



SNOW COLLEGE

Snow College Campus Safety Plan

2019-2020

Office of Public Safety

150 College Avenue

Ephraim, UT 84627

435-283-7170



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Table of Contents

A Message from Chief of Public Safety	Page 1
Safety Plan	Page 2
Safety Plan Availability	Page 2
Institutional Policies and Publications	Page 3
Snow College and Community Resources	Page 3
Rights of Victims of Sexual Misconduct	Page 4
Communicating Threats to the College Community	Page 4-5
Security Assistance and Reporting	Page 5-7
Inter-Department Coordination	Page 7
Law Enforcement Coordination	Page 7-8
Campus Improvement and Safety Measures	Page 8-9



SNOW COLLEGE

A Message from Chief Derek Walk

On behalf of Snow College and in an effort to continue making our campuses a safe place for students, staff, faculty and the college community, presented is the Campus Safety Plan. This plan will outline Campus Safety and Security initiatives for those that engage with Snow College that promote a culture of respect and safety.

The document contains information and resources if an individual is confronted with violence, harassment, or discrimination. The plan also includes safety goals, accomplishments and future planning efforts. It is published in accord with state and federal law including the Board of Regents' Policy R262 and Utah Code 53B-28-301 as enacted by Senate Bill 134 (2019). As an on-going effort to address safety, Snow College will annually review and update the plan, as needed.

We hope this information helps you as we are excited to offer this information to make Snow College and the Campus Community a safer place.

Chief Derek Walk

Snow College Public Safety



SNOW COLLEGE

Safety Plan

The Snow College Safety Plan is a reflection of the developed and implemented Safety Procedures that have been set in place. The plan will provide an overview of the resources, timelines, and programming initiatives that support the safety and security of the college and its community.

Safety Plan Availability

The Snow College Safety plan has been made available on the Public Safety [website](#) and a hard copy of the plan may be printed directly from the website or requested by visiting the following locations:

Ephraim Campus

Public Safety Office
Ephraim Campus
Business Building
Room 154
(435) 283-7170

Title IX Office
Ephraim Campus
Noyes Building
Room 233
(435) 283-7257

Dean of Students Office
Ephraim Campus
Greenwood Student Center
Room 140
(435) 283-7169

Student Life Office
Ephraim Campus
Greenwood Student Center
Room 240
(435) 283-7121

Athletics Office
Ephraim Campus
Horne Activity Center
Room 102
(435) 283-7020

Richfield Campus

Administration Office
Richfield Campus
Washburn Building
Room 103a
(435) 893-2246

Student Life Office
Richfield Campus
Washburn Building
Room 150
(435) 893-2259



SNOW COLLEGE

Institutional Policies and Publications

Additionally, this document will be available within the [Annual Campus Security Report](#) prepared by the Snow College Department of Public Safety. The Annual Campus Security Report documents the claims of sexual misconduct, which includes sexual assault, domestic and dating violence, sexual harassment, and stalking, along with criminal and fire statistics. This report is in compliance with the Jeanne Clery Disclosure of Campus Security and Police and Campus Crime Statistics Act (commonly known as the Clery Act, formerly the Campus Security Act).

Further publications and information on sexual misconduct and how to file a claim can be found on the college's Title IX website and at the Title IX office and/or the Public Safety office located on the Ephraim campus.

Snow College and Community Resources

Snow College works collectively with several departments and community partners to provide resources that those impacted by sexual misconduct can utilize. Provided are the contact numbers for these partners:

Snow College Public Safety
24-Hour Dispatch
(435) 835-2345
Business Building
Room 154
151 S Main Street
Ephraim, UT 84627

Title IX Office
(435) 283-7120
Noyes Building
Room 233
150 College Avenue
Ephraim, UT 84627

Counseling and Wellness Center
(435) 283-7136
Business Building
Portable 2
151 S Main Street
Ephraim, UT 84627
[Website](#)

New Horizons Crisis Center
(435) 896-9294
145 East 100 North
Richfield, UT 84701

Rape/Sexual Assault Hotline
(888) 421-1100

Domestic Violence Hotline
(800) 897-5465

Planned Parenthood
(801) 226-5246

The Center for Women and Children in
Crisis, Inc.
(801) 377-5500



SNOW COLLEGE

Rights of Victims of Sexual Misconduct

All Snow College students, faculty, staff, and visitors who are subject to sexual misconduct have these rights:

- The right to be treated with respect by Snow College officials.
- The right to interim measures, including being separated from the alleged perpetrator while the matter is investigated, changes in housing assignments or class or on-campus work schedules, as well as accommodations with regard to your school work such as extended deadlines.
- If desired, to bring a support person/advisor to accompany you during Police interviews or Title IX proceedings or any investigation interviews or hearings.
- Access to campus support resources such as counseling and public safety security escorts.
- The right to choose to press criminal charges, if desired.
- The right to confidentiality. Snow College honors requests for confidentiality except in certain limited circumstances. Snow College trains staff to keep reports of sexual misconduct confidential, and utilizes checklists to ascertain whether a victim authorizes disclosure.

Communicating Threats to the College Community

Emergency Alert

In order to receive emergency information, students must have current phone numbers on file with the college. Students may sign up for emergency information alerts through their BadgerWeb account by following the below instructions:

1. Go to badgerweb.snow.edu, click 'LOGIN' and login.
2. Choose 'Personal Information,' select 'College Emergency Alert Notification'.
3. Complete the Area Code and Phone Number with your personal cellphone number and click 'Accept'

Generally, within 24-hours a student will receive a Text Message information that they have signed up for the alert system. The College will send out a 'Test' alert bi-annually, to let them know that they are still on the alert notification system. When they transfer or graduate from Snow College, their number will be deleted from the system automatically.

Timely Warnings

Snow College issues timely warning notices with information about certain crimes in or around our community considered by Public Safety to pose a serious or continuing threat to our college community. Timely warnings are normally based on active or on-going criminal behavior which has already placed some member of our college community in jeopardy. Information for these warnings is gathered from the local and campus police, Health Department, College administration, etc. These warnings will enable our college community members to take steps to protect themselves and/or their property. These warnings are



SNOW COLLEGE

disseminated through the Snow College Department of Public Safety when appropriate. Timely Warnings generally withhold victims' names and specific addresses to protect the victims. Timely Warnings do not generally contain confidential information. Timely Warnings can be issued for both Clery reportable crimes and non- Clery reportable crimes.

Dissemination options vary and include but are not limited to the campus announcement broadcasting system, the Snowdrift (student newspaper), campus wide e-mail, campus radio and television station, Snow College Public Safety web page, Snow College Public Safety Facebook page and campus posters. Anyone with information that might warrant a timely warning to be sent out to our college community should report the circumstances to the Department of Public Safety by calling 435-283-7170, 435-283-7172 or 435-283-7173.

Security Assistance and Reporting

To request assistance or report a crime on or near a campus, Snow College Public Safety officers may be reached 24-hours a day by one of the following methods:

Emergency Dispatch
Call 9-1-1

Snow College Public Safety
24-Hour Dispatch
(435) 835-2345
Business Building
Room 154
151 S Main Street
Ephraim, UT 84627

Ephraim City
24-Hour Dispatch
(435) 835-2345
5 South Main Street
Ephraim, UT 84627

Richfield City
24-Hour Dispatch
(435) 896-6471
77 E Center Street
Richfield, UT 84701

Emergency Phones (Blue Light Phones)

These phones are located outside buildings at both the Ephraim and Richfield campuses and are toll-free direct connection to Emergency Dispatch. They can be identified due to a blue light that is on over each phone. These phones are tested annually and are in working order.

Ephraim Campus
Lucy Philips Building
Front Entrance

Ephraim Campus
West Campus
In front of the USU Extension Office

Ephraim Campus
Social Science Building
Front Entrance

Richfield Campus
Washburn Building



SNOW COLLEGE

Front Entrance

Security Escorts may be requested and made available between the hours of 7:00pm and 1:00am in the months of September through April by calling 435-340-8021.

[Sexual Misconduct Reporting](#)

For incidents of reporting sexual assault, harassment, stalking and/or other sex based crimes or concerns can also be reported to:

Snow College Public Safety

24 Hour Dispatch

(435) 835-2345

Business Building

Room 154

151 S Main Street

Ephraim, UT 84627

Title IX Office

(435) 283-7120

Noyes Building

Room 233

150 College Avenue

Ephraim, UT 84627

[Online Reporting](#)

Online reporting of crimes, sexual misconduct and behavioral conduct may be reported to one of the following:

Snow College Public Safety

[Crime Report](#)

Title IX Office

[Sexual Misconduct Report](#)

Dean of Students Office

[Report a Conduct Violation](#)

CARe Team

[Individual of Concern Report](#)



SNOW COLLEGE

Reporting Behavior Concerns

If you observe or become aware of any ‘red flag’ behaviors listed below, complete a report by submitting an online report to the Snow College CARE Team or by contacting a team member directly. Anonymous reports are accepted, but the team may be limited in how they can respond and follow up in such cases.

The Snow College CARE Team supports the college’s commitment to a tradition of excellence and quality student services by implementing a collaborative approach to conducting assessments, providing intervention resources, and sustaining a safe, healthy environment for the success of the college’s students, faculty and staff.

When a behavior is criminal or is causing imminent harm or danger, call 911 or Police Dispatch at (435) 835-2345 in Ephraim or (435) 893-6471 in Richfield.

Students, staff, faculty and the off-campus Snow College community may report any incidents of concern through the channels outlined.

Red Flag Behaviors

These include but are not limited to:

- Anger issues
- Acting out disruptively
- Fascination with weapons
- Homicidal talk or ideation
- Intense interest in campus shooting events
- Known history of threatening behavior
- Non-compliance in disciplinary matters
- Paranoia
- Recent police contact
- Stalking
- Strange shift in behavior
- Threats to do harm or damage
- Unusual interest in terrorist activities
- Victim or self-martyr concept
- Violent fantasies

Inter-Department Coordination

Key departments are represented on the CARE team including Residence Life, Public Safety, Title IX, Risk Management, Dean of Students Office, Disability Services, Counseling & Wellness, Vice President of Student Success Office, and Academic Affairs. The team environment creates an opportunity to discuss assisting students in a variety of challenging situations including stalking or sexual misconduct, as



SNOW COLLEGE

warranted. Public Safety and Title IX also review Clery Act information on a yearly basis as well as work together to assist students who are seeking both a college and police remedy.

Law Enforcement Coordination

Local Law Enforcement

Snow College Public Safety maintains a memorandum of understanding with Ephraim City Police. We share the same report writing system which gives Snow College Public Safety the ability to be aware of crimes happening inside the city limits on or off campus and/or student or non-student related.

Snow College Public Safety and Ephraim City Police often cooperate on solutions to problems and also provide assistance to each other both on and off campus.

Snow College Public Safety has a seat on the Sanpete County Taskforce Board. This gives Snow College access to investigative tools and man power to help in unique and major cases.

Snow College Public Safety also has a seat on the LEED (Law Enforcement Executive Development) committee. This gives Snow College access to knowledge of other trends in criminal behavior in Sanpete County and surrounding towns, including the Adult Probation and Parole.

In addition, Snow College Public Safety has an effective working relationship with Richfield City Police. Richfield handles all calls for service on the Richfield Campus that are emergencies and or crimes in progress. They report any calls for service on the Richfield Campus to Snow College Public Safety.

Campus Improvement and Safety Measures

Within the last 18 months Snow College has made improvements and promoted best practices regarding education, trainings and awareness on both campuses. Additionally, included you will find on-going efforts to mark improvements in response to allegations of sexual misconduct and increased and/or improved services to victims of sexual misconduct.

Last 18 Months

- Implemented bi-annual Active Threat Response drills
- Implemented Maxient, a case management system supporting effective communication and file organization
- Sexual assault investigators training completed by College Public Safety department
- Title IX investigator training completed by Title IX deputies, Coordinator and Deputy Coordinator
- Title IX hearing panel trained on appeals procedures
- Partnered with other offices/clubs on sexual misconduct awareness activities
- Attended classroom settings as guest speakers on police topics and sexual misconduct topics
- Offered face-to-face Title IX training for all athletics groups, all student leadership groups, all international students



SNOW COLLEGE

- Created on-campus TVs and social media campaigns regarding ‘see something, say something’ information
- Public Safety timely warnings now also available on college app and Facebook

Upcoming 24 Months

- Implement Campus Safety Plan
- Increase camera placement through a video coverage analysis
- Train police/Public Safety officers on victim advocacy
- Start Campus Safety training for student groups
- Hire an additional Public Safety Officer
- Increase behavioral intervention team awareness through marketing
- Purchase tactical equipment for officers
- Increase availability of emergency medical equipment
- Increase CPR/first aid training to staff and facility.
- Provide BIT training certification for CARE Team members
- Increase bystander intervention training
- Provide club advisor safety and Title IX training

Campus Safety Training

Snow College offers Campus Safety Training. Online training is offered to all students. In person trainings are offered to athletic teams, student body officers, student employees, and classroom experiences. Training addresses awareness and prevention of covered offenses, including information on institution and community resources for a victim of a covered offense; bystander intervention; and the importance of consent.

Student Organization and Campus Safety Training

Through the Snow College Student Life Office, the College requires all college affiliated student organizations to provide campus safety training. This is a requirement for any group to maintain its charter as a college associated group. This is facilitated by offering a College-wide training session which student organizations that participate in, publicize to its members, and attend to obtain this training.