



2026 COMBINED ANNUAL SECURITY REPORT & FIRE SAFETY REPORT

CRIME STATISTICS FOR 2023, 2024, AND 2025

October 1, 2026



TABLE OF CONTENTS

TABLE OF CONTENTS.....	1
Introduction	5
Policy for Preparing the Annual Report	5
General Safety and Security Policies.....	5
Campus Security Personnel & Relationship with Local Law Enforcement	5
Law Enforcement Jurisdiction	5
Campus Security Authorities.....	6
Reporting a Crime or Emergency	7
Confidential Reporting	7
Security of and Access to Campus Facilities	8
Security Considerations in the Maintenance of Facilities.....	9
Educational Programs Related to Security Awareness and Prevention of Criminal Activity.....	9
Security Awareness, Crime Prevention, and Educational Programs	10
Monitoring Off Campus Locations of Recognized Student Organizations.....	11
Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense.....	11
Drug and Alcohol Policy	11
DRUG-FREE SCHOOLS & COMMUNITIES ACT	11
Alcohol and Illicit Drug Policies & Sanctions for Students	12
Alcohol and Illicit Drug Policies & Sanctions for Employees The State of Arkansas Drug-Free Workplace Policy.....	12
Alcohol Use (Board of Trustees Policy 705.2; Governor’s Policy Directive -5)	13
Federal Drug Laws (updated 08.3.2026).....	14
Denial of Federal Benefits (21 U.S.C. § 862)	14
Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853).....	14
Federal Drug Trafficking Penalties (21 U.S.C. § 841)	14
Federal Drug Possession Penalties (21 U.S.C. § 844)	15
Drug and Alcohol State Laws	15
Drug and Alcohol Abuse Prevention Program	17
DRUG-FREE SCHOOLS & COMMUNITIES ACT	17
Alcohol and Illicit Drug Policies & Sanctions for Students	18
Alcohol and Illicit Drug Policies & Sanctions for Employees The State of Arkansas Drug-Free Workplace Policy.....	18
Alcohol Use (Board of Trustees Policy 705.2; Governor’s Policy Directive -5)	19

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking.....	20
Primary Prevention and Awareness Program.....	20
Crime Definitions	21
University Definition of Consent.....	29
POLICY EXPECTATIONS WITH RESPECT TO CONSENSUAL RELATIONSHIPS	29
Risk Reduction.....	29
Bystander Intervention	30
Ongoing Prevention and Awareness Campaign.....	30
PPAP and OPAC Programming Methods.....	31
Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking	31
Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:.....	32
REPORTING	32
Preservation of Evidence & Forensic Examinations.....	33
PRESERVING EVIDENCE	33
Security/Law Enforcement & How to Make a Police Report	34
Information about Legal Protection Orders.....	34
Orders of Protection and Other Protective Measures.....	34
Arkansas Orders of Protection.....	35
Protective Orders and Campus Measures	35
Obtaining an Order of Protection	36
Available Victim Services	36
Victim Support, Counseling, Medical, Legal, and Advocacy Resources.....	36
ON-CAMPUS RESOURCES.....	36
OFF-CAMPUS AND COMMUNITY RESOURCES.....	38
STATE AND NATIONAL VICTIM ADVOCACY RESOURCES.....	40
IMPORTANT INFORMATION REGARDING SUPPORT AND REPORTING	41
Accommodations and Protective Measures	41
Procedures for Disciplinary Action.....	42
INITIAL REPORT/INTAKE PROCESS	42
FORMAL COMPLAINT PROCESS	43
Form and Filing of Complaint.....	43
Filing by Title IX Coordinator.....	43
Consolidation of Formal Complaints:.....	43
Dismissal of Complaint Prior to Resolution	43

Notice of Formal Complaint.....	44
Initial Meeting with Respondent:	44
Right to Advisor.....	45
Emergency Removal.....	45
Administrative leave	45
Supportive Measures	45
Informal Resolution.....	45
COMPREHENSIVE INVESTIGATION.....	46
Assignment of Investigator	46
Conflicts of Interest and Bias	46
Overview of Investigation	46
Inspection and Access to Evidence	46
Investigative Report	47
DETERMINATION HEARING.....	47
Hearing Panel.....	47
Submission of Witnesses Lists.....	48
Notice of the Hearing.....	48
Failure to Appear	48
Option for Virtual or Separate Presence.....	48
Recordings.....	49
Advisor’s Role at Hearing.....	49
Evidentiary Matters and Procedure	49
Witness Examinations by the Parties.....	49
Prior Sexual Conduct.....	49
Refusal to submit to cross-examination	50
Confidentiality and Disclosure	50
Decision of the Hearing Panel and Standard of Evidence.....	50
Written Determination of Responsibility.....	50
Sanctions	51
Possible Sanctions for faculty, staff and student.....	51
Prohibited Behavior/Conduct-Range of Sanctions	51
Remedies.....	52
No Retaliation	53
APPEALS	53
Procedure for Appeals	53
Grounds for Appeal.....	53

Responses	53
Decision on Appeal	54
CERTIFICATION OF COMPLIANCE.....	54
TIME PERIODS	54
RETALIATION PROHIBITED	54
FALSE REPORTS	55
EXTERNAL REPORTING AGENCIES.....	55
Rights of the Parties in an Institutional Proceeding.....	55
Possible Sanctions for Faculty, Staff, and Students	56
Publicly Available Recordkeeping	57
Victims to Receive Written Notification of Rights	57
Sex Offender Registration Program	57
TIMELY WARNING & EMERGENCY RESPONSE	58
Emergency Response	58
Methods for Issuing Timely Warnings and Emergency Notifications	60
Testing & Documentation	60
Crisis Management Team	60
STOP CAMPUS HAZING POLICY AND PROGRAMMING	61
University of Arkansas at Pine Bluff’s Policy Against Hazing	61
Reporting	62
Investigation Process	62
Stop Campus Hazing Act Policy	62
Hazing Prevention and Awareness Program.....	62
Hazing State Laws	64
MISSING STUDENT POLICY.....	65
Missing Student Notification	65
UNIVERSITY OF ARKANSAS AT PINE BLUFF CRIME STATISTICS.....	67
Crime Statistics.....	67
UNIVERSITY OF ARKANSAS PINE BLUFF – NORTH LITTLE ROCK CAMPUS	70
Crime Statistics.....	70
Student and Faculty Engagement and Training	71
ANNUAL FIRE SAFETY REPORT	73
FIRE STATISTICS.....	78
University of Arkansas at Pine Bluff 2025 <i>Reported Fires</i>	78
University of Arkansas at Pine Bluff - North Little Rock Campus (CLOSED)	78

Introduction

This report is provided in compliance with the Jeanne Clery Campus Safety Act. It provides students and employees of University of Arkansas at Pine Bluff ("University") with information on the University's security arrangements, policies and procedures; programs that provide education on such things as drug and alcohol abuse, awareness of various kinds of sex offenses, and the prevention of crime generally; and procedures the University will take to notify the campus community in the event of an emergency. Its purpose is to provide students and employees with information that will help them make informed decisions relating to their own safety and the safety of others.

Policy for Preparing the Annual Report

This report is prepared by the Chief of Police Tony B. Jordan in cooperation with local law enforcement authorities and includes information provided by them as well as by the University's campus security authorities and various other elements of the University. Each year an e-mail notification is made to all enrolled students and employees that provide the website link to access this report. Prospective students and employees are also notified of the report's availability. Hard copies of the report may also be obtained at no cost by contacting University of Arkansas at Pine Bluff, 1200 North University Drive, Pine Bluff, Arkansas 71601. The University is committed to taking the actions necessary to provide a safe and secure working/learning environment for all students and staff. As a member of the campus community, you can feel safe and comfortable knowing that security procedures are in place that represent best practices in the field and are constantly tested and re-evaluated for their effectiveness.

General Safety and Security Policies

Campus Security Personnel & Relationship with Local Law Enforcement

The University of Arkansas at Pine Bluff Police and Public Safety Department is responsible for campus safety at the University.

Law Enforcement Jurisdiction

In accordance with governing law, the real and personal property owned or controlled by the University is subject to the jurisdiction of the UAPBPD. University Police Officers shall be the first responding authority for the enforcement of all State of Arkansas traffic laws as well as the first responding investigating authority for all calls requiring or requesting police service on the real and personal property owned or controlled by, and contiguous and adjacent to the University to include any highway, street, alley, or right-of-way comprising and within the perimeter of the "box."

University Police jurisdiction extends to real and personal property owned or controlled by the University that lies within the perimeter of the "box," which is bound as follows:

- **University Drive:** North corners of Fluker Street to the southwest corner of McFadden Road
- **McFadden Road:** Southwest corner of University Drive to ¼ mile down McFadden Road
- **Oliver Road:** West corners of University Drive to the Farm and Fishery
- **Spruce Street:** North corners of Fluker Street to Oliver Road
- **Fluker Street:** North corners of Spruce Street to east dead end of Fluker Street
- **Reeker Street:** Northeast corner of Hazel Street to north corners of Spruce Street to University Street
- **Hazel Street:** Northeast corner of Reeker Street to the north dead end of Hazel Street
- **Hill Street:** East corner of Hazel to Spruce Street

Due to the irregular expansion of the campus over time, there are pockets of private property within this perimeter that are not owned or under the control of the University. The Department's jurisdiction does not extend to those privately owned properties, notwithstanding their location within the boundaries described above. 1333 N Main St, North Little Rock, AR 72114 (UAPB Police do not patrol nor respond to this address; it is under the ownership of UAPB, however; it is a closed campus).

In addition to the property within the perimeter described above, all service drives, alley ways, and parking lots, or any other real or personal property which belongs to the University - whether located within the perimeter, elsewhere within city limits, or otherwise - shall fall under the jurisdiction of the Department.

The University Police Department's jurisdiction does not extend to private property not owned or under the control of the University. The UAPBPD will have concurrent jurisdiction with the Pine Bluff Police Department over any locations falling within the University's Clery geography. University Public Safety Officers shall initiate police action outside of their jurisdiction only if an event occurs and leads the officer to believe that immediate police intervention is necessary to prevent the loss of life or serious bodily injury to an individual. University police officers shall notify the City of Pine Bluff Police Department as soon as possible after acting and shall request the dispatch of an officer to the scene. University Public Safety Officers shall turn the investigation over to the City of Pine Bluff Police Department upon their arrival and assist in any way directed.

The University of Arkansas at Pine Bluff has a written Memorandum of Understanding (MOU) between UAPBPD pertaining to the investigation of alleged criminal incidents within the City of Pine Bluff. In addition, the University has a MOU with the Jefferson County Sheriff's Office. The MOU is a mutual agreement that addresses the jurisdictional boundaries of the campus and law enforcement authority.

Based on these MOUs, University Police & Public Safety officers have the authority to effect an arrest or execute search warrants within the agreed jurisdictional boundaries.

Campus Security Authorities

The University has designated certain officials to serve as campus security authorities. Reports of criminal activity can be made to these officials. They in turn will ensure that the

crimes are reported for collection as part of the University's annual report of crime statistics. The campus security authorities to whom the University would prefer that crimes be reported are listed below.

- Chief of Staff Janet Broiles at 870-575-8471
- Chief of Police Tony B. Jordan at 870-575-8102
- Major Theodore Haase at 870-575-7026
- Dean of Students Ralph Owens at 870-575-8079
- Associate Vice Chancellor Frank Dorsey at 870-575-7065
- Dr. Leonardo Glover at 870-575-8291
- Mrs. Tonisha Davis Title IX at 870-575-8205
- Mrs. Monica Samauls-Smith Title IX at 870-575-8555
- Vice Chancellor Elbert Bennett at 870-575-8503

Reporting a Crime or Emergency

The University encourages accurate and prompt reporting of all criminal actions, emergencies, or other incidents occurring on campus, on other property owned by the University, or on nearby public property to the appropriate administrator and appropriate police agencies. Such a report is encouraged when the victim of a crime elects to, or is unable to, make such a report.

- All crimes occurring on or near University property should be reported immediately to the UAPBPD. The number to contact is 870-575-8102. A dispatcher is available 24/7.
- If a crime is in progress or there is some other situation posing imminent danger, local law enforcement can be reached by dialing 911.
- Students, staff, and visitors should also report situations to one of the campus security authorities identified above. Once reported, the individual may also be encouraged to report the situation to the appropriate police agency. If requested, a University staff member will assist in making the report to police.
- Anonymous incident reports can also be made by contacting UAPB Police or any Campus Security Official.

Confidential Reporting

The University will protect the confidentiality of victims. Only those with a need to know the identity for purposes of investigating the crime, assisting the victim or disciplining the perpetrator will know the victim's identity.

Confidential Reporting:

Confidential reporting is available if you witness or are the victim of a crime and do not want to pursue action within the University System or the Criminal Justice System. With your permission, the Chief of University Police and Public Safety or a designee of University Police and Public Safety can file a report on the details of the incident without revealing your identity. The purpose of a confidential report is to comply with your wish to keep the matter

confidential, while taking steps to ensure the future safety of yourself and others. With such information, University Police and Public Safety can keep an accurate record of the number of incidents involving students, employees and visitors; determine whether there is a pattern of crime with regard to a particular location, method, or assailant; and when necessary, alert the campus community to potential danger. Confidential reports made to University Police and Public Safety or CSAs are counted and disclosed in the annual crime statistic survey for the institution. It is the policy of the University to encourage the reporting of crimes even if the victim does not wish to file a complaint. All faculty and staff are informed of the policy at Faculty Staff Seminar (Professional Development) meetings each year. If a crime is reported to the CSA and the victim chooses not to report it to the police, then the faculty or staff member is required to complete a Crime Incident Report Form, on which the victim's name is not required. This form is available at University Police and Public Safety, Office of Residential Life, and Office of Student Affairs. Any information received will be reported to University Police and Public Safety for crime reporting notifications, campus crime statistics reporting, and campus education programs. The Chief of University Police & Public Safety is responsible for the collection, reporting, and disseminating of annual crime statistics from the local police agencies and CSAs for inclusion in the annual crime report. A crime is reported when it is brought to the attention of a CSA or local law enforcement by (regardless of that person's affiliation with the campus):

1. a witness;
2. a victim;
3. a third party; and
4. the offender.

The institution will disclose reported crimes in its Annual Security Report regardless of whether the crimes have been investigated by University Police and Public Safety or local police, and regardless of whether a finding of guilt or responsibility has been assigned. On occasion, an agency will receive a complaint that is determined through investigation to be false or baseless. If the investigation shows that no offense occurred nor was attempted, the reported offense can be classified as "unfounded". Only sworn law enforcement may classify a reported offense as "unfounded."

The University encourages its professional counselors, if and when they deem it appropriate, to inform the person they are counseling to report crimes on a voluntary, confidential basis for inclusion in the annual report of crime statistics. The University does not have pastoral counselors.

Security of and Access to Campus Facilities

UAPB has on-campus police 24 hours a day, 7 days a week. University facilities are open and accessible during normal business hours and into the evening hours for night classes. Tours may be scheduled through the Office of Admissions. Visitor parking is allowed in visitor parking areas only; temporary permits must be obtained to park in this area. To obtain parking permission, please call University Police at (870) 575-8102.

Administrative buildings are typically closed and locked at 5:00 p.m. Academic facilities are locked after the last class scheduled in the facility. Service buildings (i.e., library, University Center) are open during posted hours. Some facilities have varied hours at different times of the year. In these cases, the facilities will be secured according to schedules developed by the

department responsible for the facility. Emergencies may necessitate changes or alterations to any posted schedules. UAPBPD conducts daily security patrols of the inside of buildings as well as the exterior areas, including residential halls, to verify that all facilities on campus are secured and to address security related matters.

All residence halls are secured 24 hours a day with traditional or swiped key access. Every effort is made to ensure that all residence halls are free from uninvited guests. UAPBPD personnel use cameras and video surveillance on the Delta, Harrold, and Johnny B. Johnson Housing Complex dorm parking lots to identify parties responsible for damage, vandalism, and any other violations of the Student Code of Conduct. In addition, Police and Public Safety officers consistently patrol all parking lots on the UAPB campus.

Visitation hours for all residence halls, including the Johnny B. Johnson Housing Complex, have limited visitation hours from Sunday through Thursday; 3:00 p.m. until 12:00 a.m., Friday and Saturday; 3:00 p.m. until 1:00 a.m. All freshmen living in residence halls have curfew hours, Sunday through Thursday, 12:00 a.m., and Friday and Saturday, 2:00 a.m. For added security, a resident assistant is on duty in each of the residence halls during visitation hours. All residents must meet their guests at the reception desk; both the resident and the guest must sign the guest registry. The guest must leave a valid photo-bearing identification, and it will be returned to them when they are escorted back to the reception desk by the resident to check out and exit the building. Quiet hours begin at 8:00 p.m. and continue until 8:00 a.m. Excessive noise is disturbing and is not permitted.

Over extended breaks, the doors of residence halls will be secured around the clock and will be equipped with a lock separate from the regular key issued to resident students.

Security Considerations in the Maintenance of Facilities

UAPB is committed to campus safety and security; thus, security considerations are used in the maintenance of campus facilities. Exterior lighting and landscape control are a critical part of the commitment. Facilities Management maintains the University buildings and grounds, including lighting, walks, roadways, and landscaping, and conducts routine checks of lighting on campus. University Police and Public Safety officers regularly patrol campus and report any deficient lighting (such as dim, obstructed, or non-operational) or other unsafe facility conditions to the Facilities Management at (870) 575-8831.

Educational Programs Related to Security Awareness and Prevention of Criminal Activity

The University seeks to enhance the security of its campus and the members of the campus community by periodically presenting educational programs to inform students and employees about campus security procedures and practices, to encourage students and employees to be responsible for their own security and the security of others and to inform them about the prevention of crimes. These programs are discussed below:

Security Awareness, Crime Prevention, and Educational Programs

The Office of Student Affairs conducts regular educational programs on drug and alcohol abuse throughout each academic year. The Student Affairs Office and UAPBPD distribute information regarding security awareness to students and personnel on procedures for reporting criminal actions, policies concerning campus security, criminal and drug enforcement policies, crime prevention, and statistics concerning criminal activities on campus.

All training and educational programs are available for faculty, staff, and students. During the 2023-2025 academic year, UAPB offered multiple prevention and security awareness programs. Topics such as personal safety, residence hall security, drug and alcohol abuse awareness, and sexual assault prevention are some examples of programs offered during the prior academic year. Domestic Abuse Awareness Training is conducted annually in fall semester and Sexual Assault Awareness Training is conducted annually in the spring semester.

Specifically, the University offers training on a frequent basis throughout the year:

- Active Shooter
- Clery Act Overview
- Drug Awareness and Abuse
- Drug Free Workplace
- Title IX and Sexual Misconduct
- Title VI Overview
- Campus SAVE Act for Employees
- Sexual Violence Awareness
- Discrimination Awareness in the Workplace
- Sexual Harassment: Staff-to-Staff
- Intimate Partner Violence (VAWA)

Crime prevention programs are conducted in the residence halls under the direction of the Office of Residential Life. Video and PowerPoint presentations outline ways to maintain personal safety and residence hall security. A common theme of all security awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. In addition to seminars, information is disseminated to students and employees through crime prevention awareness packets, security alert posters, displays, videos, and articles or advertisements in the University's newspaper. UAPBPD will compile campus crime statistics, and these statistics will be distributed annually to all students and staff. When time is of the essence, information about potentially dangerous situations will be released to the university community through security alerts posted throughout campus, through computer memos sent over the University's electronic mail system and/or voice mail broadcasting system.

UAPB strives to inform the campus community about safety procedures, and a common theme during security awareness programs is to encourage the campus community to be responsible for their own security and the security of others.

Monitoring Off Campus Locations of Recognized Student Organizations

The University monitors and records, through local police agencies, any criminal activity in which students have engaged at off-campus locations of student organizations officially recognized by the University, including student organizations with off-campus housing facilities.

Disclosure of the Outcome of a Crime of Violence or Non-Forcible Sex Offense

Upon written request, the University will disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of the paragraph.

The previous paragraph does not apply to victims of dating violence, domestic violence, sexual assault, or stalking because under the Violence Against Women Act both the accused and accuser in these cases are given the results without the need to make a written request.

Drug and Alcohol Policy

DRUG-FREE SCHOOLS & COMMUNITIES ACT

In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, the institution has developed and implemented a program to prevent the unlawful possession, use, sale, or distribution of illicit drugs and alcohol by students and employees. In compliance with the Drug Free Schools and Communities Act, UAPB publishes information regarding the University's educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use; and a description of available treatment programs for UAPB students and employees. A complete description of these topics, as provided in the University's annual notification to students and employees, is available online at: <https://uapb.edu/wp-content/uploads/2024/06/UAPB-annual-notice-for-Drug-Free-Schools-Act-2018-.pdf>

The institution's annual Drug-Free Schools and Communities Act notification includes the items listed below:

Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by employees and students on its property or as part of its activities;

1. A description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;

2. A description of health risks associated with the use of illicit drugs and the abuse of alcohol;
3. A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
4. A clear statement of the disciplinary sanctions that the University will impose on employees and students and the consistency of the enforcement of sanctions. Disciplinary sanctions may include, but are not limited to, a warning, written reprimand, suspension (with or without pay), dismissal, expulsion, and/or mandatory participation and successful completion of a drug abuse assistance or rehabilitation program approved by an appropriate health or law enforcement agency.

Alcohol and Illicit Drug Policies & Sanctions for Students

UAPB strictly prohibits the dispensing, selling, supplying, possession, use, sale, manufacture, or distribution of alcohol or illicit drugs on university owned/University controlled property or at any University sponsored event, including off campus University sponsored events that have been approved by the Office of the Chancellor or another University Office. UAPBPD actively enforces all Arkansas underage drinking laws as well as both state and Federal drug laws and University policies. Students found to be in violation of the alcohol and illicit drug policies are subject to arrest, criminal prosecution, imprisonment, and/or fine according to state and federal law. In addition, students found in violation of this policy will face University sanctions ranging from probation to expulsion.

The University may notify, in writing, a parent or legal guardian of a student who is under twenty-one (21) years of age if he/she violates any rule or policy of the University governing the use or possession of alcohol, controlled substances, or illicit drugs while on University controlled property or at a University sponsored or sanctioned event. Notification to the parent/legal guardian will be in addition to disciplinary action.

Alcohol and Illicit Drug Policies & Sanctions for Employees

The State of Arkansas Drug-Free Workplace Policy

(Governor's Executive Order 89-2; approved by Administrative Cabinet May 15, 1989) Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of all employees, the public at large, and may cause damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance while on the job is prohibited. Any employee violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

1. State agencies [University of Arkansas at Pine Bluff] will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufactures a controlled substance while on the job or on agency premises will be subject to discipline, up to and including termination.
2. The term “controlled substance” means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally, these are drugs that have a high potential for abuse. Such drugs include, but are not limited to Heroin, Marijuana, Cocaine, PCP, and “Crack”. They also include “legal drugs” that are not prescribed by a licensed physician.
3. Each employee is required by law to inform the agency within five (5) days after he or she is convicted of violation of any federal or state criminal drug statute where such violation occurred on the agency’s premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other court of competent jurisdiction.
4. [The University of Arkansas at Pine Bluff] must notify any U.S. government agency with which any contract has been made within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such a conviction.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the agency may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.
6. As a condition of further employment under any federal government contract, the law requires all employees to abide by this policy.

Alcohol Use (Board of Trustees Policy 705.2; Governor’s Policy Directive -5)

The possession or consumption of alcoholic beverages on university property or during working hours, reporting to work under the influence of alcohol, and intoxication while on duty are prohibited, and will result in disciplinary action up to and including termination. Information about laws relating to alcohol possession and use is available from Human Resources. Information about the health consequences of alcohol use and about locally available sources of alcohol abuse counseling is available from the Health Services. Dispensing, possessing and/or consuming alcoholic beverages on State property is strictly prohibited, except as allowed by board policy.

NOTE: Any University employee paid from federally funded grants or contracts, or any student participating in any federally funded or guaranteed Student Loan Program, must notify the University of any Criminal Drug Statute Conviction for a violation occurring at the University or while engaged in university activities.

Legal Sanctions Under Federal Laws

Federal law provides criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. Along with incarceration and/or fines, there are federal laws allowing the forfeiture of property used in possession or to facilitate possession of a controlled substance. This could include homes, vehicles, boats, aircrafts, and other personal or real property. Fines could range up in the millions of dollars. An individual becomes ineligible to receive federal benefits such as student loans and grants. For more details on the Federal laws related to alcohol and other drug violations, go to: <https://www.justice.gov/>.

Federal Drug Laws (updated 08.3.2026)

Denial of Federal Benefits (21 U.S.C. § 862) A federal drug conviction may result in the loss of federal benefits, including loans, grants, scholarships, contracts, and licenses, although the Department of Education has said it will no longer disqualify students from Title IV aid for a federal or state conviction for possession or sale of a controlled substance.

Forfeiture of Personal Property and Real Estate (21 U.S.C. § 853) Any person convicted of a federal drug offense punishable by more than one year in prison shall forfeit to the United States any personal or real property related to the violation. A warrant of seizure may be issued and property seized at the time an individual is arrested on charges that may result in forfeiture.

Federal Drug Trafficking Penalties (21 U.S.C. § 841) Penalties for federal drug trafficking convictions vary according to the type and quantity of the controlled substance involved in the transaction. Penalties for subsequent convictions are more severe. Federally defined schedules of controlled substances are published at 21 U.S.C. § 812.

In the case of a controlled substance in schedule I or schedule II, GHB (or, “liquid ecstasy”), or flunitrazepam (or, “Rohypnol”), a person shall be sentenced to a term of imprisonment of not more than 20 years. If death or serious bodily injury results from the use of a controlled substance which has been illegally distributed, the person convicted on federal charges of distributing the substance faces the possibility of a life sentence and fines ranging up to \$10 million.

In the case of a controlled substance in schedule III, a person shall be sentenced to a term of imprisonment of not more than 10 years, and if death or serious bodily injury results, shall be sentenced to a term of imprisonment of not more than 15 years or a fine not to exceed \$500,000, or both, for a first offense.

For less than 50 kilograms of marijuana, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

In the case of a schedule IV substance, the term of imprisonment shall not be more than five years, and the fine shall not be more than \$250,000, or both, for a first offense.

Persons convicted on federal charges of drug trafficking within 1,000 feet of an elementary school, secondary school, college, or university **(21 U.S.C. § 860)** face penalties of prison

terms and fines which are twice as high as the regular penalties for the offense, with a mandatory prison sentence of at least one year, unless the offense involves five grams or less of marijuana.

Federal Drug Possession Penalties (21 U.S.C. § 844) Persons convicted on federal charges of possessing any controlled substance face penalties of up to one year in prison, a mandatory fine of no less than \$1,000, or both. Second, convictions are punishable by not less than 15 days but not more than two years in prison and a minimum fine of \$2,500. Subsequent convictions are punishable by not less than 90 days but not more than three years in prison and a minimum fine of \$5,000.

For the most recent and complete Federal Trafficking Penalties information, visit the website of the U.S. Drug Enforcement Administration at <https://www.campusdrugprevention.gov/content/drug-scheduling-and-penalties>.

Drug and Alcohol State Laws

Category	Summary (Arkansas Statutes)
Possession of Marijuana	Recreational use of marijuana and possession of marijuana is illegal in Arkansas. Ark. Code Ann. §§ 5-64-215(a)(1) (classifying marijuana as a Schedule VI substance), 5-64-419(b)(5) (outlining penalties for possession of a Schedule VI substance). The penalty for these offenses depends on the amount in possession. Possession of less than four ounces of marijuana is a Class A misdemeanor, carrying a penalty of up to \$2,500 in fines and imprisonment for up to one year. §§ 5-64-419(b)(5)(A), 5-4-401, 5-4-201. Penalties increase with additional amounts of marijuana. For instance, possession of four ounces or more but less than ten pounds is a Class D felony, which is punishable by a fine of up to \$10,000 and imprisonment for up to 6 years. <i>Id.</i> Additionally, the unlawful distribution of fourteen grams or less of a Schedule VI controlled substance, such as marijuana, is generally a Class A misdemeanor. § 5-64-438(b)(1)(A). Arkansas allows medical marijuana for qualifying medical conditions and has a regulated system of cannabis cultivation and distribution. Ark. Const. of 1878, amends. §§ 1-26 (2016). A qualifying patient with a registry identification card may legally possess not more than 2.5 ounces of usable marijuana. Ark. Const. of 1878, amend. § 3 (2016).
Controlled Substances	It is illegal to possess a controlled substance. <i>See generally</i> Ark. Code Ann. § 5-64-419. Penalties vary widely based on substance, amount, and criminal history. <i>Id.</i> For Schedule I and II controlled substances (such as methamphetamine, heroin, and cocaine), possession of the smallest listed amount (less than two grams) is a Class D felony. § 5-64-419(b)(1) (2). Possession of less than two grams of a Schedule III controlled substance is generally a Class A misdemeanor, and possession of less than twenty-eight grams of a Schedule IV or V controlled substance is also generally a Class A misdemeanor. § 5-64-419(b)(3)(4). Possession of fentanyl is a Class C felony. § 5-64-421(a)(2).

Category	Summary (Arkansas Statutes)
	It is illegal to deliver or distribute controlled substances. <i>See generally</i> Ark. Code Ann. §§ 5-64-420 to 5-64-440. Penalties vary based on the type of substance and increase for larger amounts distributed. <i>Id.</i> Delivery of methamphetamine, heroin, or cocaine (1) in the amount of less than two grams is a Class C felony (punishable by three to ten years imprisonment); (2) in the amount of more than two grams but less than ten grams is a Class B felony (punishable by five to twenty years imprisonment); and (3) in the amount of ten grams but less than two hundred grams is a Class Y felony (punishable by ten years to life imprisonment). §§ 5-64-422(b), 5-4-401(a)(1), 5-4-401(a)(3)(4). Delivery of less than two grams of a Schedule I or Schedule II controlled substance that is not methamphetamine, fentanyl, heroin, or cocaine is a Class C felony, with increased penalties for larger amounts. § 5-64-426. Delivery of a Schedule III substance less than twenty-eight grams is a Class C felony. §§ 5-64-430(b), 5-4-401(a)(2). A person who delivers less than two hundred grams of a Schedule IV or Schedule V controlled substance is guilty of a Class D felony. § 5-64-434. Delivery of fentanyl is a Class Y felony. § 5-64-421(c)(2). Delivery to minors entails enhanced penalties. § 5-64-406. Arkansas also has enhanced penalties for certain controlled substance crimes (possession of a controlled substance in violation of Ark. Code Ann. § 5-64-419 punishable by a Class C felony or greater, and possession with the purpose to deliver, delivery, manufacture, or trafficking of a controlled substance in violation of §§ 5-64-420 to 5-64-440) that occur within one thousand feet of the real property of a city or state park, elementary or secondary school, college or university, church, or many other locations. § 5-64-411. Possession of drug paraphernalia is also illegal, and the penalties for a violation vary depending on the purpose of the paraphernalia and the substance it is used for. § 5-64-443.
Alcohol and Minors	It is illegal for any person under the age of 21 to purchase or to have in his/her possession any intoxicating liquor, wine, or beer. Ark. Code Ann. § 3-3-203. Violation by a person aged 18 or older results in a fine of \$100-\$500, surrender of the person's driver's license, and possible "writing of themes or essays on intoxicating liquors, wine, or beer" or placement on probation. § 3-3-203. It is unlawful for any person (except for the person's family or for use in any religious ceremony or rite in any established church or religion) to knowingly give, procure, or otherwise furnish any alcoholic beverage to any person under 21 years of age. § 3-3-202. A first offense constitutes a Class A misdemeanor. <i>Id.</i> It is illegal to be under the influence of alcohol or a controlled substance to the extent that: the person is likely to endanger themselves or another person or property; or the person unreasonably annoys a person in his or her vicinity. Ark. Code Ann. § 5-71-212(a). This is known as public intoxication and is a Class C misdemeanor punishable by up to 30 days imprisonment and a fine of up to \$500. <i>Id.</i>; §§ 5-4-201, 5-4-401. If a person has been convicted of public intoxication two or more times within five years of the date of the current offense, they are guilty of an unclassified misdemeanor, punishable by up to 30 days imprisonment, a

Category	Summary (Arkansas Statutes)
	fine of up to \$500, probation not to exceed one year, and mandatory enrollment in an alcohol abuse or dependency treatment or counseling program. § 5-71-212(b). Drinking in public is also a Class C misdemeanor punishable by up to 30 days imprisonment and a fine of up to \$500. §§ 5-71-212(c)–(d); 5-4-201, 5-4-401.
Driving Under the Influence (DUI)	It is illegal to “operate or to be in actual physical control” of a motor vehicle while intoxicated (by alcohol or a controlled substance) or with a blood alcohol concentration of 0.08 or more. Ark. Code Ann. § 5-65-103. For a first offense, there is a minimum imprisonment of 24 consecutive hours up to one year with a fine of \$150-\$1,000, as well as a six-month license suspension and required alcohol education program. §§ 5-65-111, 5-65-112, 5-65-115. For a second offense within ten years of the first offense, there is a minimum imprisonment of 7 days up to one year, and if this second offense occurs within five years, there is a fine of \$400-\$3,000 as well as a 24-month license suspension. <i>Id.</i> Penalties increase for subsequent offenses. <i>Id.</i> Under certain circumstances, the court may order public service instead of some or all required imprisonment. § 5-65-111. It is illegal for an underaged person to drive a motor vehicle while under the influence of alcohol or another intoxicant or with a blood alcohol concentration of 0.02 to 0.08. Ark. Code Ann. § 5-65-303. The penalty for a first offense is a fine of \$100 to \$500, potential public service work, and a 90-day driver’s license suspension. §§ 5-65-304 - 5-65-306. It is also generally unlawful for a person to possess an open alcoholic beverage container within the driver or passenger area of a motor vehicle, although there are listed exceptions. § 5-71-218. A violation of this section is a Class C misdemeanor. <i>Id.</i>

Drug and Alcohol Abuse Prevention Program

DRUG-FREE SCHOOLS & COMMUNITIES ACT

In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, the institution has developed and implemented a program to prevent the unlawful possession, use, sale, or distribution of illicit drugs and alcohol by students and employees. In compliance with the Drug Free Schools and Communities Act, UAPB publishes information regarding the University’s educational programs related to drug and alcohol abuse prevention; sanctions for violations of federal, state, and local laws and University policy; a description of health risks associated with alcohol and other drug use; and a description of available treatment programs for UAPB students and employees. A complete description of these topics, as provided in the University’s annual notification to students and employees, is available online at: <https://uapb.edu/wp-content/uploads/2024/06/UAPB-annual-notice-for-Drug-Free-Schools-Act-2018-.pdf>

Annual Notice for Drugs

The institution’s annual Drug-Free Schools and Communities Act notification includes the items listed below.

Standards of conduct that clearly prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol by employees and students on its property or as part of its activities;

1. A description of applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
2. A description of health risks associated with the use of illicit drugs and the abuse of alcohol;
3. A description of available drug or alcohol counseling, treatment, or rehabilitation or re-entry programs;
4. A clear statement of the disciplinary sanctions that the University will impose on employees and students and the consistency of the enforcement of sanctions. Disciplinary sanctions may include, but are not limited to, a warning, written reprimand, suspension (with or without pay), dismissal, expulsion, and/or mandatory participation and successful completion of a drug abuse assistance or rehabilitation program approved by an appropriate health or law enforcement agency.

Alcohol and Illicit Drug Policies & Sanctions for Students

UAPB strictly prohibits the dispensing, selling, supplying, possession, use, sale, manufacture, or distribution of alcohol or illicit drugs on university owned/University controlled property or at any University sponsored event, including off campus University sponsored events that have been approved by the Office of Student Affairs or another University Office. University Police actively enforces all Arkansas underage drinking laws as well as both state and Federal drug laws and University policies. Students found to be in violation of the alcohol and illicit drug policies are subject to arrest, criminal prosecution, imprisonment, and/or fine according to state and federal law. In addition, students found in violation of this policy will face university sanctions ranging from probation to expulsion.

The University may notify, in writing, a parent or legal guardian of a student who is under twenty-one (21) years of age if he/she violates any rule or policy of the university governing the use or possession of alcohol, controlled substances, or illicit drugs while on University controlled property or at a University sponsored or sanctioned event. Notification to the parent/legal guardian will be in addition to disciplinary action.

Alcohol and Illicit Drug Policies & Sanctions for Employees

The State of Arkansas Drug-Free Workplace Policy

(Governor's Executive Order 89-2; approved by Administrative Cabinet May 15, 1989) Drug abuse and use at the workplace are subjects of immediate concern in our society. These problems are extremely complex and ones for which there are no easy solutions. From a safety perspective, the users of drugs may impair the well-being of all employees, the public at large, and may cause damage to state property. Therefore, it is the policy of the State of Arkansas that the unlawful manufacture, distribution, dispensation, possession, or

use of a controlled substance while on the job is prohibited. Any employee violating this policy will be subject to discipline up to and including termination. The specifics of this policy are as follows:

1. State agencies [University of Arkansas at Pine Bluff] will not differentiate between drug users and drug pushers or sellers. Any employee who gives or in any way transfers a controlled substance to another person or sells or manufactures a controlled substance while on the job or on agency premises will be subject to discipline, up to and including termination.
2. The term “controlled substance” means any drug listed in 21 U.S.C. Section 812 and other federal regulations. Generally, these are drugs that have a high potential for abuse. Such drugs include, but are not limited to Heroin, Marijuana, Cocaine, PCP, and “Crack”. They also include “legal drugs” that are not prescribed by a licensed physician.
3. Each employee is required by law to inform the agency within five (5) days after he or she is convicted for violation of any federal or state criminal drug statute where such violation occurred on the agency’s premises. A conviction means a finding of guilt (including a plea of nolo contendere) or the imposition of a sentence by a judge or jury in any federal court, state court, or other court of competent jurisdiction.
4. [The University of Arkansas at Pine Bluff] must notify any U.S. government agency with which any contract has been made within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of such a conviction.
5. If an employee is convicted of violating any criminal drug statute while in the workplace, he or she will be subject to discipline up to and including termination. Alternatively, the agency may require the employee to successfully finish a drug abuse program sponsored by an approved private or governmental institution.
6. As a condition of further employment under any federal government contract, the law requires all employees to abide by this policy.

Alcohol Use (Board of Trustees Policy 705.2; Governor’s Policy Directive -5)

The possession or consumption of alcoholic beverages on university property or during working hours, reporting to work under the influence of alcohol, and intoxication while on duty are prohibited, and will result in disciplinary action up to and including termination. Information about laws relating to alcohol possession and use is available from Human Resources.

Information about the health consequences of alcohol use and about locally available sources of alcohol- abuse counseling is available from the Health Services. Dispensing, possessing and/or consuming alcoholic beverages on State property is strictly prohibited, except as allowed by board policy.

NOTE: Any University employee paid from federally funded grants or contracts, or any student participating in any federally funded or guaranteed Student Loan Program, must notify the University of any Criminal Drug Statute Conviction for a violation occurring at the University or while engaged in University activities.

Legal Sanctions Under Federal Laws

Federal law provides criminal and civil penalties for unlawful possession or distribution of drugs and alcohol. Along with incarceration and/or fines, there are federal laws allowing the forfeiture of property used in possession or to facilitate possession of a controlled substance. This could include homes, vehicles, boats, aircrafts and other personal or real property. Fines could range up in the millions of dollars. An individual becomes ineligible to receive federal benefits such as student loans and grants. For more details on the Federal laws related to alcohol and other drug violations, go to:
<https://www.justice.gov/>.

Policies, Procedures, and Programs Related to Dating Violence, Domestic Violence, Sexual Assault, and Stalking

Consistent with applicable laws, the University prohibits dating violence, domestic violence, sexual assault, and stalking. The University's policy used to address complaints of this nature, as well as the procedures for filing, investigating and resolving complaints, may be found at: <https://uapb.edu/administration/finance-administration/human-resources/title-ix-and-compliance/> and <https://uapb.edu/administration/finance-administration/human-resources/title-ix-and-compliance/title-ix-policy/>

The following sections of this report discuss the University's educational programs to promote the awareness of dating violence, domestic violence, sexual assault and stalking; provides information concerning procedures students and employees should follow and the services available in the event they do become a victim of one of these offenses, and advises students and employees of the disciplinary procedures that will be followed after an allegation that one of these offenses has occurred.

Primary Prevention and Awareness Program

The University conducts a Primary Prevention and Awareness Program (PPAP) for all incoming students and new employees. The PPAP advises campus community members that the University prohibits the offenses of dating violence, domestic violence, sexual assault and stalking. They are also informed of the topics discussed below, including relevant definitions, risk reduction, and bystander intervention.

Crime Definitions

Crime Type (Arkansas Code)	Definitions
Dating Violence	The institution has determined, based on good-faith research, that Arkansas law does not define the term dating violence.
Domestic Violence	The institution has determined, based on good-faith research, that Arkansas law does not define the term domestic violence (aside from as set forth below). Arkansas defines “domestic abuse” to mean: (A) Physical harm, bodily injury, assault, or the infliction of fear of imminent physical harm, bodily injury, or assault between family or household members; or (B) Any sexual conduct between family or household members, whether minors or adults, that constitutes a crime under the laws of Arkansas. Ark. Code § 9-15-103(4). Arkansas does have various degrees of “domestic battering” that are defined in a manner that could be classified as “dating violence” and “domestic violence.” These domestic battering crimes are found at Ark. Code § 5-26-303 to 305 and generally involve a perpetrator causing some degree of physical injury to a family or household member. In this regard, Ark. Code § 5-26-302 and Ark. Code § 9-15-103 use the following definitions (or some variation thereof): • “Dating relationship” means a romantic or intimate social relationship between two (2) individuals that is determined by examining the following factors: (i) The length of the relationship; (ii) The type of the relationship; and (iii) The frequency of interaction between the two (2) individuals involved in the relationship. “Dating relationship” does not include a casual relationship or ordinary fraternization between two (2) individuals in a business or social context. • “Family or household member” means: (A) A spouse; (B) A former spouse; (C) A parent; (D) A child, including any minor residing in the household; (E) Persons related by blood within the fourth degree of consanguinity....; (F) Persons who presently or in the past have resided or cohabited together; (G) Persons who have or have had a child in common; or (H) Persons who are presently or in the past have been in a dating relationship together. A person commits domestic battering in the first degree (Ark. Code § 5-26-303) if: 1. With the purpose of causing serious physical injury to a family or household member, the person causes serious physical injury to a family or household member by means of a deadly weapon; 2. With the purpose of seriously and permanently disfiguring a family or household member or of destroying, amputating, or permanently disabling a member or organ of a family or household member's

Crime Type (Arkansas Code)	Definitions
	body, the person causes such an injury to a family or household member; 3. The person causes serious physical injury to a family or household member under circumstances manifesting extreme indifference to the value of human life; 4. The person knowingly causes serious physical injury to a family or household member he or she knows to be sixty (60) years of age or older or twelve (12) years of age or younger; 5. The person: A. Commits any act of domestic battering as defined in § 5-26-304 or § 5-26-305; and B. For conduct that occurred within the ten (10) years preceding the commission of the current offense, the person has on two (2) previous occasions been convicted of any act of battery against a family or household member or aggravated assault on a family or household member, as defined by the laws of this state or by the equivalent laws of any other state or foreign jurisdiction; 6. With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member by means of a firearm; or 7. The person knowingly causes serious physical injury to a family or household member who is four (4) years of age or younger under circumstances manifesting extreme indifference to the value of human life. “Aggravated assault on a family member or household member,” as defined in § 5-26-306, means: A person commits aggravated assault on a family or household member if, under circumstances manifesting extreme indifference to the value of human life, the person purposely: (1) engages in conduct that creates a substantial danger of death or serious physical injury to a family or household member; (2) displays a firearm in a manner that creates a substantial danger of death or serious physical injury to a family or household member; or (3) impedes or prevents the respiration of a family or household member or the circulation of a family or household member’s blood by applying pressure on the chest throat, or neck or by blocking the nose or mouth of the family or household member. A person commits domestic battering in the second degree (Ark. Code § 5-26-304) if: 1. With the purpose of causing physical injury to a family or household member, the person causes serious physical injury to a family or household member; 2. With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member by means of a deadly weapon;

Crime Type (Arkansas Code)	Definitions
	3. The person recklessly causes serious physical injury to a family or household member: A. By means of a deadly weapon; or B. Who is four (4) years of age or younger; or 4. The person knowingly causes physical injury to a family or household member he or she knows to be sixty (60) years of age or older or twelve (12) years of age or younger. A person commits domestic battering in the third degree (Ark. Code § 5-26-305) if: 1. With the purpose of causing physical injury to a family or household member, the person causes physical injury to a family or household member; 2. The person recklessly causes physical injury to a family or household member; 3. The person negligently causes physical injury to a family or household member by means of a deadly weapon; or 4. The person purposely causes stupor, unconsciousness, or physical or mental impairment or injury to a family or household member by administering to the family or household member, without the family or household member's consent, any drug or other substance. Additionally, Arkansas' Domestic Violence Shelter Act (Ark. Code §9-6-112) defines "domestic violence" as: (A) Physical harm, bodily harm causing injury, or an assault against a person caused by: (i) A family or household member; or (ii) Another person with whom a person is in a dating relationship; (B) Mental or emotional harm to a person caused by: (i) A family or household member; or (ii) Another person with whom a person is in a dating relationship; or (C) Sexual abuse against a person by another person.
Stalking	Under Arkansas law, there are various degrees of stalking found at Ark. Code § 5-71-229. A person commits stalking in the third degree if he or she knowingly commits an act that would place a reasonable person in the victim's position under emotional distress and in fear for his or her safety or a third person's safety. A person commits stalking in the second degree if he or she knowingly engages in a course of conduct that harasses another person and makes a terroristic threat with the purpose of: (A) Placing that person in imminent fear of death or serious bodily injury; (B) Placing that person in imminent fear of the death or serious bodily injury of his or her family or household member; (C) Placing that person in imminent fear of unwanted sexual intercourse, a deviate sexual activity, or other sexual contact; or (D) Placing that person in imminent fear of unwanted sexual intercourse, a

Crime Type (Arkansas Code)	Definitions
	deviate sexual activity, or other sexual contact against his or her family or household member. A person commits stalking in the first degree if he or she knowingly engages in a course of conduct that would place a reasonable person in the victim's position under emotional distress and in fear for his or her safety or a third person's safety, and the actor: (A) Does so in contravention of an order of protection consistent with the Domestic Abuse Act of 1991, § 9-15-101 <i>et seq.</i>, or a no contact order as set out in subdivision (a)(2)(A) of this section, protecting the same victim, or any other order issued by any court protecting the same victim; (B) has been convicted within the previous ten (10) years of: (i) Stalking in the second degree; (ii) Terroristic threatening, § 5-13-301, or terroristic act, § 5-13-310; or (iii) Stalking or threats against another person's safety under the statutory provisions of any other state jurisdiction; or (C) Is armed with a deadly weapon or represents by word or conduct that he or she is armed with a deadly weapon. As used in this statute, the following definitions apply: • (1)(A) “Course of conduct” means a pattern of conduct composed of two (2) or more acts, separated by at least thirty-six (36) hours, but occurring within one (1) year, including without limitation an act in which the actor directly, indirectly, or through a third party by any action, method, device, or means follows, monitors, observes, places under surveillance, threatens, or communicates to or about a person or interferes with a person's property. • (B) “Course of conduct” includes without limitation sending mail or electronic communication to a person via electronic mail, text messages, or any other type of electronic message sent using the internet, websites, or social media platforms. (C)(i) “Course of conduct” does not include constitutionally protected activity. (ii) If the defendant claims that he or she was engaged in a constitutionally protected activity, the court shall determine the validity of that claim as a matter of law and, if found valid, shall exclude that activity from evidence. • “Emotional distress” means significant mental suffering or distress. “Emotional distress” does not require that the victim sought or received medical or other professional treatment or counseling.
Sexual Assault	• Sexual assault in the first degree (Ark. Code § 5-14-124): A person commits sexual assault in the first degree if the person engages in sexual intercourse or deviate sexual activity with a minor who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity.

Crime Type (Arkansas Code)	Definitions
	- Sexual assault in the second degree (Ark. Code § 5-14-125): A person commits sexual assault in the second degree if the person: - Engages in sexual contact with another person by forcible compulsion. - Engages in sexual contact with another person who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated. - Being eighteen (18) years of age or older, engages in sexual contact with another person who is less than fourteen (14) years of age. - Engages in sexual contact with a minor and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the minor or the minor's guardian, an employee in the minor's school or school district, a temporary caretaker, or a person in a position of trust or authority over the minor. - Sexual assault in the third degree (Ark. Code § 5-14-126): A person commits sexual assault in the third degree if the person engages in sexual intercourse or deviate sexual activity with another person who is not the actor's spouse and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) or a member of the clergy and is in a position of trust or authority over the victim and uses the position of trust or authority to engage in sexual intercourse or deviate sexual activity; or being a minor, engages in sexual intercourse or deviate sexual activity with another person who is less than fourteen (14) years of age. - Sexual assault in the fourth degree (Ark. Code § 5-14-127): A person commits sexual assault in the fourth degree if the person, being twenty (20) years of age or older: (A) Engages in sexual intercourse or deviate sexual activity with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the person's spouse; or (B) Engages in sexual contact with another person who is: (i) Less than sixteen (16) years of age; and (ii) Not the person's spouse.
Rape, Fondling, Incest, Statutory Rape	For purposes of the Clery Act, the term “sexual assault” includes the offenses of rape, fondling, incest, and statutory rape. These definitions under Arkansas law are as follows: - Rape (Ark. Code § 5-14-103): A person commits rape if he or she engages in sexual intercourse or deviate sexual activity with another person: - By forcible compulsion.

Crime Type (Arkansas Code)	Definitions
	○ Who is incapable of consent because he or she is: (A) Physically helpless; (B) Mentally defective; or (C) Mentally incapacitated. ○ Who is less than fourteen (14) years of age. ○ Who is a minor and the actor is the victim's: (i) Guardian; (ii) Uncle, aunt, grandparent, step-grandparent, or grandparent by adoption; (iii) Brother or sister of the whole or half blood or by adoption; or (iv) Nephew, niece, or first cousin. • Capital rape (Ark. Code § 5–14–114): A person commits capital rape if: He or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger and causes or threatens to cause serious physical injury to that person; Acting alone or with one (1) or more other persons: A. The person commits or attempts to commit: The person commits or attempts to commit: (i) Terrorism, § 5–54–205; (ii) Kidnapping, § 5–11–102; (iii) Vehicular piracy, § 5–11–105; (iv) Robbery, § 5–12–102; (v) Aggravated robbery, § 5–12–103; (vi) Residential burglary, § 5–39–201(a); (vii) Commercial burglary, § 5–39–201(b); (viii) Aggravated residential burglary, § 5–39–204; (ix) A felony violation of the Uniform Controlled Substances Act, §§ 5–64–101 — 5–64–508, involving an actual delivery of a controlled substance; (x) First degree escape, § 5–54–110; (xi) Trafficking of persons, § 5–18–103; (xii) Engaging children in sexually explicit conduct for use in visual or print medium, § 5–27–303; or (xiii) Transportation of minors for prohibited sexual conduct, § 5–27–305; and B. During the course of or in furtherance of the offense under subdivision (a)(2)(A) of this section, the person engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger; ○ While using or threatening to use a deadly weapon, he or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger; or ○ He or she engages in sexual intercourse or deviate sexual activity with another person who is thirteen (13) years of age or younger after previously having been convicted of rape under § 5–14–103(a)(3) or capital rape under this section.

Crime Type (Arkansas Code)	Definitions
	• Fondling: The institution has determined, based on good-faith research, that Arkansas law does not define the term fondling. • Incest (Ark. Code § 5-26-202): A person commits incest if the person, being sixteen (16) years of age or older, purports to marry, has sexual intercourse with, or engages in deviate sexual activity with another person sixteen (16) years of age or older whom the actor knows to be: (1) An ancestor or a descendant; (2) A stepchild or adopted child; (3) A brother or sister of the whole or half blood; (4) An uncle, aunt, nephew, or niece; or (5) A step grandchild or adopted grandchild. • Statutory Rape: The institution has determined, based on good-faith research, that Arkansas law does not define the term statutory rape. However, Arkansas prosecutes sexual assault in the fourth degree in instances where an individual being 20 years of age or older engages in sexual contact, sexual intercourse, or deviate sexual activity with another person who is less than 16 years of age and not the person's spouse (Ark. Code § 5-14-127).
Other "sexual assault" crimes	Other crimes under Arkansas law that may be classified as a "sexual assault" include the following: • Sexual indecency with a child (Ark. Code § 5-14-110): A person commits sexual indecency with a child if: ○ Being eighteen (18) years of age or older, the person solicits another person who is less than fifteen (15) years of age or who is represented to be less than fifteen (15) years of age to engage in: (A) Sexual intercourse; (B) Deviate sexual activity; or (C) Sexual contact; ○ With the purpose to arouse or gratify a sexual desire of himself or herself or a sexual desire of another person, the person purposely exposes his or her sex organs to another person who is less than fifteen (15) years of age; ○ With the purpose to arouse or gratify a sexual desire of himself or herself or a sexual desire of another person, the person purposely exposes his or her sex organs to a minor, and the actor is a mandated reporter under Arkansas state law (including officials at institutions of higher education) and is in a position of trust or authority over the minor or the minor's parent or guardian, an employee in the minor's school or school district, a temporary caretaker, or a person in a position of trust and authority over the minor; ○ With the purpose to arouse or gratify his or her sexual desire or a sexual desire of another person, the person, being eighteen (18) years of age or older, causes or coerces a minor to expose his or her sex organs to the actor or another person, and the actor is a mandated reporter under § 12-18-402(b) and is in a position of trust or authority over the minor or The minor's parent or guardian, an employee

Crime Type (Arkansas Code)	Definitions
	in the minor's school or school district, a temporary caretaker, or a person in a position of trust or authority over the minor; ○ Being eighteen (18) years of age or older, the person causes or coerces another person who is less than fourteen (14) years of age to expose his or her sex organs or the breast of a female with the purpose to arouse or gratify a sexual desire of the actor or another person; or ○ Being eighteen (18) years of age or older, the person, for the purpose of arousing or gratifying a sexual desire of himself or herself or any other person, enters into or remains in a public changing facility that is assigned to persons of the opposite sex while knowing a minor of the opposite sex is present in the public changing facility. This section does not apply to a person entering into or remaining in a public changing facility: (i) with a minor under seven (7) years of age if the person is a minor's parent, guardian, or family member, or is otherwise authorized to care for the minor; (ii) for maintenance or inspection purposes if the person is authorized to conduct maintenance or inspection of the public changing facility; (iii) to render medical assistance; (iv) to accompany a person needing assistance when the actor is the parent, guardian, or family member, or is otherwise authorized to care for the person needing assistance; (v) to provide assistance in using the public changing facility; (vi) if the public changing facility has been temporarily designated for use by persons of the same sex as the person entering into or remaining in the public changing facility; or (vii) who is a certified law enforcement or corrections officer accompanying a person of the opposite sex in his or her custody. As used in this section, (1) "Sex" means a person's immutable biological sex as objectively determined by anatomy and genetics existing at the time of birth.
Consent (as it relates to sexual activity)	The institution has determined, based on good-faith research, that Arkansas law does not define the term consent (as it relates to sexual activity).

University Definition of Consent

POLICY EXPECTATIONS WITH RESPECT TO CONSENSUAL RELATIONSHIPS

Consent: Consent is clear, knowing, and voluntary. Consent is active, not passive. Silence, in and of itself, cannot be interpreted as consent. Consent can be given by words or actions, if those words or actions create mutually understandable, clear permission regarding willingness to engage in (and the conditions of) sexual activity. If coercion, intimidation, threats, or physical force are used, there is no consent. If a person is mentally or physically incapacitated so that the person cannot understand the fact, nature, or extent of the sexual situation, there is no consent. Incapacitation can be due to alcohol, drugs or being asleep or unconscious.

Under Arkansas law, the age of consent varies with the degrees of assault, the age of the actor, and the relationship of the actor to the other party. For specific information, please refer to Arkansas statutes (e.g., Arkansas Code Annotated § 5-14-125, Sexual Assault in the Second Degree). Consent to any one form of sexual activity cannot automatically imply consent to any other form of sexual activity. In addition, previous relationships or prior consent cannot imply consent to future sexual acts.

Risk Reduction

If you find yourself in an uncomfortable sexual situation, these suggestions may help you reduce your risk:

- Make your limits known before going too far.
- You can withdraw consent to sexual activity at any time. Do not be afraid to tell a sexual aggressor “NO” clearly and loudly.
- Try to remove yourself from the physical presence of a sexual aggressor. Be direct as possible about wanting to leave the environment.
- Grab someone nearby and ask them for help.
- Be responsible about your alcohol and/or drug use. Alcohol and drugs can lower your sexual inhibitions and may make you vulnerable to someone who views an intoxicated/high person as a sexual opportunity.
- Attend large parties with friends you trust. Watch out for your friends and ask that they watch out for you.
- Be aware of someone trying to slip you an incapacitating “rape drug” like Rohypnol or GHB.

If you find yourself in the position of being the initiator of sexual behavior, these suggestions may help you to reduce your risk of being accused of sexual assault or another sexual crime:

- Remember that you owe sexual respect to the other person.
- Don’t make assumptions about the other person’s consent or about how far they are willing to go.

- Remember that consent to one form of sexual activity does not necessarily imply consent to another form of sexual behavior.
- If your partner expresses a withdrawal of consent, stop immediately.
- Clearly communicate your sexual intentions so that the other person has a chance to clearly tell you, their intentions.
- Consider “mixed messages” a clear sign that the other person is uncomfortable with the situation and may not be ready to progress sexually.
- Don’t take advantage of someone who is really drunk or on drugs, even if they knowingly and intentionally put themselves in that state. Further, don’t be afraid to step in if you see someone else trying to take advantage of a nearly incapacitated person.
- Be aware of the signs of incapacitation, such as slurred speech, bloodshot eyes, vomiting, unusual behavior, passing out, staggering, etc.

It is also important to be aware of the warning signs of an abusive person. Some examples include: past abuse; threats of violence or abuse; breaking objects; using force during an argument; jealousy; controlling behavior; quick involvement; unrealistic expectations; isolation; blames others for problems; hypersensitivity; cruelty to animals or children; “playful” use of force during sex; Jekyll-and-Hyde personality.

Bystander Intervention

In addition to reporting incidents to appropriate authorities, below are some ways in which individuals can take safe and positive steps to prevent harm and intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking against another person.

- Look out for those around you.
- Realize that it is important to intervene to help others.
- Treat everyone respectfully. Do not be hostile or an antagonist.
- Be confident when intervening.
- Recruit help from others if necessary.
- Be honest and direct.
- Keep yourself safe.
- If things get out of hand, don’t hesitate to contact the police.

Other Information Covered by the PPAP

The PPAP also provides information on possible sanctions and protective measures that may be imposed following a determination that an offense of dating violence, domestic violence, sexual assault, or stalking has occurred, an explanation of the disciplinary procedures that will be followed when one of these offenses is alleged, the rights of the parties in such a proceeding, available resources, and other pertinent information. Much of this information is set forth in the upcoming sections of this security report.

Ongoing Prevention and Awareness Campaign

The University also conducts an Ongoing Prevention and Awareness Campaign (OPAC) aimed at all students and employees. This campaign covers the same material as provided in

the PPAP but is intended to increase the understanding of students and employees on these topics and to improve their skills for addressing the offenses of dating violence, domestic violence, sexual assault, and stalking.

PPAP and OPAC Programming Methods

The PPAP and OPAC are carried out in a variety of ways, using a range of strategies, and, as appropriate, targeting specific audiences throughout the University. Methods include, but are not limited to: presentations, online training modules, distribution of written materials, periodic email blasts, and guest speakers. A summary of this programming is provided below.

Programs to Prevent Domestic Violence, Dating Violence, Sexual Assault and Stalking

All students and employees within our campus community deserve to feel safe and supported. The UAPB prohibits the crimes of sexual assault, domestic violence, dating violence and stalking and works annually to provide you with education, tools, and resources to recognize concerning or harmful behaviors and strategies for intervening or to help others get the support they need. As part of these efforts, the UAPB provides primary prevention and awareness campaigns for incoming students and new employees as well as ongoing prevention and awareness campaigns for all Students and employees.

The University engages in comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end dating violence, domestic violence, sexual assault and stalking that:

- A. Are culturally relevant, inclusive of diverse communities and identities, sustainable, responsive to community needs, and informed by research, or assessed for value, effectiveness, or outcome; and
- B. Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community and societal levels. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and that:
 - A. Identifies sexual assault, domestic violence, dating violence, and stalking as prohibited conduct by UAPB policies and state criminal law;
 - B. Defines what behavior constitutes sexual assault, domestic violence, dating violence, and stalking pursuant to UAPB policies and state criminal law;
 - C. Defines what behavior and actions constitute consent to sexual activity pursuant to UAPB policies and state criminal law;
 - D. Provides safe and positive options for bystander intervention. Bystander intervention means safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding institutional structures and cultural conditions that facilitate violence, overcoming

barriers to intervening, identifying safe and effective intervention options, and taking action to intervene;

E. Provides information on risk reduction. Risk reduction means options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

F. Information regarding:

- a. procedures victims should follow if a crime of domestic violence, dating violence, sexual assault and stalking occurs (as described in “Procedures Victims Should Follow if a Crime of Domestic Violence, Dating Violence, Sexual Assault and Stalking Occurs” elsewhere in this document)
- b. how the institution will protect the confidentiality of victims and other necessary parties (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- c. existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims, both within the institution and in the community (as described in “Assistance for Victims: Rights and Options” elsewhere in this document); and
- d. options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures (as described in “Assistance for Victims: Rights and Options” elsewhere in this document);
- e. procedures for institutional disciplinary action in cases of alleged dating violence, domestic violence, sexual assault, or stalking (as described in “Adjudication of Violations” elsewhere in this document).

Procedures to Follow if You are a Victim of Dating Violence, Domestic Violence, Sexual Assault, or Stalking:

REPORTING

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, go to a safe place and call 911 or the UAPBPD at 870-575-8102. You may also contact the University’s Title IX Office:

Tonisha Davis
Title IX Director
Delta Annex, Room 112 P: 870-575-8052 or
Email: titleix@uapb.edu

Monica R. Smith
Title IX Deputy Coordinator
Delta Annex, Room 112 P: 870-575-8555 or
Email: samuelssmithm@uapb.edu

Reports of all domestic violence, dating violence, sexual assault and stalking made to Campus Public Safety will automatically be referred to the Title IX Coordinator for

investigation regardless of if the complainant chooses to pursue criminal charges. If you have a Title IX complaint or would like to report a Title IX incident, students are encouraged to visit the below link to fill out the complaint form.

[Title IX Complaint Form](#)

In addition, the U.S. Department of Education, Office of Civil Rights, may be contacted by phone at (800) 421- 3481 or by email at ocr@ed.gov.

Any person may report, regardless of status, may report allegations of dating violence, domestic violence, sexual assault, or stalking in person, by mail, by telephone, or by electronic mail, using the contact information listed above, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address, listed for the Title IX Coordinator.

Victims will be notified in writing of the procedures to follow, including:

1. To whom and how the alleged offense should be reported (contact the Title IX Coordinator or refer to the other resources listed in this report).
2. The importance of preserving evidence that may be necessary to prove the offense in a criminal proceeding or disciplinary action or to obtain a protective order.
3. The victim's options regarding notification to law enforcement, which are: (a) the option to notify either on-campus or local police; (b) the option to be assisted by campus security authorities in notifying law enforcement if the victim so chooses (the institution is obligated to comply with such a request if it is made); and (c) the option to decline to notify such authorities.
4. Where applicable, the rights of victims and the institution's responsibilities regarding orders of protection, no-contact orders, restraining orders, or similar lawful orders issued by a criminal, civil, or tribal court.

Preservation of Evidence & Forensic Examinations

Victims of physical assault are advised to not remove clothing items worn during or following an assault, as they frequently contain valuable fiber, hair, and fluid evidence. Don't bathe or wash, or otherwise clean the environment in which the assault occurred. You can obtain a forensic examination at

Jefferson Regional Medical Center
Address: 1600 W 40th Ave, Pine Bluff, AR 71603
Phone: (870) 541-6400

PRESERVING EVIDENCE

It is important that evidence of sexual assault, domestic violence, dating violence and/or stalking be preserved, because it may be needed for prosecuting a criminal case. Victims and others should not alter the scene of an attack. The victim should not change clothes, bathe or shower, drink or eat anything, or brush his or her teeth before reporting the assault. Any items

worn by the victim during the assault, but are not currently being worn, and any materials encountered during the assault (i.e., bed sheets, blankets, etc.) should be placed in a paper bag and brought along with the victim to a local hospital emergency department that has kits to collect and preserve evidence of sexual assault. As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection from abuse orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Campus Public Safety or other law enforcement to preserve evidence in the event that the victim decides to report the incident to law enforcement or the University at a later date to assist in proving that the alleged criminal offense occurred, or that may be helpful in obtaining a protection order.

Completing a forensic examination does not require you to file a police report, but having a forensic examination will help preserve evidence in case you decide at a later date to file a police report.

Victims are also advised to retain evidence in electronic formats (e.g., text messages, emails, photos, social media posts, screenshots, etc.). Such evidence is valuable in all situations, and it may be the only type of evidence available in instances of stalking.

Security/Law Enforcement & How to Make a Police Report

- University of Arkansas at Pine Bluff Department of Public Safety (870)575-8102
- Pine Bluff Police Department may also be reached directly by calling 870-541-5300, in person at (208 E. 8th Ave., Pine Bluff, AR 71601.) Additional information about the Pine Bluff Police department may be found online at: (PBPD).
- To make a police report, a victim should contact the local police agency listed above either by phone or in-person. The victim should provide as much information as possible, including name, address, and when and what occurred, to the best of the victim's ability.

Information about Legal Protection Orders

Orders of Protection and Other Protective Measures

UAPB complies with Arkansas law in recognizing and enforcing valid orders of protection and other lawful protective orders. A person who obtains an order of protection or other protective order is encouraged to provide a copy to UAPB Police and the Office of the Title IX Coordinator so that appropriate campus safety measures may be implemented.

A complainant may meet with UAPB Police and/or the Title IX Coordinator to discuss measures designed to reduce the risk of harm while on campus or while traveling to and from campus. Depending upon the circumstances, these measures may include escorts, parking arrangements, changes in classroom or work locations, housing adjustments, no-contact directives, or other appropriate supportive measures.

UAPB does not issue judicial orders of protection on behalf of victims. A person seeking an Arkansas Order of Protection must petition the appropriate court. Petition forms are available through the circuit clerk, and there is no filing fee for a petition for an Order of Protection.

Arkansas Orders of Protection

Under the Arkansas Domestic Abuse Act, a person who has experienced domestic abuse by a family or household member may petition for an Order of Protection. For purposes of Arkansas law, qualifying family or household relationships include spouses and former spouses; parents and children; persons related by blood within the fourth degree of consanguinity; persons who presently or previously resided or cohabited together; persons who have or have had a child in common; and persons who are presently or previously have been in a dating relationship.

A petition may generally be filed in the county where the petitioner resides, where the alleged abuse occurred, or where the respondent may be served.

An Arkansas court may issue an ex parte Order of Protection when the statutory requirements for immediate protection are satisfied. Following notice and a hearing, the court may issue a final Order of Protection and impose appropriate restrictions and other relief authorized by Arkansas law.

Relief ordered by the court may include excluding the respondent from a shared residence or the residence of the petitioner; excluding the respondent from the petitioner's place of employment, school, or other locations; prohibiting direct or indirect contact with the petitioner; and other relief authorized by law.

Orders of Protection issued by Arkansas courts are enforceable by law enforcement agencies with proper jurisdiction. An Order of Protection issued by a court of competent jurisdiction in any county of Arkansas is enforceable throughout the state.

Protective Orders and Campus Measures

Protective Measure	Description	UAPB Response
Arkansas Order of Protection	A judicial order issued under Arkansas law to protect a qualifying victim of domestic abuse. The order may restrict contact, exclude the respondent from specified locations, and provide other relief authorized by law.	UAPB Police will recognize and enforce valid orders within its jurisdiction consistent with Arkansas law. The Title IX Coordinator may also assist with appropriate supportive measures.
Out-of-State or Tribal Protection Order	A qualifying protection order issued by another state, territory, or tribal court.	UAPB Police will recognize and respond to valid protective orders consistent with applicable state and federal law.
Court-Ordered No Contact Provision	A court may impose restrictions prohibiting contact with another person as part of a criminal case or other judicial proceeding.	UAPB Police will respond to violations within its jurisdiction consistent with the terms of the court order and applicable law.

University No-Contact Directive	An administrative directive issued by UAPB restricting contact between members of the University community. It is not a judicial Order of Protection.	UAPB will enforce the directive through applicable University policies and procedures.
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Obtaining an Order of Protection

A person seeking an Arkansas Order of Protection may obtain the necessary petition and affidavit through the appropriate circuit clerk's office. Victim advocates, domestic violence programs, and other community resources may also assist individuals with the process.

For members of the UAPB community in Jefferson County, information concerning filing an Order of Protection may be obtained through the Jefferson County Circuit Clerk at the Jefferson County Courthouse.

Individuals who believe they are in immediate danger should call 911 or contact UAPB Police.

Available Victim Services

Victims will be provided with written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available to them, both within the University and in the surrounding community. Those services include:

Victim Support, Counseling, Medical, Legal, and Advocacy Resources

The University of Arkansas at Pine Bluff provides students and employees with access to campus and community resources for counseling, medical care, mental health services, victim advocacy, legal assistance, immigration assistance, and other supportive services. Individuals may use any combination of the resources listed below based upon their individual needs and circumstances.

In an emergency or if there is an immediate threat to safety, call 911 or the University of Arkansas at Pine Bluff Police Department at (870) 575-8102.

ON-CAMPUS RESOURCES

Type of Service	Services Available	Service Provider	Contact Information
Counseling and Student Wellness	Individual support; counseling; mental health and psychosocial support; referrals to	UAPB Department of Counseling and Student Wellness	Student Engagement Center*Director: Leonardo Glover, LPC-S (870) 575-8291

Type of Service	Services Available	Service Provider	Contact Information
	additional services as appropriate		gloverlp@uapb.edu Student Support: (870) 575-8969
Health / Medical Services	Student health and medical services; assessment and treatment; referrals for additional medical care when appropriate	UAPB Student Health Services	(870) 575-7107
Title IX / Victim Support	Reporting of sexual harassment, sexual assault, sex discrimination, and other Title IX concerns; information regarding University processes; supportive measures; assistance connecting individuals with campus and community resources	UAPB Office of Integrity, Title IX, and Compliance	Delta Annex, Room 112 Tonisha N. Davis, Director of Compliance (870) 575-8502 titleix@uapb.edu Monica R. Smith, Title IX Deputy Coordinator (870) 575-8555 samuelssmithm@uapb.edu
Campus Law Enforcement / Emergency Assistance	Emergency response; criminal reporting; investigation of reported crimes; safety assistance; referrals to medical, advocacy, and other resources	University of Arkansas at Pine Bluff Police Department	Emergency / Dispatch:(870) 575-8102
Visa and Immigration Assistance	Support and assistance for international students; referral to appropriate immigration resources when specialized legal	UAPB International Programs / International Student Services	University of Arkansas at Pine Bluff, Pine Bluff, AR 71601

Type of Service	Services Available	Service Provider	Contact Information
Student Financial Services	assistance is required Financial-aid assistance and information regarding Satisfactory Academic Progress and other financial-aid considerations that may affect students experiencing significant circumstances	UAPB Office of Student Financial Services	Caldwell Hall, Room 101(870) 575-8302

***UAPB states that the Department of Counseling and Student Wellness and its associated services are relocating to the new Student Engagement Center beginning Fall 2026.**

OFF-CAMPUS AND COMMUNITY RESOURCES

Type of Service	Services Available	Service Provider	Contact Information
Emergency / Medical Care	24-hour emergency medical care; Level III trauma services; diagnostic services; medical and surgical care; women's health; psychiatric care; rehabilitation and specialty medical services	Jefferson Regional Medical Center	1600 W. 40th Avenue, Pine Bluff, AR 71603(870) 541-7100
Counseling / Mental Health / Substance Use	Individual and family counseling; mental health evaluation; substance-use treatment; drug and alcohol testing; behavioral health services	Jefferson Comprehensive Counseling Associates, Inc.	2720 W. 28th Avenue, Pine Bluff, AR 71603(870) 247-5222
Community Behavioral Health	Community-based mental and behavioral health services; evaluation and treatment; substance-use	Southeast Arkansas Behavioral Healthcare System / Pine Bluff Behavioral Health Clinic**	2500 Rike Drive, Pine Bluff, AR 71613 (870) 534-1834 24-Hour Emergency

Type of Service	Services Available	Service Provider	Contact Information
	services and related behavioral-health support		Service: (800) 272-2008
Domestic Violence / Victim Advocacy	Emergency shelter and assistance for victims of domestic violence and their children; advocacy; safety assistance; support and referrals	Committee Against Spouse Abuse (CASA) Women's Shelter	1113 S. State Street, Pine Bluff, AR 7160124-Hour Assistance: (870) 535-2955
Sexual Assault Victim Advocacy	Victim advocacy; assistance for victims of sexual assault; information regarding available services and criminal-justice resources	Jefferson County Prosecuting Attorney, Rape Crisis Coordinator / Victim Witness	101 E. Barraque Street, Suite 201Pine Bluff, AR 71601Office: (870) 541-5387Hotline: (870) 267-8878
Legal Assistance	Civil legal assistance for eligible individuals, including legal issues that may arise from domestic violence, sexual assault, family violence, housing, and other civil matters	Center for Arkansas Legal Services	1400 W. 5th Avenue, Pine Bluff, AR 71601(870) 536-9006
Substance Use / Rehabilitation and Community Assistance	Substance-use recovery and rehabilitation resources; community assistance and referrals	The Salvation Army	501 E. 12th Avenue, Pine Bluff, AR 71601(870) 534-0504

****Southeast Arkansas Behavioral Healthcare System is transitioning its Pine Bluff behavioral-health clinic to ARCARE in 2026. Contact information should be reviewed before each annual publication to ensure the current provider and service information are reflected.**

STATE AND NATIONAL VICTIM ADVOCACY RESOURCES

The following organizations provide crisis support, victim advocacy, referrals, educational information, and other assistance. These resources may supplement campus and local services.

Resource	Services / Purpose	Contact Information
Arkansas Coalition Against Sexual Assault (ACASA)	Statewide sexual-assault information, advocacy resources, and connections to crisis services	(501) 246-3276 For immediate confidential sexual-assault support: (800) 656-HOPE (4673)
Arkansas Coalition Against Domestic Violence (ACADV)	Statewide domestic-violence information and referrals to Arkansas shelters and victim-service programs	(501) 907-5612 For immediate domestic-violence assistance: (800) 799-SAFE (7233)
National Domestic Violence Hotline	Free, confidential domestic-violence crisis support, safety planning, information, and referrals	(800) 799-SAFE (7233) Text START to 88788
National Sexual Assault Hotline / RAINN	Free, confidential, 24-hour sexual-assault crisis support and referrals	(800) 656-HOPE (4673) Text HOPE to 64673
Love Is Respect / Teen Dating Abuse Helpline	Support and information regarding dating abuse and unhealthy relationships	(866) 331-9474
Victim Connect Resource Center	Confidential information, referrals, and assistance for victims of crime	(855) 4-VICTIM (855) 484-2846
National Sexual Violence Resource Center (NSVRC)	Sexual-violence information, prevention resources, survivor resources, and referrals	(877) 739-3895
U.S. Department of Justice, Office on Violence Against Women	Federal information and resources concerning domestic violence, dating violence, sexual assault, and stalking	(202) 307-6026
U.S. Citizenship and Immigration Services (USCIS)	Immigration information, including immigration protections that may be available to qualifying victims of domestic violence, trafficking, sexual	USCIS Contact Center: (800) 375-5283

Resource	Services / Purpose	Contact Information
	assault, and other crimes through VAWA, T nonimmigrant status, and U nonimmigrant status	
National Immigration Legal Services Directory	Directory of nonprofit organizations providing free or low-cost immigration legal services	Immigration Advocates Network / Pro Bono Net

IMPORTANT INFORMATION REGARDING SUPPORT AND REPORTING

Seeking counseling, medical care, advocacy, or other supportive services does not require an individual to pursue every other available option. Individuals are encouraged to seek the services that best address their immediate safety, medical, emotional, academic, legal, and personal needs.

The UAPB Office of Integrity, Title IX, and Compliance can provide information regarding University reporting procedures and available supportive measures. Reports of sexual harassment, sexual assault, or other sex discrimination may be made to the Title IX Coordinator in person, by telephone, by mail, or electronically.

Individuals who wish to report conduct that may constitute a crime may contact the University of Arkansas at Pine Bluff Police Department or another appropriate law enforcement agency. In an emergency, call 911.

Accommodations and Protective Measures

The University will provide written notification to victims about options for, and available assistance in, changing academic, living, transportation, and working situations or protective measures. If victims request these accommodations or protective measures and they are reasonably available the University is obligated to provide them, regardless of whether the victim chooses to report the crime to campus security or local law enforcement.

Requests for accommodations or protective measures should be made to the Title IX Coordinator at (870)575-8052, and the Title IX Coordinator is responsible for deciding what, if any, accommodations or protective measures will be implemented.

When determining the reasonableness of such a request, the University may consider, among other factors, the following:

- The specific need expressed by the complainant.
- The age of the students involved.
- The severity or pervasiveness of the allegations
- Any continuing effects on the complainant

- Whether the complainant and alleged perpetrator share the same class or job location.
- Whether other judicial measures have been taken to protect the complainant (e.g., civil protection orders).

The University will maintain as confidential any accommodations or protective measures provided a victim to the extent that maintaining confidentiality would not impair the University's ability to provide them. However, there may be times when certain information must be disclosed to a third party in order to implement the accommodation or protective measure. Such decisions will be made by the University in light of the surrounding circumstances, and disclosures of this nature will be limited so that only the information necessary to implement the accommodation or protective measure is provided. In the event it is necessary to disclose information about a victim in order to provide an accommodation or protective order, the University will inform the victim of that necessity prior to the disclosure, including which information will be shared, with whom it will be shared and why.

Procedures for Disciplinary Action

Allegations of domestic violence, dating violence, sexual assault or stalking will be processed through the University's Sexual Misconduct, Discrimination, Harassment & Retaliation Policy and the related complaint resolution procedures.

The complaint resolution procedures are invoked once a report is made to one of the following individuals:

- Tonisha Davis Title IX at 870-575-8205; davistn@uapb.edu
- Monica Samauls-Smith Title IX at 870-575-8555; samuelssmithm@uapb.edu

INITIAL REPORT/INTAKE PROCESS

Initial Meeting with Complainant: Promptly upon receiving a report of conduct that could potentially be a violation of Title IX, the Title IX Coordinator (or designee) will contact the complainant to schedule an initial meeting to, as applicable:

- Provide a copy of this policy and a copy of the Arkansas Student Due Process and Protection Act, codified at Ark. Code Ann. § 6-60-1401 et seq.
- Explain the process for filing a formal complaint and provide a copy of the Sexual Harassment Complaint Form on which the complainant may if he or she agrees to disclose the information, provide details regarding the allegation, including the name of the accused individual and the date, location, and general nature of the alleged violation of policy.
- Explain avenues for resolution, including informal and formal.
- Explain the steps involved in an investigation and hearing under this policy.
- Discuss confidentiality standards and concerns.
- Refer to law enforcement, counseling, medical, academic or other resources, as appropriate.
- Discuss, as appropriate, possible supportive measures, which are available with or without the filing of a formal complaint. If the complainant requests that no further action be taken and/or that no formal complaint be pursued, the Title IX Coordinator (and/or his or her designee) will inform the complainant that retaliation is prohibited and that honoring the complainant's request may limit the University's ability to fully respond to the incident.

In the event the complainant stands firm on his or her request that no further action be taken, the Title IX Coordinator will evaluate whether to file a complaint under the criteria set forth below.

FORMAL COMPLAINT PROCESS

Form and Filing of Complaint: The filing of a formal, written complaint initiates the formal grievance process and is available to any person who is participating in (or attempting to participate in) a University educational program or activity. The Title IX Coordinator (or an investigator designated by the Title IX Coordinator) will investigate the allegations in the formal complaint. Formal complaints can be filed in several ways. The complainant may utilize the form provided or may submit the complainant's own document that contains the complainant's signature (either physical or digital) and is filed with the University's Title IX Office by U.S. mail, in person, through the Title IX portal provided for this purpose, or by email. The formal complaint should set forth the allegations and request that the Title IX Office investigate the matter.

Filing by Title IX Coordinator: The Title IX Coordinator may initiate the grievance process, even where the complainant declines to file a formal complaint, if the Coordinator determines that the particular circumstances require the University to formally respond to and address the allegations. Circumstances to be considered include, among others, a pattern of alleged misconduct by a respondent and whether the complaint has alleged use of violence, weapons, or other similar conduct. The Title IX Coordinator will also consider the complainant's wishes with respect to supportive measures and desired response by the University. Where a report is made anonymously and the Title IX Coordinator files the complaint, both the complainant and respondent will receive notice of the allegations with written details and identities of the parties if known.

Consolidation of Formal Complaints: The Title IX Coordinator may consolidate formal complaints as to allegations of sexual harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

Dismissal of Complaint Prior to Resolution: A formal complaint must be dismissed by the Title IX Coordinator if the alleged conduct (1) does not constitute sexual harassment, as defined in this policy, even if proved; (2) did not occur in the University's education program or activity; or (3) did not occur against a person in the United States.

In addition, a complaint may be dismissed if, at any time during the investigation or hearing, a complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein; the respondent is no longer enrolled or employed by the recipient, or specific circumstances prevent the gathering of evidence sufficient to reach a determination as to the formal complaint or any allegations therein. Upon dismissal of a formal complaint, for any reason, the Title IX Coordinator will send simultaneous, written notice of and reason(s) for the dismissal to the parties. The dismissal decision may be appealed pursuant to the procedure for appeals set forth in this

policy. Dismissal of a complaint under this Title IX policy does not preclude a complainant from pursuing a grievance through other appropriate campus procedures.

Notice of Formal Complaint: Upon receipt of the formal complaint, the Title IX Coordinator will send simultaneous notifications of the filing of the complaint to the complainant and the respondent (if known).

If, in the course of an investigation, the Title IX Coordinator decides to investigate allegations about the complainant or respondent that are not included in the initial notice, the Title IX Coordinator will provide notice of the additional allegations to the parties whose identities are known.

The initial notice will contain the following:

- The allegations of the complaint that potentially constitute sexual harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview (including the identities of the parties involved in the incident, if known, the conduct allegedly constituting sexual harassment under this policy, and the date and location of the alleged incident, if known)
- A copy of the Title IX policy
- 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 informing the parties that they have a right to have one advisor of their choice to assist them throughout the proceedings who may be (but is not required to be) an attorney
- A statement that the parties have the right to inspect and review all evidence collected during the complaint process
- A statement that any party who knowingly makes false statements or submits false information during the grievance process will be subject to disciplinary procedures.

Initial Meeting with Respondent: If a formal complaint is filed, the Title IX Coordinator will promptly schedule an initial meeting with the respondent after the written notice of the formal complaint is sent as described above. Prior to the initial meeting, the Title IX Coordinator shall provide a written notice of the date, time, location, participants, and purpose of the meeting, with sufficient time for the party to prepare to participate. During the initial meeting with the respondent, the Title IX Coordinator (or designee) will, as applicable:

- Provide a copy of this policy (if not previously provided)
- Explain avenues for resolution, including informal and formal
- Explain the steps involved in an investigation and hearing under this policy
- Discuss confidentiality standards and concerns
- Discuss non-retaliation requirements
- Inform of any supportive measures already determined and being provided to the complainant that would directly affect the respondent
- Refer to law enforcement, counseling, medical, academic or other resources, as appropriate
- Discuss, as appropriate, possible supportive measures that can be provided to the respondent

Right to Advisor: Both parties will be advised that they may be accompanied by one advisor/support person to assist them throughout the Title IX process, which can be (but is not required to be) an attorney. The advisor is not allowed to speak or otherwise actively participate during the pre-hearing interviews or meetings. It is the party's responsibility to obtain the services of an advisor, except that the University will make an advisor available to the parties during the hearing to determine responsibility upon request. A party who wants the University to provide an advisor for the determination hearing should make a request within 15 days after the party's filing or receipt of the formal complaint. The advisor's role at the hearing is further explained below.

Emergency Removal: If, after the Behavioral Intervention Team undertakes a safety and risk analysis, the University determines that the respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment, it may remove the respondent from the University's programs or activities. In such instances, the respondent will be provided with a written notice of the reasons for the removal. Within 5 days of receiving the notice, the respondent may challenge the decision by requesting a meeting with the Vice Chancellor for Student Affairs.

Administrative leave: Nothing in this policy precludes the University from placing a non-student employee respondent on administrative leave during the pendency of the grievance process.

Supportive Measures: Supportive measures, as defined in this policy, will be based on the facts and circumstances of each situation. The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures. They may include, but are not limited to, the following:

- Counseling
- Extensions of deadlines or other course-related adjustments
- Modifications of work or class schedules
- Campus escort services
- Mutual restrictions on contact between the parties
- Changes in working or housing locations
- Leaves of absence
- Increased security and monitoring of certain areas of the campus

The University will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures.

Informal Resolution: At any time after a formal written complaint is filed, but prior to reaching a determination regarding responsibility, the University may facilitate a resolution without a full investigation and adjudication. The complainant and respondent must give their voluntary, written consent to the informal resolution process. The informal resolution process will not be utilized to resolve allegations that an employee sexually harassed a student. Prior to commencing the informal resolution process, the Title IX Coordinator or designee must provide the parties a written notice that includes the following information:

- Notice of the allegations contained in the formal complaint, including dates, location(s),

and identities of the parties

- Any agreed-upon resolution reached at the conclusion of the informal complaint process will preclude the parties from resuming a formal complaint arising from the same allegations
- 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
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared

COMPREHENSIVE INVESTIGATION

If resolution of the allegations does not proceed through the informal process, the matter will proceed with a comprehensive investigation and resolution through the formal complaint processes. The Title IX Coordinator will be responsible for overseeing the prompt, equitable, and impartial investigation during the formal complaint process. The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility shall rest on the University and not the parties.

Assignment of Investigator: If the Title IX Coordinator's designee is to conduct the investigation, the Title IX Coordinator will forward the complaint to the investigator and share the investigator's name and contact information with the complainant and the respondent.

Conflicts of Interest and Bias: Immediately after the identity of the person who will conduct the investigation is determined and communicated to the parties, the investigator, the complainant, or the respondent may identify to the Title IX Coordinator in writing any real or perceived conflicts of interest or bias that the person charged with conducting the investigation (including the Title IX coordinator, where applicable) may have. The Title IX Coordinator will carefully consider such statements and will assign a different individual as investigator if it is determined that a material conflict of interest or bias exists.

Overview of Investigation: Upon receipt of the formal complaint, the Title IX Coordinator/Investigator will promptly begin the investigation, which shall include but is not limited to the following:

- Conducting interviews with the complainant, the respondent, and any witnesses (including expert witnesses, where applicable) and summarizing such interviews in written form
- Visiting, inspecting, and taking photographs at relevant sites
- Where applicable, collecting and preserving relevant evidence (in cases of corresponding criminal reports, this step may be coordinated with law enforcement agencies)
- Obtaining any relevant medical records pertaining to treatment of the complainant, provided that the complainant has voluntarily authorized release of the records in writing to the investigator

Inspection and Access to Evidence: The parties may identify to the Investigator any evidence or witnesses they wish to be included as part of the investigation. Both parties will also have equal opportunity to inspect and review any evidence obtained during the investigation. The Investigator will complete the gathering of evidence as soon as practicable,

which will ordinarily occur within approximately 30 days after the filing of the formal complaint.

After the gathering of evidence has been completed but prior to completion of the investigative report, the Investigator will provide to each party and party's advisor, if any, any 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 University does not intend to rely in reaching a determination regarding responsibility and inculpatory or exculpatory evidence (whether obtained from a party or other source), so that each party can meaningfully respond to the evidence prior to the conclusion of the investigation. The evidence will be provided in an electronic format or a hard copy. The parties will have 10 calendar days to submit a written response to the evidence, which will be considered by the Investigator prior to completion of the investigative report. The evidence will be made available for the parties to use at the hearing to determine responsibility.

Investigative Report: The investigative report shall fairly summarize the relevant evidence and must include the following items and information that is relevant to the allegations in the formal complaint:

- ☐ The dates of the Title IX Coordinator's initial receipt of a report of alleged sexual harassment against the complainant, intake meeting, and the filing of the formal complaint
 - ☐ A statement of the allegation(s), a description of the incident(s), the date(s) and time(s) (if known), and location of the alleged incident(s)
- The names of all known witnesses to the alleged incident(s)
- The dates that the complainant, respondent, and other witnesses were interviewed, along with Summaries of the interviews
- ☐ Descriptions or summaries of any physical or documentary evidence that was obtained (e.g., text messages, emails, surveillance video footage, photographs)
 - ☐ Any written statements of the complainant, respondent, or other witnesses
 - ☐ The response of University personnel and, if applicable, University-level officials, including any supportive measures taken with respect to the complainant and respondent
- The Investigator shall provide a draft of the investigative report to the Title IX Coordinator for review before the report becomes final. An electronic or hard-copy version of the final investigative report will be provided to each party (and each party's advisor) concurrently. The investigative report shall be provided as soon as practicable after the parties have submitted their written responses to the evidence (if any) and at least 10 calendar days prior to the determination hearing. The parties may provide a written response to the investigative report within 5 days after receiving it

DETERMINATION HEARING

Following the conclusion and distribution of the investigative report, a hearing will be conducted to determine the outcome and resolution of the complaint. The parties and their advisors, if any, will be notified by the Hearing Panel chairperson, or Title IX Coordinator of the date, time, and location of the hearing, as set forth in the notice provisions below.

Hearing Panel: Within 3 days of the release of the investigative report to the parties, the Chancellor or his/her designee will appoint a three-member Hearing Panel, which shall be composed of at least 2 faculty and/or staff members and may include one outside person who is not permanently employed by the University. The Chancellor or his/her designee will

select one member of the Hearing Panel to act as the Chair. The Title IX Coordinator will provide a copy of the formal complaint and the investigative report, along with the parties' written responses to the investigative report, to each member of the Hearing Panel.

Promptly after the appointment of the members of the Hearing Panel, the Title IX Coordinator will provide concurrent written notice to the complainant and the respondent, setting forth the names of the individuals selected to serve as members of the Hearing Panel. The parties may challenge the participation of any decision-maker based on bias or a conflict of interest by submitting a written objection to the Chancellor or his/her designee within 3 calendar days of receipt of the notice. Any objection must state the specific reason(s) for the objection. The Chancellor or his/her designee will evaluate the objection and determine whether to alter the composition of the Hearing Panel. Failure to submit a timely and proper objection will constitute a waiver of the objection. Any changes in the Hearing Panel will be provided in writing to both parties prior to the date of the hearing.

Submission of Witnesses Lists: Within 5 calendar days of receipt of the notice of the Hearing Panel, both parties may provide to the Chair of the Hearing Panel a list of witnesses, if any, that they propose be called to testify and a brief description of each proposed witness's connection to and/or knowledge of the issues in dispute. Absent good cause, a party cannot include a witness on the party's pre-hearing witness list unless the witness was identified during the investigation. The Hearing Panel reserves the right to call relevant witnesses who may not have been included on a party's witness list.

Notice of the Hearing: Not less than 5 days but not more than 10 days after delivery of the notice of the initial composition of the Hearing Panel, the Chair of the Hearing Panel will provide a separate notice to the complainant, respondent, and any other witnesses whose testimony the Hearing Panel deems relevant, requesting such individuals to appear at the hearing to determine responsibility. The notice should set forth the date, time, and location for the individual's requested presence. The Hearing Panel shall provide, in its notice, to the parties, the names of the witnesses that the Hearing Panel plans to call. The hearing shall be conducted promptly but no sooner than 10 calendar days after release of the investigative report.

Failure to Appear: If any party fails to appear at the hearing if requested to do so, and such party was provided notice of the hearing as set forth above, then absent extenuating circumstances, the Hearing Panel will proceed to determine the resolution of the complaint. As explained below, if a party fails to appear, it is unlikely that the Hearing Panel will consider the non-appearing party's version of events based on another source, such as the formal complaint or a prior statement.

Option for Virtual or Separate Presence: Live hearings may be conducted with either all parties present in the same geographic location or, at the University's discretion, any or all parties and witnesses may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other. Either party may request not to be in the same room as the other party. If any party makes such a request, then both parties will be required to attend the hearing from a location or room different from where the Hearing Panel is sitting. If the hearing is virtual, or there is a request for separate rooms at a physical location, the University will ensure that all participants are able to simultaneously see and hear the party or witness answering questions. Instructions will be provided for accessibility prior to the hearing date.

Recordings: An audio or audio-visual recording will be created of the live hearing and will be made available for inspection and review at any party's request.

Advisor's Role at Hearing: The complainant and respondent may be accompanied by an advisor during the hearing to determine responsibility. A party must identify his or her advisor (if any) at least 5 days prior to the hearing. The advisor's role at the hearing shall consist of (1) providing private advice to the party he/she is supporting and (2) questioning the opposing party and other witnesses. The advisor can be anyone, including an attorney. A party may arrange for the party's advisor of choice to attend the hearing at the party's own expense. Alternatively, the University will select and provide an advisor to assist a party at the hearing to determine responsibility, without fee or charge, upon request. In either scenario, the advisor may only participate in the hearing to the extent allowed under this policy. A party who wants an advisor to be provided by the University should notify the Title IX Coordinator at least 15 days after the filing or receipt of the formal complaint.

Evidentiary Matters and Procedure: The parties, through their advisors, shall have an equal opportunity to question the opposing party and other witnesses, including fact and expert witnesses, and present other inculpatory or exculpatory evidence. Formal rules of evidence will not be observed during the hearing. The Hearing Panel will conduct the initial questioning of witnesses prior to the questioning by an advisor. The Chair of the Hearing Panel (acting alone or in consultation with other panelists) will make all determinations regarding the order of witnesses, relevancy of questions, and the evidence to be considered or excluded during the hearing and decision-making process. The Hearing Panel may, in its discretion, choose to call the Investigator for the purpose of providing an overview of the investigation and findings.

Witness Examinations by the Parties: Each party's advisor is permitted to question the opposing party and the other witnesses, so long as the questions are relevant and not duplicative of the questions posed by the Hearing Panel. The questions may include challenges to credibility. No other questioning or speaking participation by an advisor will be allowed. A party may not examine a party or witness directly; rather, a party must utilize the services of an advisor for the purpose of posing questions to another party or witness. A party not represented by an advisor may, however, submit a list of proposed questions to the Chair of the Hearing Panel and ask that the questions be posed to the opposing party or witness. The Chair of the Hearing Panel will make determinations regarding relevancy of questions before a party or witness answers. If a determination is made to exclude the question based on relevancy, the Hearing Panel Chair will provide an explanation of why the question was deemed irrelevant and excluded. The Panel Chair may disallow the attendance of any advisor if, in the discretion of the Hearing Panel Chair, such person's presence becomes disruptive or obstructive to the hearing or otherwise warrants removal. Advisors will not be permitted to badger or question the opposing party or any witness in an abusive or threatening manner. Absent accommodation for a disability, the parties may not be accompanied by any other individual during the hearing process except as set forth in this policy. University officials may seek advice from the University's Office of General Counsel on questions of law, policy, and procedure at any time during the process.

Prior Sexual Conduct: Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than

the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Refusal to submit to cross-examination: If a party or witness does not submit to cross-examination at the live hearing, the decision-maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the decision-maker(s) cannot draw an inference about the determination of responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

Confidentiality and Disclosure: To comply with FERPA and Title IX and to provide an orderly process for the presentation and consideration of relevant information without undue intimidation or pressure, the grievance process is not open to the general public. Accordingly, documents prepared in anticipation of the hearing (including the formal complaint, investigative report, evidentiary materials, notices, and prehearing submissions), recordings of the hearing, and documents, testimony, or other information used at the hearing may not be disclosed outside of the hearing proceedings, except as may be required or authorized by law.

Decision of the Hearing Panel and Standard of Evidence: Following the conclusion of the hearing, the Hearing Panel will confer and determine whether the evidence establishes that it is more likely than not that the respondent committed a violation of this policy. In other words, the standard of proof will be the preponderance of the evidence. This standard applies to complaints against both students and employees. In reaching the determination, the Hearing Panel will objectively and thoroughly evaluate all relevant evidence, both inculpatory and exculpatory, and reach an independent decision, without deference to the investigative report. The Hearing Panel determination of responsibility shall be made by majority vote.

Written Determination of Responsibility: As soon as practicable following the hearing, the Hearing Panel Chair shall complete a report of the decision-maker's findings. The Hearing Panel Chair will send simultaneous notification of the decision to both parties and their advisors, where applicable, with the following information:

- Identification of the allegations potentially constituting sexual harassment under the policy
- 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, site visits, methods used to gather other evidence and the hearing held
- Findings of fact that support the determination
- Conclusions regarding the application of the University's conduct standards to the facts
- A statement and rationale for the result as to each allegation, including a determination as to responsibility using the preponderance of the evidence standard
- Any disciplinary sanctions imposed on respondent
- Whether any remedies designed to restore or preserve equal access to the University's education program or activity will be provided to the complainant (description of remedies is not included)
- Procedures and permissible bases for the parties to appeal

Sanctions: If the Hearing Panel determines that more likely than not the respondent committed a violation of this policy, then the Hearing Panel will determine sanctions and give consideration to whether a given sanction will (a) bring an end to the violation in question, (b) reasonably prevent a recurrence of a similar violation, and (c) remedy the effects of the violation. Sanctions for the finding of responsibility will depend upon the nature and gravity of the misconduct, any record of prior discipline for a violation of this policy, or both. The range of potential sanctions is set forth in the definitions section of this policy. Ordinarily, sanctions will not be imposed until the resolution of any timely appeal under this policy. However, if it is deemed necessary to protect the welfare of the victim or the University community, the Hearing Panel may recommend to the decision-maker on appeal that any sanctions be imposed immediately and continue in effect until such time as the appeal process is exhausted.

Possible Sanctions for faculty, staff and student:

Prohibited Behavior/Conduct-Range of Sanctions

Dating Violence:

Dismissal/termination Suspension with/without Pay Written Warning
Expulsion Suspension Probation Community Service
Educational Counseling

Discrimination:

Dismissal/termination Suspension with/without Pay Written Warning
Expulsion Suspension Probation Community Service
Educational Counseling

Domestic Violence:

Dismissal/termination Suspension with/without Pay Written Warning
Expulsion Suspension Probation Community Service
Educational Counseling

Hostile Environment:

Dismissal/termination Suspension with/without Pay Written Warning
Expulsion Suspension Probation Community Service
Educational Counseling

Non-Consensual Sexual Contact:

Dismissal/termination Suspension with/without Pay Written Warning
Expulsion Suspension Probation Community Service
Educational Counseling

Non-Consensual Sexual Intercourse:

Dismissal/termination Suspension with/without Pay Written Warning
Expulsion Suspension Probation Community Service
Educational Counseling

Retaliation:

Dismissal/termination
Suspension with/without Pay
Written Warning
Expulsion
Suspension
Probation
Community Service
Educational Counseling

Sexual Assault:

Dismissal/termination Suspension with/without Pay
Written Warning
Expulsion
Suspension
Probation
Community Service
Educational Counseling

Sexual Exploitation:

Dismissal/termination
Suspension with/without Pay
Written Warning
Expulsion
Suspension
Probation
Community Service
Educational Counseling

Sexual Harassment:

Dismissal/termination
Suspension with/without Pay
Written Warning
Expulsion
Suspension
Probation
Community Service
Educational Counseling

Remedies: Where a determination is made that the respondent was responsible for sexual harassment, the Hearing Panel will determine any final remedies to be provided to the complainant, if any, and the Title IX Coordinator will communicate such decision to the

complainant and the respondent to the extent that it affects him/her. Remedies must be provided in all instances in which a determination of responsibility for sexual harassment has been made against the respondent. Remedies must be designed to restore or preserve equal access to the University's education program or activity. Such remedies may include the same individualized services described above as "supportive measures"; however, remedies need not be non-disciplinary or non-punitive and need not avoid burdening the respondent.

No Retaliation: The Title IX Coordinator will take steps to prevent any harassment of or retaliation against the complainant, the respondent, or third parties, such as informing them about how to report subsequent problems, following up with them to ensure that there are no subsequent problems, and providing training for the campus community.

APPEALS

Procedure for Appeals: Both the complainant and the respondent may appeal from the Hearing Panel's determination. The appeal should be submitted in writing to the Title IX Coordinator within 5 days of receipt of the Hearing Panel's decision. The Title IX Coordinator will forward the appeal to the Chancellor. The appeal will be decided based on the written record and without deference to the decision of the Hearing Panel.

The Chancellor will designate an Appeal Panel comprised of at least two faculty and/or staff members. One of the members of the Appeal Panel can be an outside person who is not an employee. The Chancellor shall designate one of the panelists as the Chair of the Appeal Panel. The Chair of the Appeal Panel shall make any decisions concerning appellate jurisdiction under the permissible grounds for appeal described below. The party appealing may use the Appeal Form, or the party may submit his/her own written and signed document. Acceptable means of notification include email, facsimile, hand-delivered notification, or postal delivery. The Title IX Coordinator will promptly inform the other party of the appeal.

Grounds for Appeal: The appeal from the decision of the Hearing Panel must be for one of the following reasons:

- (1) a procedural irregularity that affected the outcome of the decision;
- (2) there is new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, and that could affect the outcome of the matter;
- (3) the Panel Member(s) had a conflict of interest or bias for or against complainants or respondents in general or against an individual complainant or respondent that affected the outcome.

Responses: Within 5 days of receipt of the appeal, the other party may submit a written statement in response to the appeal, and which supports or challenges the dismissal or determination. The response should be submitted to the Title IX Coordinator, who shall provide a copy to the decision-maker and the appealing party.

Decision on Appeal:

As soon as practicable after receiving the parties' written submissions, the Appeal Panel will issue a written decision describing the result of the appeal and the rationale for the result. The decision on appeal may uphold the decision, modify it, or remand for further factual development. The decision-maker on appeal will concurrently notify the complainant and the respondent of the decision, with a written copy provided to the Title IX Coordinator.

Employees: All non-tenure track faculty and staff members of the University without term contracts are at-will employees who may be terminated at any time, with or without cause. With regard to such faculty and staff, nothing in this Policy shall create an expectation of continued employment with the University or be construed to prevent or delay the University from taking any disciplinary action deemed appropriate (including suspension and immediate termination of employment) for any violation of state law, federal law or University policy.

CERTIFICATION OF COMPLIANCE

At the conclusion of a hearing and appeal (if any), the Chancellor shall certify that the substantial rights of student complainants and respondents as established in the Arkansas Student Due Process and Protection Act, codified at Ark. Code Ann. § 6-60-1401 et seq., have been followed. The certification shall be maintained in the administrative file.

TIME PERIODS

The University will make every reasonable effort to ensure that the investigation and resolution of a complaint occurs in as timely and efficient a manner as possible.

Any party may request an extension of any deadline by providing the Title IX Coordinator or his or her respective deputies with a written request for an extension that includes reference to the duration of the proposed extension and the basis for the request.

The Title IX Deputy Coordinator may also modify timelines in cases where information is not clear, judged to be incomplete, relevant parties are not available for interview, absence of an advisor, concurrent law enforcement activity, the need for language assistance or disability accommodation and/or other circumstances that may arise.

RETALIATION PROHIBITED

No person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX, 34 C.F.R. Part 106, or this policy, or because an individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including changes against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sex discrimination or harassment, for the purpose of interfering with any right or privilege secured by Title IX, 34 C.F.R. Part 106, or this policy, constitutes retaliation. However, the exercise of rights protected under the First Amendment do not constitute retaliation.

FALSE REPORTS

Willfully making a false report of sexual harassment or submitting false information during these proceedings is a violation of University policy and is a serious offense. However, a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith. Any person who willfully makes or participates in making a false or frivolous report of discrimination, harassment, retaliation or sexual misconduct will be subject to disciplinary action. False reporting may also violate state criminal statutes and civil defamation laws.

EXTERNAL REPORTING AGENCIES

Although complainants are encouraged to resolve their grievances related to discrimination by utilizing this Complaint/Grievance Procedure, they may have the right to file a complaint directly with the following agencies. Individuals who wish to file complaints with these external agencies should make contact as soon as possible and verify any applicable time limits and deadlines.

Rights of the Parties in an Institutional Proceeding

During the course of the process described in the previous section, both the accuser and the individual accused of the offense are entitled to:

1. A prompt, fair, and impartial process from the initial investigation through the final result.
 - A prompt, fair, and impartial process is one that is:
 - Completed within reasonably prompt timeframes established by University policy. The process may permit extensions of established timeframes for good cause. When an extension or delay occurs, the University will provide written notice to the complainant and respondent explaining the delay and the reason for the delay.
 - Conducted in a manner that:
 - Is consistent with University policies and transparent to both the complainant and respondent.
 - Includes timely notice of meetings at which the complainant or respondent, or both, may be present; and
 - Provides the complainant, respondent, and appropriate University officials timely and equal access, as applicable, to information that will be used during informal and formal disciplinary meetings and hearings.
 - Conducted by officials who do not have a conflict of interest or bias for or against the complainant or respondent.
2. Proceedings conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault, and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.
3. Tonisha Davis has received training in conducting the investigation and writing this report, as required by law and regulation. The most recent training includes the following: The Neurobiology of Sexual Assault Training through Student

Conduct Institute at the State University of New York, October 2025; Building Supportive Communities: Clery Act and Title IX-Vector Solutions, June 2026 & June 2025; Duty to Prevent Violence through Vector Solutions, October 2025.

4. Monica Smith has received training in conducting the investigation and writing this report, as required by law and regulation. The most recent training includes the following: Trauma Informed Interview Training through the Student Conduct Institute at the State University of New York, October 2025, 6 credit hours; Building Supportive Communities; Clery and Title IX through Vector Solutions, January 2025; Building Supportive Communities: Clery and Title IX through Vector Solutions, January 2026.
 - Such training addresses topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest.
5. The same opportunities to have others present during any institutional disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by the advisor of their choice. The institution may not limit the choice of advisor, but may establish limits regarding the extent to which that advisor may participate in the proceeding, as long as those limits apply equally to both parties.
6. Have the outcome determined using the preponderance of the evidence standard. Simultaneous, written notification of the results of the proceeding, any procedures for either party to appeal the result, any change to the result, and when the result becomes final. For this purpose, “result” means “any initial, interim and final decision by an official or entity authorized to resolve disciplinary matters” and must include the rationale for reaching the result and any sanctions imposed.

Possible Sanctions for Faculty, Staff, and Students

Prohibited Behavior/Conduct	Range of Sanctions
Dating Violence	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Discrimination	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Domestic Violence	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Hostile Environment	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Non-Consensual Sexual Contact	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling

Non-Consensual Sexual Intercourse	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Retaliation	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Sexual Assault	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Sexual Exploitation	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling
Sexual Harassment	Dismissal/termination; Suspension with/without Pay; Written Warning; Expulsion; Suspension; Probation; Community Service; Educational Counseling

In addition, the University can make available to the victim a range of protective measures. They include: forbidding the accused from entering the victim's residence hall and from communicating with the victim, other institutional no-contact orders, security escorts, modifications to academic requirements or class schedules, changes in working situations, etc.

Publicly Available Recordkeeping

The University will complete any publicly available recordkeeping, including Clery Act reporting and disclosures, without the inclusion of personally identifiable information about victims of dating violence, domestic violence, sexual assault, and stalking who make reports of such to the University to the extent permitted by law.

Victims to Receive Written Notification of Rights

When a student or employee reports to the University that he or she has been a victim of dating violence, domestic violence, sexual assault, or stalking, whether the offense occurred on or off campus, the University will provide the student or employee a written explanation of his or her rights and options as described in the paragraphs above.

Sex Offender Registration Program

The Campus Sex Crimes Prevention Act of 2000 requires institutions of higher education to advise members of the campus community where they can obtain information provided by the state concerning registered sex offenders. It also requires sex offenders to notify the state of each institution of higher education in the state at which they are employed or enrolled or carrying on a vocation. The state is then required to notify the University of any such information it receives. Anyone interested in determining whether such persons are on this campus may do so by contacting the Major Theodore W. Haase at 870-575-7026. State registry of sex offender information may be accessed at the following link: <https://portal.arkansas.gov/service/ar-sex-offender-registry-search/>

TIMELY WARNING & EMERGENCY RESPONSE

Timely Warnings

In the event of criminal activity occurring either on campus or off campus that in the judgment of the Office of the Chancellor, his or her designee, Vice Chancellor for Student Affairs, Dean of Students and/or Chief of University Police for the UAPB campus and the DARS (NLR) site coordinator for the North Little Rock Site constitutes a serious or continuing threat to members of the campus community, a campus-wide “timely warning” will be issued. Examples of such situations may include a sexual assault or a series of motor vehicle thefts in the area that merit a warning because they present a continuing threat to the campus community. Warnings will be communicated to students and employees via one or more of the methods discussed later in this section. Updates to the warnings will be provided as appropriate.

Anyone with information warranting a timely warning should immediately report the circumstances to:

- Chief of Staff Janet Broiles at 870-575-8471
- Chief of Police Tony B, Jordan at 870-575-8102
- Major Theodore Haase at 870-575-7026
- Dean Ralph Owens at 870-575-8079
- Associate Vice Chancellor Frank Dorsey at 870-575-7065
- Dr. Leonardo Glover at 870-575-8291
- Tonisha Davis Title IX at 870-575-8205
- Monica Samauls-Smith Title IX at 870-575-8555
- Vice Chancellor Elbert Bennett at 870-575-8503

The University has communicated with local law enforcement asking them to notify the University if it receives reports or information warranting a timely warning.

Emergency Response

The University has an emergency management plan designed to ensure there is a timely and effective response in the event of a significant emergency or dangerous situation occurring on campus involving an immediate threat to the health or safety of members of the campus community. Such situations include, but are not limited to: tornadoes, bomb threats, chemical spills, disease outbreaks, fires, active shooters, etc. The University has communicated with local police requesting their cooperation in informing the University about situations reported to them that may warrant an emergency response.

Students, staff and visitors are encouraged to notify the Police Department at 870-575-8102 of any emergency or potentially dangerous situations.

The crisis management team consists of the following:

- Chancellor or designee
- Chief of Staff
- Provost and Vice Chancellor for Academic Affairs
- Vice Chancellor for Finance and Administration
- Vice Chancellor for Enrollment Management
- Vice Chancellor for Student Affairs
- Vice Chancellor for Institutional Advancement
- Director of Athletics
- Site Manager for UAPB-DARS (NLR)
- Dean of Students
- Chief of University Police
- Director Student Health Services
- Director Media Services
- Director Information Technology
- Director Facilities Management
- Director of Emergency Management

The Crisis Management Team will access available sources of information from campus administrative staff and local authorities to confirm the existence of the danger and will be responsible for initiating the institution's response and for marshaling the appropriate local emergency response authorities for assistance. Depending on the nature of the emergency, other University departments may be involved in the confirmation process.

Upon confirmation that a significant emergency or dangerous situation exists, the Chancellor or his or her designee, Vice Chancellor for Student Affairs, Dean of Students, site coordinator for UAPB-DARS (NLR), or Chief of University Police will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the AlertUAPB notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

The Chancellor or his or her designee, Vice Chancellor for Student Affairs, Dean of Students, site coordinator for UAPB-DARS (NLR), or Chief of University Police will collaborate to determine the content of the message and will use some or all of the systems described below to communicate the threat to the UAPB Community. Once the emergency is confirmed, these departments will also identify the appropriate segment of the community intended to receive the notification, if the threat is limited to a particular building or segment of the population.

Depending on the segments of the campus the notification will target, the content of the notification may differ. When appropriate, the content of the notification will be determined in consultation with local authorities. Also as appropriate, the notification will give guidance as to whether its recipients should shelter in place or evacuate their location.

The Chancellor will direct the issuance of emergency notifications, which will be accomplished using one or more of methods discussed later in this section, depending on the nature of the threat and the segment of the campus community being threatened.

If deemed necessary, the University's employees will notify local law enforcement of the emergency if they are not already aware of it and local media outlets in order that the larger community outside the campus will be aware of the emergency.

Methods for Issuing Timely Warnings and Emergency Notifications

The method(s) listed below may be utilized when the University issues a timely warning or emergency notification to the campus community.

Method	Sign Up Instructions
Alert UAPB (Rave Emergency Notification System and Procedures)	AlertUAPB uses an opt-in method of registration to provide faculty, staff, and enrolled students with voice, text, and email notifications. All students and employees must register for AlertUAPB at the time of enrollment or employment. Individuals have the opportunity to opt out of receiving text and/or voice alerts at any time. (Note: Cellular phone providers may charge a per-text message fee for the delivery of emergency notification.) The UAPB alert system is updated and purged each Fall/Spring semester by the UAPB Technical Services Department to ensure accuracy in the delivery of alerts to all currently enrolled students and employees.

Testing & Documentation

Each semester, University Police conducts an ALL USERS email test of AlertUAPB. In the fall semester, the test is announced in advance to the entire campus community and is unannounced in the spring semester. Both tests provide faculty, staff, and students an opportunity to verify enrollment for AlertUAPB by receipt of a text, email, and/or voice message and also register for AlertUAPB.

Additionally, in the event the institution should ever experience an emergency or face an imminent emergency requiring key personnel to communicate simultaneously, the UAPB alert system has the capability to broadcast group messages to first responders and the crisis management team.

Crisis Management Team

- Chancellor or designee
- Chief of Staff
- Provost and Vice Chancellor for Academic Affairs
- Vice Chancellor for Finance and Administration
- Vice Chancellor for Enrollment Management
- Vice Chancellor for Student Affairs
- Vice Chancellor for Institutional Advancement
- Director of Athletics
- Site Manager for UAPB-DARS (NLR)
- Dean of Students
- Chief of University Police
- Director Student Health Services

- Director Media Services
- Director Information Technology
- Director Facilities Management
- Director of Emergency Management

The University of Arkansas at Pine Bluff Department of Public Safety maintains a record of these tests and training exercises, including a description of them, the dates and times they were held and an indication of whether they were announced or unannounced.

In connection with at least one such test, the University will distribute to its students and employee's information to remind them of the University's emergency response and evacuation procedures.

STOP CAMPUS HAZING POLICY AND PROGRAMMING

At the University of Arkansas at Pine Bluff, all students, faculty, staff, alumni, and volunteers should understand that hazing is not only unacceptable and a violation of the University of Arkansas at Pine Bluff's rules and policies but is also against the law.

University of Arkansas at Pine Bluff's Policy Against Hazing

“Hazing” means:

- a.** A willful act on or off the property of the University by one Student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others when the conduct is directed against any other Student and done for the purpose of intimidating the Student attacked by threatening him or her with social or other ostracism or of submitting such Student to ignominy, shame, or disgrace among his or her fellow Students, and acts calculated to produce such results;
- b.** The playing of abusive or truculent tricks on or off the property of the University by one Student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others, upon another Student to frighten or scare him or her;
- c.** A willful act on or off the property of the University by one Student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others which is directed against any other Student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the Student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or

d. A willful act on or off the property of the University by one Student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any Student of any such educational institution; or any assault upon any such Student made for the purpose of committing any of the acts, or producing any of the results, to such Student as defined in this section.

e. The term “hazing”

i. Does not include customary athletic events or similar contests or competitions; and

ii. Is limited to those actions taken and situations created in connection with initiation into or affiliation with an organization, extracurricular activity, or sports program.

Reporting

Complaints or concerns of hazing should be reported to the Dean of Student Involvement and Leadership, the Dean of Student Life, or the UAPB Police Department.

The Dean of Student Involvement and Leadership/Executive Assistant to the Vice Chancellor for Student Affairs can be contacted at 870-575-8866 or email osil@uapb.edu.

The Dean of Student Life can be contacted at 870-575-8361 or email dsl@uapb.edu.

UAPB Campus Police at 870-575-8102.

Investigation Process

Complaints or concerns of hazing reported to the institution will be investigated and handled using the process identified in the Student Code of Conduct.

The Student Code of Conduct, which outlines the process, is located at https://uapb.edu/wpcontent/uploads/2024/09/TheROAR-24-25_WEB-1.pdf on page 91.

Stop Campus Hazing Act Policy

At the University of Arkansas at Pine Bluff, all students, faculty, staff, alumni, and volunteers should understand that hazing is not only unacceptable and a violation of the University of Arkansas at Pine Bluff’s rules and policies but is also against the law.

Hazing Prevention and Awareness Program

The institution provides prevention and awareness programming related to hazing through university-sponsored educational programs, nationally recognized speakers, chapter-based programming, educational videos, individual student education, and participation in national hazing prevention initiatives. The community is reminded that hazing is prohibited and

provides information regarding how to file a report, how reports of hazing are investigated, and information regarding local, state and tribal laws on hazing.

During the 2025–2026 academic year, the Office of Student Involvement & Leadership coordinated, promoted, and supported several hazing prevention education and awareness initiatives.

On August 26, 2025, the University hosted the **Meet the Greeks Anti-Hazing Seminar** featuring nationally recognized speaker Dr. Jarrod D. Benjamin from 6:00 p.m. to 8:00 p.m. in the Henderson-Young Business Building Auditorium. Dr. Benjamin is the Chief Executive Officer and Principal Strategist of the LEAD Firm, a national consulting agency specializing in leadership development, curriculum design, and student empowerment. His work has included partnerships with more than 215 colleges and universities, three NBA franchises, six national fraternal organizations, nine nationally recognized nonprofit organizations, and four Fortune 500 companies. He also serves as an adjunct professor at Florida International University, is a military veteran, and is a member of Phi Beta Sigma Fraternity, Inc. His extensive experience working with college students and fraternal organizations provided a strong foundation for the University's anti-hazing education efforts.

The University also promoted and participated in **National Hazing Prevention Week**, September 22–26, 2025. Additional chapter-based prevention efforts included an **Anti-Hazing Seminar** promoted by Zeta Phi Beta Sorority, Inc. and Phi Beta Sigma Fraternity, Inc. on September 17, 2025, as well as an anti-hazing educational video produced by Alpha Kappa Alpha Sorority, Inc.

The Beta Beta Chapter of Zeta Phi Beta Sorority, Inc. was also recognized by its International Headquarters for its participation in the “**Finer Women Don’t Haze**” competition, further demonstrating student-led engagement in hazing prevention and education.

In addition to formal programs, the Dean of Student Involvement & Leadership provided hazing prevention conversations, expectations, and educational resources directly to students seeking membership in Greek-lettered organizations on September 17, 2025; January 20, 2026; February 3, 2026; February 6, 2026; and February 26, 2026.

In addition, the institution provides research-informed programming for students and employees that covers a wide range of information designed to stop hazing before it occurs. It includes information regarding bystander intervention, such as how to take steps to watch out for those around you, as well as information regarding ethical leadership. Community members are also provided with information regarding how to strengthen group ties without engaging in hazing behavior.

Collectively, these efforts demonstrate a combination of university-sponsored education, nationally recognized expertise, chapter-led programming, individual student education, and ongoing messaging designed to reinforce the University's expectations regarding hazing prevention and responsible membership in Greek-lettered organizations.

Hazing State Laws

Summary (Code of Arkansas)
a. ... "hazing" means: 1. A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others when the conduct is directed against any other student and done for the purpose of intimidating the student attacked by threatening him or her with social or other ostracism or of submitting such student to ignominy, shame, or disgrace among his or her fellow students, and acts calculated to produce such results; 2. The playing of abusive or truculent tricks on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others, upon another student to frighten or scare him or her; 3. A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others which is directed against any other student done for the purpose of humbling the pride, stifling the ambition, or impairing the courage of the student attacked or to discourage him or her from remaining in that school, college, university, or other educational institution, or reasonably to cause him or her to leave the institution rather than submit to such acts; or 4. A willful act on or off the property of any school, college, university, or other educational institution in Arkansas by one (1) student, alumnus, or volunteer or employee of a fraternal organization if the volunteer or employee is acting on behalf of, or in the name of, the fraternal organization, acting alone, or acting with others in striking, beating, bruising, or maiming; or seriously offering, threatening, or attempting to strike, beat, bruise, or maim; or to do or seriously offer, threaten, or attempt to do physical violence to any student of any such educational institution; or any assault upon any such student made for the purpose of committing any of the acts, or producing any of the results, to such student as defined in this section. b. The term "hazing" as defined in this section: 1. Does not include customary athletic events or similar contests or competitions; and 2. Is limited to those actions taken and situations created in connection with initiation into or affiliation with an organization, extracurricular activity, or sports program. Ark. Code Ann. § 6-5-201
Arkansas statute also prohibits hazing as follows:

Summary (Code of Arkansas)	
a.	A student, alumnus, or volunteer or employee of a fraternal organization of a school, college, university, or other educational institution in Arkansas shall not knowingly engage in hazing or encourage, aid, or assist any other student, alumnus, or volunteer or employee of a fraternal organization in hazing.
b.	1. A person shall not knowingly permit, encourage, aid, or assist another person in committing the offense of hazing, or knowingly acquiesce in the commission of the offense of hazing, or fail to report promptly his or her knowledge or any reasonable information within his or her knowledge of the presence and practice of hazing in this state to an appropriate administrative official of the school, college, university, or other educational institution in Arkansas. 2. An act of omission or commission is hazing under this subsection.
c.	A violation of this section is a Class B misdemeanor.
d.	In addition to any penalty provided by this section, a student convicted of hazing shall be expelled from the school, college, university, or other educational institution that he or she is attending. Ark. Code Ann. § 6-5-202.

MISSING STUDENT POLICY

Missing Student Notification

If a member of the University community has reason to believe that a student is missing, he or she should immediately notify University Police at (870) 575-8102 and visit Missing Person to fill out the missing student report form. Any University employee receiving a missing student report should immediately notify campus security so that an investigation can be initiated.

Students residing in on-campus housing have the option to identify confidentially an individual to be contacted by the University only in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, the University will notify that individual no later than 24 hours after the student is determined to be missing. The option to identify a contact person in the event the student is determined missing is in addition to identifying a general emergency contact person, but they can be the same individual for both purposes. A student's confidential contact information will be accessible only by authorized campus officials, and it will only be disclosed to law enforcement personnel in furtherance of a missing student investigation.

A student who wishes to designate a confidential contact may do so by filling out Confidential Contact Information. This form is available at the Residential Life Office, Resident Hall Security Desk, Dorm Coordinator, or the University of Arkansas, Pine Bluff, and [Residential Life](#) website.

After investigating a missing person report, if it is determined that the student has been missing for 24 hours, the University will notify local police authorities unless it was local law enforcement that made the determination that the student is missing. If the missing student is under the age of 18 and is not emancipated, the University will also notify that student's

custodial parent or legal guardian within 24 hours of the determination that the student is missing, in addition to notifying any additional contact person designated by the student.

UNIVERSITY OF ARKANSAS AT PINE BLUFF CRIME STATISTICS

Crime Statistics

The statistical summary of crimes for this University over the past three calendar years follows:

Criminal Offenses

Criminal Offense	Year	On Campus	Residence Halls*	Non- Campus	Public Property
Murder/Non-Negligent Manslaughter	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Manslaughter by Negligence	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Fondling	2025	2	1	0	0
	2024	0	1	0	0
	2023	0	0	0	0
Incest	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Statutory Rape	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Robbery	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0
Aggravated Assault	2025	3	1	0	0
	2024	14	3	0	0
	2023	1	1	0	1
Burglary	2025	1	1	0	0
	2024	0	4	0	0
	2023	1	0	0	0
Motor Vehicle Theft	2025	0	0	0	0

Criminal Offense	Year	On Campus	Residence Halls*	Non- Campus	Public Property
Arson	2024	0	0	0	0
	2023	0	0	0	0
	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

**Residence Hall statistics are a subset of On-Campus statistics.*

VAWA Offenses

VAWA Offense	Year	On Campus	Residence Halls*	Non- Campus	Public Property
Domestic Violence	2025	2	1	0	0
	2024	5	4	0	0
	2023	0	1	0	0
Dating Violence	2025	6	2	0	0
	2024	6	5	0	0
	2023	0	0	0	0
Stalking	2025	1	0	0	0
	2024	1	0	0	0
	2023	0	0	0	0

**Residence Hall statistics are a subset of On-Campus statistics.*

Arrests

Arrest Category	Year	On Campus	Residence Halls*	Non- Campus	Public Property
Weapons Law Violations	2025	1	0	0	0
	2024	5	3	0	0
	2023	0	0	0	0
Drug Law Violations	2025	0	0	0	0
	2024	1	1	0	0
	2023	0	0	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	0	0	0	0
	2023	0	0	0	0

**Residence Hall statistics are a subset of On-Campus statistics.*

Referral Category	Year	On Campus	Residence Halls*	Non-Campus	Public Property
Weapons Law Violations	2025	1	1	0	0
	2024	5	3	0	0
	2023	0	0	0	0
Drug Law Violations	2025	4	4	0	2
	2024	9	9	0	0
	2023	0	3	0	0
Liquor Law Violations	2025	0	0	0	0
	2024	1	1	0	0
	2023	0	2	0	0

**Residence Hall statistics are a subset of On-Campus statistics.*

Hazing

Category	2023	2024	2025
Hazing Offenses Reported	N/A	N/A	0
Unfounded Hazing Reports	0	0	1

Hate crimes:

2025: No hate crimes reported.

2024: 1 Racially Motivated bomb threat.

2023: No hate crimes reported.

Crimes unfounded by the University:

2025: 1 unfounded crime.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the University's Clery Geography.

- The University was provided with some crime data from law enforcement agencies for which it cannot be determined whether any of the statistics apply to or include the University's Clery Geography.
- Certain law enforcement agencies did not comply with the University's request for crime statistics.

UNIVERSITY OF ARKANSAS PINE BLUFF – NORTH LITTLE ROCK CAMPUS

Crime Statistics

The statistical summary of crimes for this University over the past three calendar years follows:

Crime	On Campus			Non Campus			Public Property		
	2025	2024	2023	2025	2024	2023	2025	2024	2023
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hazing	0	0	0	0	0	0	0	0	0
Arrest - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Arrest - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Arrest - Weapon Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Liquor Law Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Drug Abuse Violation	0	0	0	0	0	0	0	0	0
Disciplinary Referral - Weapon Violation	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0

* This campus does not have on-campus student housing facilities.

Hate crimes:

2025: No hate crimes reported.

2024: No hate crimes reported.

2023: No hate crimes reported.

Crimes unfounded by the University:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Statistics for unfounded crimes provided by law enforcement agencies:

2025: 0 unfounded crimes.

2024: 0 unfounded crimes.

2023: 0 unfounded crimes.

Data from law enforcement agencies:

- The data above reflects statistics provided from law enforcement agencies related to crimes that occurred on the University's Clery Geography.
- The University was provided with some crime data from law enforcement agencies for which it cannot be determined whether any of the statistics apply to or include the University's Clery Geography.
- Certain law enforcement agencies did not comply with the University's request for crime statistics.

Student and Faculty Engagement and Training**Mental Health, Wellness, and Healthy Relationships**

Program / Training	Date	Location	Audience
Mental Health and Wellness	January 27, 2025	Kountz-Kyle 149	Biology Students
Mental Health and Wellness	January 27, 2025	Kountz-Kyle 235	Biology Students
Mental Health and Wellness	February 13, 2025	Henderson-Young Auditorium	Personal and Social Development Lab
Meditation and Mindfulness	March 10-14, 2025	HPER Dance Room	UAPB Community
Art Therapy Workshop Series	April 7-11, 2025	Fine Arts 202A	UAPB Community
Toxic Relationships	April 16, 2025	Harrold Complex	Freshman Women
Mental Health and Wellness	April 30, 2025	1890 Auditorium	Animal Science

Program / Training	Date	Location	Audience
Mental Health and Wellness	May 5, 2025	Downtown Incubator	Education Students
Mental Health and Wellness	July 30, 2025	Caldwell Hall Auditorium	Band Students
Mental Health / AED / Narcan	August 12, 2025	Rust Tech Auditorium	Dorm Coordinators
Mental Health / AED / Narcan	August 12, 2025	Rust Tech Auditorium	Resident Assistants
Mental Health and Wellness	August 25, 2025	HPER	Student Athletes
Mental Health and Wellness	August 27, 2025	Kountz-Kyle 149	Biology Students
Yoga on the Yard	September 11, 2025	Bell Tower Lawn	UAPB Community
Mental Health / AED / Narcan	September 24, 2025	Delta II	Dorm Residents
Mental Health / AED / Narcan	September 25, 2025	Hunt Hall	Dorm Residents
Mental Health / AED / Narcan	September 25, 2025	JBJ	Dorm Residents
Mental Health and Wellness	October 6, 2025	STEM Conference	International Students
Mental Health and Wellness	October 14, 2025	Henderson-Young Auditorium	Personal and Social Development Lab
Mental Health and Wellness	October 16, 2025	Henderson-Young Auditorium	Personal and Social Development Lab
Mental Health and Wellness	October 28, 2025	Library Auditorium	The Outlet RSO

Substance Abuse Prevention and Education

Program / Training	Date	Location	Audience
ACN Workshop	April 23, 2025*	Henderson-Young Auditorium	UAPB Community
One Pill Can Kill Initiative	September 23, 2025	STEM Conference	UAPB Community
ACN Workshop	September 29, 2025	Henderson-Young Auditorium	UAPB Community
Cultural Conversation About Marijuana	October 16, 2025	STEM Conference Room	UAPB Community

**Source lists the date as “04/23” without a year. Placement in the 2025 report suggests 2025, but the year should be confirmed before publication.*

Suicide Prevention and Awareness

Program / Training	Date	Location / Delivery	Audience
Suicide Prevention	January 29, 2025	Zoom Training	UAPB Staff
Suicide Prevention	February 7, 2025	Web-Based Training	UAPB Community
Suicide Prevention	August 7, 2025	Web Training Seminar	Dorm Coordinators
Suicide Walk	August 8, 2025	Bell Tower	UAPB Community

Faculty and Staff Training

Rather than pretending the source gives us a complete standalone faculty/staff curriculum, I would pull out the programs **specifically identified as staff or residential-life personnel training**:

Program / Training	Date	Location / Delivery	Audience
Suicide Prevention	January 29, 2025	Zoom Training	UAPB Staff
Suicide Prevention	August 7, 2025	Web Training Seminar	Dorm Coordinators
Mental Health / AED / Narcan	August 12, 2025	Rust Tech Auditorium	Dorm Coordinators
Mental Health / AED / Narcan	August 12, 2025	Rust Tech Auditorium	Resident Assistants

ANNUAL FIRE SAFETY REPORT

Housing Facilities and Fire Safety Systems

The University maintains on-campus housing for its students. Below are a description of fire safety systems and the number of fire drills conducted during the previous calendar year.

Campus: University of Arkansas at Pine Bluff, 1200 University Drive, Pine Bluff, AR 71601

Residential Life Training and Engagement

During 2025, the Office of the Dean of Student Life and Department of Residential Life provided training and educational programming designed to prepare Resident Assistants, residential staff, and students to support student safety, wellness, engagement, and emergency preparedness. Resident Assistant training prepared 30 student leaders to effectively serve residents and support the residential community. Training topics included conflict resolution and mediation, decision-making, Resident Assistant responsibilities, student engagement and programming, incident reporting procedures, Residential Life rules and regulations, mental health awareness, substance abuse prevention, professional development, fire and tornado safety, and active shooter preparedness.

Program / Training	Date	Audience / Purpose
Mental Health / AED / Narcan	August 12, 2025	Resident Assistants and Dorm Coordinators
Social Media Awareness and Responsibility Workshop	September 9 & 12, 2025	Student Education and Awareness
Fire and Tornado Drill Workshop	September 10, 2025	Resident Assistants
Fire and Tornado Drill Workshop	September 16, 2025	Resident Assistants
Active Shooter Preparedness Workshop	November 11, 2025	Students and Staff
Active Shooter Preparedness Workshop	November 13, 2025	Students and Staff

Fire and tornado workshops provided Resident Assistants with training on emergency procedures, evacuation protocols, and resident accountability during emergencies. Active shooter preparedness workshops provided students and staff with education regarding emergency response strategies and active threat preparedness.

Fire Safety Systems in UAPB Residential Facilities

All UAPB residential facilities listed below are equipped with **alarm monitoring, partial and full sprinkler systems, smoke detection, fire extinguishers, and evacuation plans and placards.**

Residential Facility	Address
Delta Housing Complex	1701 L.A. Prexy Davis Drive, Pine Bluff, AR 71601
Douglas Hall	2104 Kennedy Drive, Pine Bluff, AR 71601
Harrold Complex	1204 L.A. Prexy Davis Drive, Pine Bluff, AR 71601
Hunt Hall	1201 L.A. Prexy Davis Drive, Pine Bluff, AR 71601
Johnny B. Johnson	2000 L.A. Prexy Davis Drive, Pine Bluff, AR 71601
Lewis Hall	2101 Kennedy Drive, Pine Bluff, AR 71601

Emergency Preparedness and Safety Drills

During 2025, UAPB conducted emergency preparedness and safety drills within the residential community. These activities were designed to evaluate evacuation and emergency response procedures, reinforce fire safety awareness, and prepare residents and staff to respond appropriately to emergency situations.

2025 Residential Safety Drills

Safety Drill	Date	Number Conducted
Residence Hall Fire Drill	September 18, 2025	1
Residence Hall Fire Drill	November 6, 2025	1
Residence Hall Tornado Drill	November 13, 2025	1
Total Residence Hall Fire Drills	2025	2
Total Residence Hall Tornado Drills	2025	1

The two residence hall fire drills evaluated evacuation procedures and reinforced fire safety awareness among residential students and staff. The residence hall tornado drill prepared residents for severe weather emergencies and reinforced shelter-in-place procedures.

Policies on Portable Appliances, Smoking and Open Flames

Fire Prevention

The following items are prohibited in Residence Halls:

- Open flames
- Candles and incense
- Space heaters
- Hot plates
- Toasters/toaster ovens
- George Foreman or similar style electric grills
- Smoking

Fire Evacuation Procedures

FIRE EVACUATION PROCEDURES FOR STUDENT HOUSING

Know the location of the fire extinguishers, exits, and pull stations in your area and know how to use them. Training and information are available from University Police.

- Safeguard life.
- Confine the fire by closing all doors as you leave. DO NOT lock the doors.
- Report fire and/or smoke by activating the nearest fire alarm.
- Call University Police at (870) 575-8102.
- Do not attempt to fight the fire alone.
- Evacuate the building immediately when the building fire alarm sounds or when asked to do so by University Police or Residential Life personnel.
- Evacuation maps are located in each building on each floor. Familiarize yourself with the evacuation plan.
- When you evacuate, do not stop for personal belongings.
- Leave immediately using the stairs. Do not use the elevator.

Assist any individual who is disabled.

- Evacuate at least 500 feet from the building. Do not return to the building until instructed to do so by authorized personnel.

- To move through a smoke-clouded area, drop to your knees and crawl to the nearest evacuation exit.
- Notify both University Police and any authorized fire personnel if you suspect someone may be trapped inside the building.
- If you become trapped in a building during a fire and a window is available, place an article of clothing outside the window as a marker for emergency personnel. If no window is available, stay near the floor where the air will be less smoky. Shout at regular intervals to alert emergency personnel of your location.

Fire Drills and Evacuations:

Each residence hall will conduct at least 1 fire drill per semester to educate and prepare residents for evacuation procedures in case of fire. All residents must evacuate the residence hall when the fire alarm sounds. Failure to exit the building during a fire drill could result in disciplinary action. Ten residential fire drills were completed this year.

Fire Education and Training Programs

The UAPB maintains a system of building coordinators who monitor facility use and conditions. Certain unit/office heads in the respective buildings are charged with monitoring and enforcing policies that ensure efficient energy use, safety and security measures, and initiating reports and work orders regarding cleanliness and needed repairs.

Building coordinators work with the Director of Facilities Management to comply with quality standards of maintenance, safety, and energy usage. Employees who observe conditions needing attention should notify the secretary of the building coordinator. A complete list of building coordinators is maintained in the Director of Facilities Management's office. Assignment of personnel as building coordinators is a decision of the Executive Council.

United Fire Suppression, a third-party vendor, conducts semiannual inspections of all facilities on campus that have fire alarm systems. Another third-party vendor, A&A Fire and Safety Company, LLC., conducts annual inspections of all fire extinguishers on campus and makes any necessary repairs and upgrades.

All faculty, staff, and students are expected to familiarize themselves with the evacuation plan for the buildings in which they occupy, including the identified immediate evacuation area. In the residence halls, evacuation routes are posted in the hallways on every floor and students are instructed at the opening meeting and other floor meetings on evacuation procedures.

Programs are also presented in residence halls on various safety issues including fire safety. Students are reminded about fire evacuation procedures during all hall meetings, floor meetings, or after problems occur during fire drills and accidental activations of the alarm. The resident assistant (RA) on duty completes rounds that include checking fire extinguishers (gauges, missing tags), and complete Work Order Requests for any issues. In addition, cleaning staff also check and submit Work Order Requests for extinguishers that need replacement.

The Residential Fire Marshall conducts periodic inspections of exit signs, detectors, doors, and pull stations within the residence halls. Work Requests are subsequently submitted to address items that require corrective action. Additionally, student rooms are thoroughly inspected during Thanksgiving, winter, spring breaks, and during the annual state fire inspection conducted by the Pine Bluff Fire Department.

Director of Residential Life, Residential Assistants and Residential Specialists receive fire safety/emergency training annually. Employees will also receive training when policy or procedures relating to fire safety change. This training will include:

- Protocol for reporting fires
- Procedures for evacuating a building
- How to respond to other emergencies

Students will receive this training during the beginning of the fall semester or orientation sessions.

Reporting Fires

The University is required to disclose statistical data each year on all fires that occurred in on-campus student housing. When a fire alarm is pulled and/or the fire department responds to a fire, these incidents are captured. If you encounter a fire that presents an emergency situation, ensure your own safety and then please call 911.

There may also be instances when a fire is extinguished quickly, and an alarm is not pulled or a response by the fire department was not necessary. It is important that these incidents be recorded as well. Therefore, if you are aware of such a fire, see evidence of one or hear about one, you should contact the Dean Ralph Owens at (870) 575-7256. When providing notification of a fire, give as much information as possible about the location, date, time and cause of the fire.

Plans for Future Improvements

In an effort to promote future fire safety awareness, we will review specific locations on the campus and identify opportunities for improving the safety and security. We have plans to secure a new camera and a surveillance monitoring system, and ensure adequate parking is available.

FIRE STATISTICS

University of Arkansas at Pine Bluff

2025

Reported Fires

Residential Facility	Total Number Fires
Delta Housing Complex	1
Harrold Complex	1

Additional Information about Reported Fires

Residential Facility	Cause of Fire(s)	Number of Injuries that Required Treatment at a Medical Facility	Number of Deaths Related to a Fire	Value of Property Damage Caused by Fire
Delta Housing Complex	Unintentional Fire/Washing Machine Caught on fire	0	0	\$0-99
Harrold Complex	Unintentional Fire/Microwave Malfunction	0	0	\$0-99

2024

6 fires were reported in 2024.

2023

1 fire was reported in 2023.

University of Arkansas at Pine Bluff - North Little Rock Campus (CLOSED)

2025

No fires were reported in 2025.

2024

No fires were reported in 2024.

2023

No fires were reported in 2023.