



2021 Annual Security Report

(Released March 11, 2022)

1. THREE-YEAR CRIME STATISTICS

Offenses	2021			2020			2019		
	On-Campus	Public Property	Non-Campus Properties	On-Campus	Public Property	Non-Campus Properties	On-Campus	Public Property	Non-Campus Properties
Criminal Offenses	0	0	0	0	0	0	0	0	0
Hate Crimes	0	0	0	0	0	0	0	0	0
Arrests	0	0	0	0	0	0	0	0	0
Disciplinary Actions	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Unfounded Crimes*	0	0	0	0	0	0	0	0	0

*If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is "unfounded." Only sworn or commissioned law enforcement personnel may unfound a crime.

For purposes of this report, *On campus* includes all property owned or controlled by Maryland University of Integrative Health (MUIH) and used by students or that supports the purposes of the University. *Public property*, includes thoroughfares, streets, sidewalks, and parking facilities that are within the campus, or immediately adjacent to and accessible from the campus. *Non-campus property*, includes any building or property owned or controlled by the University that is used in direct support of, or in relation to, the University's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the University (such as Community Partnership sites, retreat sites used on a recurring basis, and other off-campus sites used on a recurring basis).

Detailed statistics for MUIH for each category of offenses in the last three years, as well as for other academic institutions, are available from the US Department of Education Office of Postsecondary Education Campus Security Statistics website:

<http://ope.ed.gov/security/GetOneInstitutionData.aspx>

2. REPORTING CRIMES AND OTHER EMERGENCIES

Procedures to Report Criminal Actions or Other Emergencies on Campus

Criminal actions or other emergencies for which victims need immediate assistance, including police or medical attention, occurring on campus should be promptly and accurately reported to the front desk Security staff (first floor reception Ambassador) on duty who will then call for assistance for the victim. Security staff (first floor reception Ambassadors) will promptly notify the Director of Business Services of all incidents. There is a daily security log maintained by security staff of any incident(s), including crimes, reported to security staff that occurred on campus, at an off-campus location or university-sponsored event. Victims of sexual assault, sexual exploitation, dating violence, domestic violence, and stalking should also promptly report these incidents to Melissa Cahill, Title IX Coordinator by phone at 443-906-5762 or via email at titleix@muih.edu. See [Policy 5015, Campus Security](#).

Emergency Response and Evacuation Procedures

The Director of Business Services, and any other requested staff, upon a report of an emergency will confirm that there is a significant emergency or other dangerous situation. If an emergency is confirmed, the Director of Business Services, without delay and taking into account the safety of the community, will determine the appropriate segment(s) of the campus community to notify, and will determine the content of the notification. The Director of Business Services will use their professional judgment of whether or not an alert may compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. If determined to not compromise safety, the Director of Business Services will initiate notification to these communities using all appropriate channels, including but not limited to, PA system, telephones, text, email, or in-person alerts.

Depending on the emergency, the University will determine the appropriate channels to disseminate information to the public following an event, with the understanding that local authorities would determine the best course of action for notifying the community surrounding the campus in the event of an emergency that may affect them directly.

Emergency evacuation procedures, including on-campus and off-site gathering locations following an evacuation, are detailed in the [Emergency Management Plan](#). The University regularly tests the emergency response and evacuation procedures detailed in the Emergency Management Plan. Tests may be announced or unannounced. Following each test, the Director of Business Services is responsible for preparing a summary report, detailing the test, a description of the exercise, the date, time, and whether the test was announced or not announced. Key points from the report are sent via email to all students and employees, along with important safety reminders and a link to the Emergency Management Plan and/or Emergency Evacuation Procedures.

3. SECURITY OF AND ACCESS TO CAMPUS FACILITIES

The campus building is typically open for business Monday through Saturday, 7:00am – 10:00pm, and Sunday, 8:00am – 7:00pm. Entry to the building by unauthorized persons outside of normal hours will cause an alarm to sound, automatically summoning the police.

Security staff, located at the first floor reception desk, are on site during regular business hours

to maintain the security of the campus facilities and all occupants. Security staff and the Director of Business Services monitor the campus' security cameras during normal business hours, and the Director of Business Services has access to archival footage outside of normal business hours. Visitors to the building during these times are scrutinized by security staff, who may question persons about their business or request to see identification.

Only upper management and select staff members have access to the campus building outside of normal business hours. Maintenance and janitorial contractors are normally permitted in the building only during regular business hours, unless accompanied by Facilities Department personnel. See [Policy 5015, Campus Security](#).

4. Policies Concerning Campus Law Enforcement

An incident that threatens the security of the facility or its occupants will be assessed by Security staff. If there is a violation of law or University policy, Security staff will request the parties to cease and desist. Crimes will be promptly reported to the Howard County Police by the Vice President, Finance and Administration, or the Vice President for Academic and Student Affairs/Provost.

The Director of Business Services will be responsible for maintaining positive and productive relations with the Howard County Police. There will be at least annual communication with police to obtain crime statistics required for annual security reporting, and if applicable, to review how incidents were handled over the past year and how such handling might be improved. See [Policy 5015, Campus Security](#).

5. Programs about Campus Security Procedures and Crime Prevention

The Director of Business Services will inform the campus community of issues related to campus security. The Director of Business Services will assure there is timely warning to the campus community of any and all crimes, whether reported to campus security personnel or local police authorities, that are considered to represent a threat to students and employees or that will aid in the prevention of similar crimes. The Annual Security Report will be prepared and sent by email to the MUIH community, including the link to the report. An update on safety and security procedures and practices, including responsibility for one's own security and the security of others, and crime prevention, will be held twice a year for staff during regular staff meetings. Students will receive an email twice a year, including the annual report email, regarding safety updates. Campus security procedures, including the title of persons to which students and employees should report criminal offenses, will be published in the student, faculty, and staff handbooks, and posted on appropriate public bulletin boards at the University. See [Policy 5015, Campus Security](#).

6. Policy Regarding the Possession, Use, and Sale of Alcoholic Beverages and Illegal Drugs

Pursuant to maintaining a drug-free workplace, the University prohibits the possession, use, consumption, sale, purchase or distribution, dispensation, or manufacture of alcohol, illegal drugs, or any illegally-used legal drugs by students, faculty, and staff on University premises

or within its facilities, in the conduct of University-related activities off campus, or at any time during the course of the work or class day.

Acceptance as a student coming into applicable programs and/or employment at MUIH is conditional upon compliance with the above rules. Any student or employee who is or has been convicted of any infraction of a drug or alcohol statute must contact the appropriate person as follows: Students must contact the Vice President for Academic and Student Affairs/Provost; Faculty and Staff must contact the Director of Human Enrichment.

Failure to comply with these rules will result in disciplinary action (consistent with local, State, and Federal law), up to and including termination of employment or expulsion and referral for prosecution. Disciplinary actions are in the sole judgment of MUIH and may include referral for treatment, with any continued participation at MUIH contingent on successful completion of treatment See [Policy 1030, Drug and Alcohol Policy](#).

The Human Enrichment Office shall implement a Drug and Alcohol Abuse Prevention Program to prevent the use of illicit drugs and the abuse of alcohol by students and employees. This program, at a minimum, will include the following components:

- a. Prior to October 1 of each year, the Director of Human Enrichment shall document that each student and employee of MUIH has received a copy of the Drug Free Workplace Standards and Practices.
- b. Prior to October 1 of each year, the Director of Human Enrichment shall document that each student and employee of MUIH has received educational material that includes at least the following:
 - A description of the applicable legal sanctions under local, State, or Federal law for the unlawful possession or distribution of illicit drugs and alcohol.
 - A description of the health-risks associated with the use of illicit drugs and the abuse of alcohol.
 - A description of any drug or alcohol counseling, treatment, or rehabilitation available to employees or students.

7. Sexual Assault, Domestic Violence, Dating Violence and Stalking Policy and Procedures

Below are sections of [Policy 1020, Title IX Sexual Harassment, Sexual Misconduct, Sexual Assault, and Retaliation Policy](#).

Policy Statement

Maryland University of Integrative Health ("MUIH") is committed to maintaining a positive learning and working environment free from acts of sexual misconduct, domestic and/or dating violence, and stalking. The University operates within the expectation that all persons are entitled to respect and that each person has a responsibility to act in a way that is respectful of others. This policy:

1. provides a general overview of conduct that may constitute discrimination, harassment, sexual misconduct, sexual assault, or retaliation;

2. Explicitly prohibits discrimination, harassment, sexual misconduct, sexual assault, and retaliation; and,
3. Establishes procedures to follow when a member of the University community believes they have been subject to discrimination, harassment, sexual misconduct, sexual assault, and/or retaliation.

This policy applies to all complaints of sexual misconduct in the University's employment, education programs and activities. MUIH also prohibits sexual misconduct by all third parties at MUIH. The University will follow distinct guidelines as related to Title IX and the University for Sexual Misconduct.

Title IX Sexual Harassment

The Title IX Sexual Harassment policy is based on definitions set forth in regulations from the U.S. Department of Education under Title IX of the Education Amendments Act of 1972. Prohibited conduct under Title IX Sexual Harassment must meet all of the following requirements: occurs within the United States; and occurs within the University's education program or activity. At the time of filing the formal complaint, a complainant is participating in or attempting to participate in the education program or activity at the University.

Prohibited behaviors under Title IX Sexual Harassment are:

Quid Pro Quo Sexual Harassment
Title IX Sexual Harassment
Sexual Assault
Domestic Violence
Dating Violence
Stalking

For the purposes of this policy, the University considers consent as a voluntary, informed, un-coerced agreement through words or actions freely given, which would be reasonably interpreted as a willingness to participate in mutually agreed-upon sexual acts.

Allegations of sexual misconduct that do not fall under this policy because they do not constitute prohibited conduct as defined in this section may constitute violations of section 2.2 University Sexual Misconduct.

Faculty and staff who violate this policy will be subject to disciplinary action, up to and including termination of employment. Students who violate this policy will be subject to disciplinary action, up to and including expulsion.

University Sexual Misconduct

The University does not tolerate any acts of discrimination in accordance with Policy 1015 Non Discrimination Policy. This policy specifically addresses discrimination based upon sex (including pregnancy, childbirth, breastfeeding or related medical conditions), gender (including gender identity and gender expression), marital status, registered domestic partner status, sexual orientation, and any other basis protected by federal, state, or local law, ordinance, or regulation as they may pertain to these characteristics.

Additionally, the University does not tolerate acts of harassment, sexual misconduct, sexual assault, or retaliation against or by any member of the University community. Each member of the University community shares in a common responsibility to maintain an environment free from discrimination, harassment, sexual misconduct, sexual misconduct, and retaliation.

Faculty and staff members who violate this policy will be subject to disciplinary action, up to and including termination of employment. Students who violate this policy will be subject to disciplinary action, up to and including expulsion.

Robust discussion and debate are fundamental to life at the University. Consequently, this policy shall be interpreted in a manner that is consistent with academic freedom. Free speech rights apply in the classroom and in all other educational programs and activities of institutions. Care will be taken not to inhibit open discussion, academic debate, and expression of personal opinion, particularly in the classroom. Nonetheless, speech or conduct of a sexual or hostile nature which occurs in the context of educational instruction may exceed the protections of academic freedom and constitute prohibited discrimination, harassment, or sexual misconduct if it meets the definition of those terms as noted through this policy and: 1. is reasonably regarded as non-professorial speech (i.e., advances a personal interest of the faculty member as opposed to furthering the learning process or legitimate objectives of the course); or 2. lacks accepted pedagogical purpose or is not germane to the academic subject matter.

Retaliation

The University encourages students, faculty, and other employees to express freely, responsibly, and in an orderly way, facts, opinions, feelings, or complaint of discrimination, harassment, sexual misconduct, and/or sexual assault. Retaliation against persons who report or provide information about discrimination, harassment, sexual misconduct, and/or sexual assault or behavior that might constitute these actions is strictly prohibited. Any act of reprisal for reporting a violation of this policy in good faith or cooperating with an investigation, including internal interference, coercion, and restraint, by a member of the University community or by one acting on behalf of the University, is a violation of this policy and will result in appropriate disciplinary action.

Reporting Procedures

Any member of the University community, including faculty, staff, and students who wish to report an incident of discrimination, harassment, Title IX harassment, sexual misconduct, sexual assault, or retaliation should contact:

Melissa Cahill, Title IX Coordinator
7750 Montpelier Road, Laurel, MD 20723 (second floor)
Phone number: 443.906.5762
Email: titleix@muih.edu

Individuals who have suffered a sexual assault on an MUIH campus or attending a University-sponsored activity should immediately contact the local police department by calling 911 and the Title IX Coordinator. Other resources are available at <https://www.muih.edu/campus-community/aboutcampus/title-ix>.

Crisis Hotline

Hopeworks of Howard County – 24-hour Sexual, Dating and Domestic Violence Helpline-410-997-2272, 800-752-0191, <http://www.wearehopeworks.org/>The persons charged with handling and investigating discrimination, harassment, Title IX sexual harassment, sexual misconduct, sexual assault, and/or retaliation complaints are trained

and will maintain confidentiality and sensitivity to the situation. They may consult with legal counsel at any point during the process.

We understand that some may not wish to come forward or pursue a complaint. The University will do all it can to respect the victim's wishes, but may proceed to address allegations of discrimination, harassment, Title IX harassment, sexual misconduct, sexual assault, and/or retaliation if and when the University becomes aware of such allegations, especially where the circumstances present a threat of harm or injury to the victim or other members of the community.

Prompt reporting of a complaint of discrimination, harassment, sexual misconduct, sexual assault, and/or retaliation is strongly encouraged. However, the University will investigate and take appropriate action in response to any report regardless of when the alleged conduct occurred. If a staff member, faculty member, or student leaves the University with a pending complaint against them, they will not be permitted to return to the University until the case is resolved.

Procedures for Notification, Disciplinary Action, and Rights

All procedures for notification requirements, disciplinary actions, formal and informal complaints, hearing processes and rights are discussed in detail in [Policy 1020, Title IX Sexual Harassment, Sexual Misconduct, Sexual Assault, and Retaliation](#).

8. Sex Offender Registration

As required by the federal Campus Sex Crimes Prevention Act, institutions of higher education must issue a statement advising Institution community members where information concerning registered sex offenders may be obtained. Persons convicted of certain sex offenses are required by law to register with the State. Information on registered sex offenders in Maryland is available at: <http://www.dpscs.state.md.us/sorSearch/search.do>. The Department of Justice National Sex Offender Public Website is also a source for sex offender information. For information on registered sex offenders attending or employed at MUIH, contact the local police department or the Title IX Coordinator.

Respectfully submitted,
Marc Levin
President & CEO