</td>
<td></td>
</tr>
<tr>
<td>Associate Dean – Degree Programs, Robert Jorin</td>
<td>Main Building, Education Offices, Third Floor</td>
<td>ext. 2411</td>
</tr>
<tr>
<td>Student Counselor, Counseling and Psychological Services, Kathleen Herrera (confidential resource)</td>
<td>Main Building, Rhodes Room, First Floor</td>
<td>ext. 2443 or 707-815-2766</td>
</tr>
<tr>
<td>Assistant Director—Student Affairs, Jared Snyder</td>
<td>Main Building, Education Offices, Third Floor</td>
<td>ext. 2486</td>
</tr>
<tr>
<td>Director – Campus Services Jeremy Smith</td>
<td>Main Building – First Floor</td>
<td>ext. 2313</td>
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## Texas Campus:

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Managing Director, April Goess</td>
<td>Main Building, Administrative Offices, Third Floor</td>
<td>ext. 6452</td>
</tr>
<tr>
<td>Associate Dean—Degree Programs, Jose Frade</td>
<td>Pilot Building, Student Services Office</td>
<td>ext. 6402</td>
</tr>
<tr>
<td>Associate Vice President – Branch Campuses, Susan Cussen (confidential resource)</td>
<td>Hyde Park Campus</td>
<td>ext. 1471</td>
</tr>
<tr>
<td>Manager—Student Services Gracie Martinez</td>
<td>Pilot Building, Student Services Office</td>
<td>ext. 6451</td>
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## OFF-CAMPUS RESOURCES

### New York:

<table>
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<tr>
<th>OFFICE</th>
<th>LOCATION</th>
<th>PHONE</th>
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</thead>
<tbody>
<tr>
<td>Center for Victim Safety and Support—Counseling (confidential)</td>
<td>29 North Hamilton Street, Poughkeepsie, NY 12601</td>
<td>845-452-1110</td>
</tr>
<tr>
<td>SAFE Project Rape Crisis Hotline (confidential)</td>
<td>— —</td>
<td>845-452-7272</td>
</tr>
<tr>
<td>Dutchess County Sheriff’s Office</td>
<td>150 North Hamilton Street, Poughkeepsie, NY 12601</td>
<td>845-486-3800</td>
</tr>
<tr>
<td>Hyde Park Police</td>
<td>3 Cardinal Road, Hyde Park, NY 12538</td>
<td>845-229-9340</td>
</tr>
<tr>
<td>New York State Police</td>
<td>5696 Route 9 South, Rhinebeck, NY 12572</td>
<td>845-876-4033</td>
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### California:

<table>
<thead>
<tr>
<th>OFFICE</th>
<th>LOCATION</th>
<th>PHONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>St. Helena Police Department</td>
<td>1480 Main Street, St. Helena, CA 94574</td>
<td>707-967-2850</td>
</tr>
<tr>
<td>Napa County Sheriff’s Department</td>
<td>3801 North St. Helena Highway, St. Helena, CA 94574</td>
<td>707-942-5370 (Office), 707-253-4451 (Dispatch)</td>
</tr>
<tr>
<td>St. Helena Hospital</td>
<td>27 Woodland Road, St. Helena, CA 94574</td>
<td>707-963-3611</td>
</tr>
<tr>
<td>NEWS Domestic Violence &amp; Sexual Abuse Services (confidential)</td>
<td>1141 Pear Tree Lane, Suite 220, Napa, CA 94558</td>
<td>707-252-6397</td>
</tr>
<tr>
<td>St. Joseph Health, Queen of the Valley Hospital</td>
<td>1000 Trancas Street, Napa, CA 94558</td>
<td>707-252-4411</td>
</tr>
</tbody>
</table>
Texas:

<table>
<thead>
<tr>
<th>OFFICE</th>
<th>LOCATION</th>
<th>PHONE</th>
</tr>
</thead>
<tbody>
<tr>
<td>San Antonio Police Department</td>
<td>315 South Santa Rosa, San Antonio, TX 78207</td>
<td>210-207-7273</td>
</tr>
<tr>
<td>Bexar County Sheriff’s Department</td>
<td>200 North Comal Street, San Antonio, TX 78207</td>
<td>210-335-6010</td>
</tr>
<tr>
<td>Rape Crisis Center and 24-Hour Hotline (confidential)</td>
<td>4606 Centerview Drive, Suite 200, San Antonio, TX 78228</td>
<td>210-349-7273</td>
</tr>
<tr>
<td>Center for Health Care Services and Crisis Line (confidential)</td>
<td>3031 IH 10 West, San Antonio, TX 78201</td>
<td>210-223-7233</td>
</tr>
</tbody>
</table>
CIA ADDRESSES

The Culinary Institute of America
1946 Campus Drive
Hyde Park, NY 12538-1499

The Culinary Institute of America at Greystone
2555 Main Street
St. Helena, CA 94574

The Culinary Institute of America, San Antonio
312 Pearl Parkway, Building 2, Suite 2102
San Antonio, TX 78215

The Culinary Institute of America, Singapore
Temasek Polytechnic
21 Tampines Avenue 1, Block 31
Singapore 529757

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The CIA at Greystone and the CIA San Antonio are branches of the CIA, Hyde Park, NY. The CIA Singapore is an additional location.