



UMMC™  
Police and Public  
Safety Department



# Annual Security Report 2022

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# A Message From Chief Mary E. Paradis



The University of Mississippi Medical Center Police and Public Safety Department (UMMC PD) is your professional, full-service law enforcement agency providing police and security services on campus 24 hours a day, 365 days a year. The dedicated men and women of the UMMC PD are committed to working with our UMMC partners to provide a safe and secure environment for them to receive health care, to work and to learn.

As a law enforcement agency at an institution of higher learning, UMMC PD is expected to meet the crime statistics reporting requirements of the Jeanne Clery Act and publish an Annual Security Report (ASR). The ASR will always include statistics from the previous three (3) years, so this year's report will reflect 2019, 2020, and 2021. Each October 1, the ASR will be made available for everyone to review both on our website and at our headquarters located at The Alumni House on the main UMMC campus in Jackson. We encourage you to review the report and if you have any questions, reach out to my office.

Of course, no conversation about safety in 2022 is complete without mentioning the recent random acts of gun violence on school campuses. In addition to strong partnerships with other local and federal law enforcement agencies, UMMC PD collaborates internally with our UMMC partners in higher education, health care and research to enhance safety on our campuses. UMMC PD has personnel trained to conduct threat assessments, to facilitate civilian training for active shooter scenarios, and who regularly engage in multidisciplinary behavioral response efforts in our community. Members of the UMMC PD have played a significant role in these initiatives, and we appreciate their continued support and contributions.

For more information on how we strive to keep the UMMC community safe, I encourage you to visit the website to find a collection of safety information and resources. Proactive prevention methods are proven to deter criminal activity. We ask each of you to remain vigilant and to please do your part to keep UMMC safe by reporting any suspicious or unlawful behavior immediately to UMMC PD at 601-815-3072. Safety is everyone's responsibility, "if you see something, say something."

Creating a campus environment that is safe, respectful, civil and supportive for all students, faculty, staff, patients, and visitors requires effort. I hope you will join me in working toward creating a safe and inclusive UMMC community. Thank you for taking the time to read this message and report. I am proud of many of the initiatives we have started in my first year as Chief of Police and look forward to where the future brings us.

Sincerely,

**Mary Eileen Paradis**

Chief of Police and Executive Director of Public Safety  
University of Mississippi Medical Center

# Important Contact Information

## UMMC

### Department of Police & Public Safety

Emergency: 601-815-7777

Non-emergency: 601-984-1360

[www.umc.edu/police](http://www.umc.edu/police)

### UMMC Fire Safety

Emergency: 601-984-1420

Non-emergency: 601-984-6692

### UMMC Clery Compliance Officer

**Capt. Jenn Krump**

Office: 601-815-6391 or [clery@umc.edu](mailto:clery@umc.edu)

### UMMC Title IX Coordinator

**Pamela Greenwood**

Office of Student Services

Office: 601-815-7978 or [TitleIX@umc.edu](mailto:TitleIX@umc.edu)

### Jackson Police Department

Non-emergency: 601-960-1234

### Hinds County Sheriff's Office

Non-emergency: 601-352-1521

### UMMC Parking

601-984-1400

### UMMC Information

601-984-1000

### UMMC Office of Student Services

601-984-1092

### UMMC Student Employee Health

601-984-1185

Connect quickly to



Scan the QR code  
to add us to your contacts!



SCAN ME

# The History of the Clery Act

In April 1986, Jeanne Clery was raped and murdered in her residence hall at Lehigh University in Bethlehem, Pennsylvania. Clery, who was a student at the time of her death, was killed by another student who was intoxicated and entered her residence hall via doors that were left unsecured and propped open with pizza boxes. The intoxicated male student entered her unsecured room, strangled, cut, raped and murdered Jeanne Clery. As Connie and Howard Clery learned more about their daughter's death, they grew convinced that their daughter had died because of "slipshod" security on campus.

Connie and Howard Clery, who believed Lehigh University had failed to share vital information with its students regarding campus safety, campaigned for legislative reform for several years following their daughter's death. Their sustained efforts ultimately resulted in the passage of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), a federal law requiring all universities and colleges receiving federal student financial aid programs to report crime statistics, alert the campus of imminent dangers, and distribute an Annual Security and Fire Safety Report to current and prospective students and employees.

In 2013 through changes to the Violence Against Women Act (VAWA) Reauthorization, the Clery Act was amended to encourage greater transparency and impose additional requirements for institutions to address sexual assault, dating violence, domestic violence, and stalking on campus.

In this report, you will find UMMC's mandated reportable crime statistics for the years of 2019, 2020, and 2021.



**Questions regarding this report should be directed to the Chief of Police or the Clery Act Compliance Officer, University of Mississippi Medical Center, 2500 North State Street, Jackson, MS 39216 or by telephone to (601) 984-1360 or email [clery@umc.edu](mailto:clery@umc.edu)**

# Your UMMC Police & Public Safety Department

The University of Mississippi Medical Center Police and Public Safety Department (UMMC PD) is the police agency with jurisdiction for the UMMC main campus in Jackson, including parking areas in the Mississippi Veterans Memorial Stadium parking lot (2531 N. State St. Jackson, MS 39216), the Medical Towers (440 E. Woodrow Wilson Ave., Jackson, MS 39216), Lakeland Medical (764 Lakeland Dr., Jackson, MS 39216) and Holmes County Rural Health Clinic in Lexington, MS. UMMC PD is staffed by duly sworn, state-certified law enforcement officers who are responsible for enforcing federal, state and local laws as well as UMMC policies and regulations. Your UMMC PD police officers regularly patrol UMMC property on foot, in vehicles and on bicycles. UMMC PD also employs non-sworn security personnel to supplement campus security measures on the main campus.

Patrol and dispatch services are provided 24 hours a day, 365 days a year, and provide access to additional local emergency services. The Communications Unit is staffed by state-certified dispatchers who coordinate all UMMC emergency communications. UMMC PD dispatch personnel are also responsible for contacting area agencies to include the City of Jackson Fire Department, American Medical Response (AMR), and other local agencies as necessary.

In addition to patrol and security operations, UMMC PD has a Criminal Investigations Division, that is responsible for investigating felony crimes affecting faculty, staff, students, patients, and visitors on the campuses of UMMC. UMMC PD recently rolled out a Behavioral Response Team (BRT) that responds to incidents involving persons in crisis both in the clinical settings and elsewhere on campus as a means to better serve our campus community.

UMMC PD is in the self-assessment phase of becoming accredited with the Commission on Accreditation for Law Enforcement Agencies (CALEA®) and as such is evaluating our policies and procedures to meet these nationally recognized standards.

## Our Mission

In collaboration with our UMMC partners, the UMMC PD is committed to providing a safe environment for all students, faculty, staff, patients, and visitors. UMMC PD personnel will be empathetic and always treat people with dignity and respect. We will keep our methods transparent and remain accountable to ourselves and our diverse community.



## Our Core Values

- Act with **integrity**
  - Remain **professional**.
  - **Respect** yourself and others.
  - Be **accountable** to yourself, your teammates, and your community.
- Transparency builds trust.
- Be **empathetic**, everyone has a story.



# UMMC PD Campus Safety Initiatives

UMMC PD is always looking for new and innovative ways to address safety and security concerns on UMMC's campus and at university sponsored events. In addition to conducting physical security assessments for any of our UMMC partners who request it, we routinely collaborate with different organizations on campus to see how as a whole UMMC faculty, staff and students can help keep the UMMC community safe. Below are two of our new initiatives that took off in 2021 and 2022 that have changed the way we can effectively serve our community.



Ofc. Mays (l) and Sgt. Hiley (r) meet with clinical staff during a BRT follow-up.

## Behavioral Response Team (BRT)

In February 2022, UMMC PD launched a month-long pilot Behavioral Response Team (BRT) program and assigned 2 officers to the initiative at that time. These specially trained, plain-clothes officers provided the UMMC campus with a “soft-touch”, hands-on approach to handling calls for service involving people experiencing a mental health crisis. In August 2022, UMMC PD stood up a full-time, 4-person BRT unit providing a daily service on campus addressing acute mental health concerns and/or disorderly subjects in both the clinical and public settings.

## Bicycle Team

In June 2022, UMMC PD began deploying police officers on bicycles around campus to supplement our Patrol Division. These officers are able to quickly navigate the campus and because of their greater visibility have the opportunity to interact with our UMMC community members in a more casual and face-to-face manner.



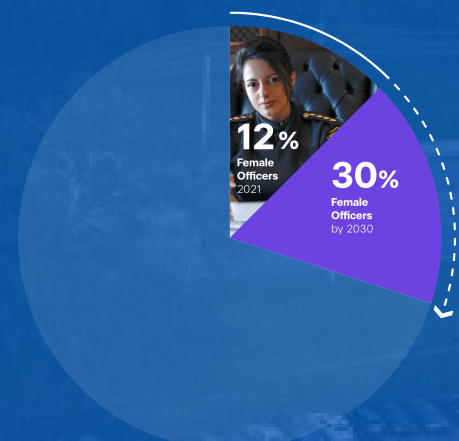
Bike Officers Lindsey, Gates and Horne (l-r) in front of the School of Medicine.



Women make up only 12% of total law enforcement and 3% of law enforcement leadership across the country. Chief Paradis has pledged to increase the number of female officers at UMMC PD to 30% by 2030 as part of the **30 x 30 Initiative**. As the only agency in Mississippi involved in this national initiative, UMMC PD strives to not only increase the number of women in policing, but to ensure UMMC PD's policies and culture promote the success of qualified women throughout their careers in law enforcement.



**30X30**  
Advancing **women in policing**  
through recruitment, retention,  
and representation in all ranks.





# UMMC PD Off-Campus Partnerships

The University of Mississippi Medical Center is uniquely located adjacent to Jackson's Fondren neighborhood. UMMC PD understands that our UMMC community deserves a police department that recognizes off-campus crime can directly impact our students, staff, patients and visitors. As such, UMMC PD leadership actively participate in numerous local, state and regional groups and committees focused on providing timely and accurate intelligence sharing as a means to prevent crime affecting our campus.

## **Jackson Free Clinic**

UMMC PD supports the mission of the Jackson Free Clinic by helping to provide a safe environment for the community to receive superior health care and students and staff to work and learn. UMMC PD collaborates with Jackson Police Department who has jurisdiction where the clinic is located.

## **Fondren Security and Police Networking**

UMMC PD actively participates in this intelligence sharing group comprised of businesses, private security, local law enforcement and other concerned entities in the Fondren area adjacent to the UMMC campus. This allows UMMC PD to remain abreast of issues and concerns that may directly or indirectly affect our campus.

## **Jackson Metro Hospital Public Safety Consortium**

UMMC PD is a member of the Jackson Metro Hospital Public Safety Consortium which consists of representatives from the different hospitals and medical centers in the local area who share intelligence and collaborate on identifying and addressing local crime trends.

## **Consortium of Universities in Mississippi**

UMMC PD is a member of a consortium made up of law enforcement agencies at institutions of higher learning throughout the state. This group collaborates in ways to best serve the students, faculty and staff on their campuses and across the state.

## **Crime Prevention and Safety Training**

UMMC PD strives to minimize or eliminate criminal opportunities whenever possible and encourages students, faculty, and staff to be responsible for their and others' security. Upon request, UMMC PD provides crime prevention education on many security-related topics, including the following:

- Civilian Response to Active Shooter Events (C.R.A.S.E.)
- Verbal Judo de-escalation training
- Human Trafficking

Students, faculty, and staff may schedule a crime prevention presentation at any time by calling (601) 815-3072.

# What To Do In An Emergency

## Who to call in an emergency

UMMC PD is committed to providing a safe environment for all of our students, faculty, staff, patients and visitors. Please familiarize yourself with the process for summoning help in case of an emergency and for reporting an incident. When calling, please remain on the line to ensure dispatchers have the correct location and understand the nature of the incident.

Please note when calling 911 from a mobile device, the call will first be routed to the Jackson Police Department or Hinds County Sheriff's Office dispatch center and then forwarded to UMMC PD Dispatch once they determine the emergency is on UMMC's campus. Everyone is encouraged to scan the following QR code to upload UMMC PD Dispatch's direct contact information into your cell phone's contact list for quick access in case of an emergency.

When Dialing From a Campus Phone	Number
Emergency	911 or 5-7777
Non-Emergency	4-1360
Communications Supervisor	4-1902

When Dialing From a Mobile Device:	Number
Emergency	(601) 815-7777
Non-Emergency	(601) 984-1360
Communications Supervisor	(601) 984-1902

**Scan to add UMMC PD  
to your contacts.**



Additionally, there are strategically placed emergency "blue phones" throughout campus and the parking garages that connect directly to UMMC PD Dispatch.

## Reporting a Crime

Quickly reporting a crime to law enforcement is essential to the identification and arrest of criminals. As time passes, the odds of making an arrest decrease. If you are the victim, or a witness, to a crime that has occurred on UMMC's campus, immediately contact UMMC PD at one of the previously listed phone numbers. If the incident occurred off-campus, call 911 for response by the law enforcement agency with jurisdiction.

Once on the line with a dispatcher, please be sure to tell them exactly where you are located and everything you may remember about the suspect(s), such as clothing, appearance, direction and method of travel (e.g. on foot or in a vehicle). The more information you can give over the phone, the greater chance law enforcement can quickly apprehend the suspect(s).

If safe to do so, please remain at that location so law enforcement can quickly locate you. Should you need to change locations for safety reasons, make sure you update the dispatcher with your new location.



### Report Suspicious Behavior Promptly to Campus Police

All UMMC campus members should be aware of their surroundings and report any suspicious behavior to UMMC PD as soon as possible. If you see something out of the ordinary, perhaps a vehicle or a person that does not belong, call UMMC PD to report it. Provide the best description of the person, vehicle and/or behavior to make it easier for law enforcement to follow-up.

### Reporting to Other Campus Security Authorities (CSAs)

Ideally, all crimes will be reported directly and promptly to UMMC PD; however, we recognize that some may prefer to report incidents to other UMMC offices or individuals. The Clery Act requires UMMC to disclose statistics of certain crimes that occur within UMMC Clery geography and that are reported to designated Campus Security Authorities (CSAs). This term, CSA, is a Clery Act specific term defined as an official of an institution who has significant responsibility for student and campus activities who has the authority and the duty to take action or respond to particular issues on behalf of the institution.

For example, a CSA is anyone who has campus security responsibility, but is not a member of the UMMC PD; Student Affairs staff members; faculty advisors of student groups; and deans or assistant deans. CSAs can help facilitate notification to UMMC PD on the victim's behalf, if the victim so desires. Remember prompt and accurate reporting is essential in helping law enforcement to bring justice to the victim.

Per Clery Act guidance, professional counselors and pastoral care personnel, who are hired by UMMC to serve in a counseling role, are not considered a CSA when they are acting in that role. They should attempt to regularly inform those they counsel of the voluntary and confidential reporting options available to them.

# Sexual Misconduct, Assault or Harassment Policy and Procedure (Title IX) for Students and Employees

The Campus Sexual Violence Elimination (SaVE) Act increases transparency on campus about incidents of sexual violence and guarantees victims' enhanced rights, sets standards for disciplinary proceedings, and requires campus-wide prevention education programs. President Barack Obama signed the SaVE Act into law on March 7, 2013, as part of the Violence Against Women Act (VAWA) Reauthorization.

The Campus SaVE Act amends the Clery Act, which requires campuses to provide annual statistics on incidents of campus crimes, including sexual assaults occurring on campus and reported to campus authorities or local police. The Campus SaVE Act broadens this requirement to mandate more robust reporting of sexual violence to include domestic violence incidents, dating violence, and stalking.

UMMC is committed to fostering a respectful, safe, and non-threatening environment for its students, faculty and staff. This policy describes prohibited conduct and establishes procedures for responding to sexual misconduct incidents. These incidents include sexual assault, sexual harassment, and other unwelcome behaviors, as explained below. Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities.

The Title IX coordinator oversees policies and procedures that apply to complaints or reports of sexual misconduct by students, staff, or third parties and advises victims of sexual misconduct of their right to file a complaint or seek an informal resolution and the process each. Responsibilities performed in this policy by the Title IX coordinator may be performed by the Title IX coordinator or by another UMMC employee trained by and acting under the Title IX coordinator's supervision. The Title IX coordinator shall appoint a sufficient number of individuals to serve as members of the UMMC Sexual Misconduct Investigation Team (SMIT) with the assistance and approval of the associate vice chancellor for academic affairs and the chief human resources officer. Approximately 50% of SMIT members must be individuals serving in academic roles and with designated academic appointments at the institution. All SMIT members must receive appropriate training. The Title IX coordinator supervises the functional operation of the SMIT members, including the investigation and hearings of sexual misconduct complaints and reports. The Title IX coordinator reports a summary of incidents to the Student Affairs Council for review for reports concerning students.

Students or employees who believe they have been a victim of sexual misconduct may submit a complaint against the accused in writing or person to the Title IX coordinator, Office of Human Resources, at (601) 815-5150. UMMC faculty or staff members with significant responsibility for student and campus activities, except those providing counseling and/or health care services in a patient/provider capacity, whom a student notifies of an incident of sexual misconduct reports the incident immediately, but not later than three (3) calendar days to the Title IX coordinator.

Students and employees are also encouraged to **contact UMMC PD immediately at (601) 815-7777 or call 911** if they have been sexually assaulted and seek immediate medical attention. Students and employees should seek medical attention even if they do not wish to pursue criminal charges or otherwise pursue a complaint against their attacker.

### **Policy Statement**

UMMC prohibits sexual misconduct in any form, including sexual assault or sexual abuse, sexual harassment, and other forms of nonconsensual sexual conduct. It is the position of UMMC that sexual misconduct in any form will not be excused or tolerated. Criminal, civil, and university disciplinary processes are available to a student or employee with a complaint. UMMC commits to prompt, effective and fair procedures to investigate and adjudicate reports of sexual misconduct and the university community's education about the importance of responding to all forms of sexual misconduct. Particular emphasis on the student or employee's rights, needs, and privacy with the complaint and the accused's rights are guaranteed. At the same time, UMMC adheres to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

### **Victim Confidentiality**

When a student or employee is the victim of sexual misconduct, the Title IX coordinator will first request that the victim consent to an investigation. Suppose a victim requests confidentiality or asks that the complaint not be pursued. In that case, the Title IX coordinator will take all reasonable steps to investigate and respond to the complaint consistent with the victim's request. However, the Title IX coordinator may determine circumstances of the incident are so severe or otherwise indicate an ongoing danger to the victim and/or members of the UMMC community that action must be taken on the part of UMMC beyond the action requested from the victim. Consistent with Title IX, UMMC prohibits retaliation against any individual who makes a report of sexual misconduct or who cooperates with an investigation into sexual misconduct. Retaliation against such an individual violates this policy and is subject to discipline up to and including dismissal and/or termination.

### **Sanctions**

This policy prohibits a wide range of sexual misconduct. As such, dependent upon the facts unique to each case, sanctions may range from a verbal reprimand to expulsion and/or termination from UMMC.

### **Victim Amnesty**

The use of alcohol or drugs by either party in conjunction with a sexual assault does not alleviate responsibility on the accused or diminish the offense's severe nature. When alcohol or drugs are involved, a victim will not be found responsible for alcohol or drug violation and should not let their use of alcohol or drugs deter reporting the incident.

### **Confidential Reporting**

If you are the victim of a crime and wish for your identity to remain confidential and do not wish to pursue any criminal investigations, you must let the CSA to whom you reported the incident know. If confidentiality has been requested, the CSA will gather the necessary information and immediately notify UMMC PD to implement the appropriate crime alerts, if warranted, when the safety of the campus on a whole may be at risk. CSAs should also notify UMMC PD of the nature and location of the incident so the incident can be included in the statistical records to be compliant with the Clery Act. A CSA may utilize the online Clery Act Incident Report Form located on the UMMC website.

### **Campus and Community Notification of Sexual Offenses**

All CSAs to whom a sexual assault was reported are required to immediately notify UMMC PD and the Title IX coordinator. UMMC understands that often the victim of sexually related offenses wish to maintain their privacy following a traumatic event, but the university has a duty to protect the campus. When necessary to protect others on campus, pertinent details of such an incident will be released to the public, including through social media, Alert U and news outlets. None of the victim's personal or identifiable information will be released to the public as outlined in the Federal Education Right to Privacy Act (FERPA). When necessary to protect the campus, the suspect's photograph and personal identifiers may also be released.

As Clery Act reportable crimes, all reported sexual offenses will be included in the statistical records and the ASR for the year of report.

### **Mississippi Sex Offender Registry**

In collaboration with the Federal Campus Sex Crimes Prevention Act, effective October 28, 2002, The State of Mississippi makes available information about registered convicted sex offenders in the state. Contact the Mississippi Department of Public Safety, Sex Offender Registry, P.O. Box 958, Jackson, MS 39205, (601) 368-1740, e-mail [msor@mdps.state.ms.us](mailto:msor@mdps.state.ms.us), or at the website [www.sor.mdps.state.ms.us](http://www.sor.mdps.state.ms.us).

The Registry will notify the local law enforcement agency with jurisdiction where the institution of higher learning resides. In our case, this means the Registry will contact the Hinds County Sheriff and/or UMMC PD if a registered offender notifies the Registry of enrollment or employment, or any change in such status, at UMMC in Jackson, Mississippi. The Mississippi Sex Offender Registries formats on a county search basis whereby individual registered offenders are listed. To request information regarding registered sex offenders enrolled and employed here, call UMMC Police Department at (601)815-3072, or write The University of Mississippi Medical Center Police Department 2500 North State Street, Jackson, MS 39216.

# Clery Act Reportable Crimes

The Clery Act requires universities to report incidences of certain crimes in the ASR. The terms used by the Clery Act are broad and generic as the Clery Act cover all U.S. universities, colleges and institutes of higher education. At times, a particular state may not have an applicable law on record that matches the Clery Act reportable crimes list or the specific names mean something else in a different state. The next few sections of this report will help define the Clery Act reportable crimes and then the specific and applicable Mississippi statutes so you may better understand what is included in UMMC's Annual Security Report.

## Definition of Clery Act Reportable Crimes

- **Murder/Non-Negligent Manslaughter** –Defined as the willful (non-negligent) killing of one human being by another
- **Manslaughter by Negligence** –Defined as the killing of another person through gross negligence
- **Rape-completed** – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim
- **Rape-Attempts to Commit Rape** – Assaults or attempts to rape
- **Fondling** – Defined as the touching of the private parts of another person for the purposes of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/ her temporary or permanent mental incapacity
- **Incest** – Defined as non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law
- **Statutory Rape** – Defined as non-forcible sexual intercourse with a person who is under the statutory age of consent, which is 16 years of age in Mississippi. If the victim is between 14 and 16 years of age, the suspect must be older than 17 years of age and more than 36 months older than the victim. If the victim is under 14 years of age, the suspect can be of any age if they are more than 24 months older.
- **Robbery** –Defined as taking or attempting to take anything of value from the care, custody or control of a person or persons by force or threat of force or violence, and/or by putting the victim in fear.
- **Aggravated Assault** – Defined as an unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault is usually accompanied by the use of a weapon or by means likely to produce death or great bodily harm. It is not necessary that injury result from an aggravated assault when a gun, knife or other weapon is used, which could or probably would result in a serious potential injury if the crime were successfully completed.
- **Burglary** – Unlawful entry of a structure in order to commit a felony or a theft. For the purpose of Clery, Burglaries from a vehicle are not included in the statistics.
- **Motor Vehicle Theft** – Theft or attempted theft of a motor vehicle (Classify as motor vehicle theft in all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned, including joyriding.)
- **Arson** – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling, house, public building, motor vehicle or aircraft, personal property of another, etc.

## Definition of Clery Act Reportable Crimes (Continued)

- **Weapon Law Violations** – The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as the manufacture, sale or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned
- **Drug Abuse Violations** – Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadones); and dangerous non-narcotic drugs (barbiturates, Benzedrine).
- **Liquor Law Violations** – The violation of laws prohibiting the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned (Drunkenness and driving under the influence are not included in this definition.)
- **Domestic Violence** – Includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or who has cohabitated with the victim as a spouse or intimate partner, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- **Dating Violence** – Means violence committed by a person—(a) who is or has been in a social relationship of a romantic or intimate nature with the victim and (b) where the existence of such a relationship will be determined by the reporting party's statement and based on the length and type of relationship as well as the frequency of interaction between the parties involved.
- **Stalking** – Means engaging in a course of conduct directed at a specific person that would cause a reasonable person to a) fear for their safety or the safety of others or b) suffer substantial emotional distress. This can include continued unwanted communication via text, call, email or even 3rd party, showing up at the complainant's work, home, school or public areas they frequent, vandalism to the victim's property and/or physical menace or injury.
- **Hate Crimes** – Includes all of the crimes listed below that manifest evidence that the victim was intentionally selected because of the perpetrator's bias against the victim based on one of the Categories of Prejudice listed below, plus the following crimes:
  - **Larceny/Theft** – taking the property of another without their consent
  - **Simple Assault** – causing minor injury to another through force
  - **Intimidation** – place another in reasonable fear of bodily harm through the use of threats.
  - **Destruction/Damage/Vandalism to Property (except arson)** – maliciously destroy, damage, deface the property of another



## Geography Definitions From the Clery Act

- **On-Campus** – On-campus is defined as (1) any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution’s educational purposes, including residence halls and (2) any building or property that is within or reasonably contiguous to the area identified in paragraph 1 that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes (such as a food or retail vendor).
- **Non-Campus Building or Property** – A non-campus building or property is defined as (1) any building or property owned or controlled by a student organization that is officially recognized by the institution or (2) any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution’s educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.
- **Public Property** – Public property is defined as all property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus.



# 2022 Clery Statistics

Criminal Offense		Year	On-campus	Residential	Non-Campus Building & Facilities	Public Property	Total	Unfounded
Murder & Non-negligent Manslaughter	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Negligent Manslaughter	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Any Forcible Sex Offense Total	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Rape	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Fondling	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Any Non-Forcible Sex Offense Total	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Incest	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Statutory Rape	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Robbery	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	1	N/A	0	0	1	0	0
Aggravated Assault	2019	1	N/A	0	0	1	0	0
	2020	1	N/A	0	0	1	0	0
	2021	3	N/A	0	0	3	0	0
Burglary	2019	1	N/A	1	0	2	0	0
	2020	0	N/A	0	0	0	0	0
	2021	1	N/A	0	0	1	0	0
Motor Vehicle Theft	2019	2	N/A	3	1	6	0	0
	2020	3	N/A	0	0	3	0	0
	2021	1	N/A	0	0	1	0	0
Arson	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
Any Other Crime Involving Bodily Injury	2019	0	N/A	0	0	0	0	0
	2020	0	N/A	0	0	0	0	0
	2021	0	N/A	0	0	0	0	0
<b>TOTALS</b>			14	N/A	4	1	19	0

Criminal Offense		Year	On-campus	Residential	Non-Campus Building & Facilities	Public Property	Total
Domestic Violence	2019	11	N/A	0	2	13	
	2020	3	N/A	0	0	3	
	2021	3	N/A	0	0	3	
Dating Violence	2019	0	N/A	0	0	0	
	2020	0	N/A	0	0	0	
	2021	0	N/A	0	0	0	
Stalking	2019	0	N/A	0	0	0	
	2020	0	N/A	0	0	0	
	2021	0	N/A	0	0	0	
<b>TOTALS</b>			17	N/A	0	2	19

# UMMC Discrimination Policy Statement

UMMC is committed to creating and maintaining a learning and working environment that is free from unlawful discrimination based on sex in accordance with Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in education programs or activities; Title VII of the Civil Rights Act of 1964 (Title VII), which prohibits sex discrimination in employment; and the Campus Sexual Violence Elimination Act, Clery Act, and the Violence Against Women Act (VAWA). Sexual Harassment and Retaliation will not be tolerated by UMMC and is grounds for disciplinary action, up to and including, permanent dismissal from UMMC and/or termination of employment. The university's sexual harassment policy can be found in PolicyTech.

Reports of sexual harassment or misconduct can be made to UMMC's Title IX Coordinator in the following manner:

- **Anytime/Anyplace:** TitleIX@umc.edu
- **In Person:** Title IX coordinator (2500 N. State St., Jackson, MS 39216 or 601-815-7978)

The Offices of Student Services (4-1092) and Title IX have numerous resources available to all students on an as needed or continual basis. UMMC also offers an Employee Assistance Program (EAP) at no cost to employees and students. Information about this program can be found on the UMMC intranet.

The Student Counseling and Wellness Center (5-5588 or scwc@umc.edu) has professional counselors and therapists available on an as needed or continued basis.

## Definition of Sexual Harassment or Misconduct

Sexual harassment is a broad, non-legal term used to refer to a wide range of non-consensual and unwelcomed behaviors that are sexual in nature. Sexual harassment/misconduct can occur between strangers, acquaintances or persons who are in an intimate relationship. It can occur between people of the same or different genders.

- **Sexual or Gender-Based Harassment:** Unwelcome conduct determined by a reasonable person to be so objectively offensive, pervasive and severe that it effectively denies a person equal access to, the ability to participate in or to benefit from the university's educational or work programs. In order to constitute harassment, the conduct must be such that it has the effect of unreasonably interfering with student's academic performance or creating an intimidating, hostile, demeaning, and/or offensive academic or work environment.
- **Quid Pro Quo:** When a subordinate suffers a tangible adverse action as a result of their unwillingness or refusal to submit to a higher up's sexual demands.

Retaliation against someone who reports sexual or gender-based harassment is strictly prohibited at UMMC and should be reported to the Title IX coordinator. All reports of sexual harassment and retaliation will be investigated promptly by the Title IX coordinator and/or Human Resources. Page 17

# Hate Crimes Reporting

UMMC does not tolerate bias-based behavior by any of its students, faculty, staff, contractors or even patients and visitors. Any report of bias-based behavior or a hate crime is taken seriously and will be immediately investigated. In compliance with the Clery Act and other state or federal hate crimes reporting requirements, UMMC PD documents all reported hate crimes in the ASR. An incident would be considered a hate crime should one of the following be the basis or motivation for the act:

- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).
- **Gender:** A preformed negative opinion or attitude toward a group of persons because those persons are male or female.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).
- **Sexual orientation:** A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).
- **Ethnicity/national origin:** A preformed negative opinion or attitude toward a group of persons of the same race or national origin who share common or similar traits, languages, customs, and traditions (e.g., Arabs, Hispanics).
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age, or illness.

For the purpose of the ASR, hate crimes include any of the offenses listed above and the offenses motivated by bias below:

- **Larceny-Theft:** The unlawful taking of property of another.
- **Simple Assault:** An unlawful physical attack by one person upon another causing minor injury.
- **Intimidation:** Placing another person in reasonable fear of injury through threats and/or conduct.
- **Destruction/Damage/Vandalism of Property:** To maliciously damage someone else's property.

**There were no bias-based crimes reported at the University of Mississippi Medical Center in 2019, 2020, or 2021.**

## **Disruptive Behavior Prohibited at UMMC**

UMMC policy prohibits disruptive and violent behavior on all UMMC property. This is not limited to faculty, staff, and students, but also includes contractors/vendors, patients, visitors or any person on campus. Deliberate acts or threats of violence and/or intimidation will not be tolerated. Such behavior includes, but is not limited to:

- Engaging in any act of violence toward a person or property
- Engaging in any aggressive, belligerent, disruptive or erratic behavior that has the purpose or effect of generating a reasonable concern for the physical safety of others
- Stalking and harassment
- Participating in, or encouraging, a fight
- Using any item to injure, threaten or intimidate another

This prohibition applies to behavior occurring on any UMMC campus or facility and during off-campus UMMC sponsored activities and events (e.g. graduation, etc.). Additionally, such behavior that occurs off-campus, but generates a reasonable concern for public safety on UMMC property or to any faculty, staff, patient, student or visitor, may be subject to this prohibition. Any prohibited behavior may result in the immediate removal and trespass of a person from UMMC's premises unless seeking emergency medical treatment.

## **Firearms and Weapons Policy**

UMMC PD is committed to maintaining a safe and secure environment in support of the UMMC's mission. The possession, use and/or threatened use of any firearm or other weapon (e.g. mace, knives, etc.) on or in any UMMC campus or facility by anyone other than duly authorized law enforcement officials, institutional security personnel or other authorized persons is strictly prohibited. The possession of weapons and firearms by anyone other than those permitted by law on UMMC property poses an unreasonable and unwarranted risk of injury or property damage (institutional or private).

"Authorized personnel" are those individuals authorized by applicable state or federal law and by the institution's executive officer or their designee. Authorized persons may also include those who are in possession of a valid, unexpired state firearms permit with the "Instructor Certified" (IC) sticker on the back or the equivalent permit issued by a state with reciprocity agreement with Mississippi.

Even so, those individuals possessing such a permit are not permitted to possess a firearm or other weapon in areas that are deemed non-public. Students, employees and contractors are strictly prohibited from possessing any weapon on institutional property or university-sponsored event regardless of permit status. The policy can be found on the UMMC website.

## University of Mississippi Medical Center Drug-Free Workplace and Workforce

The Medical Center is required, as mandated by the Anti-Drug Abuse Act of 1988, to maintain a drug-free workplace. Employees are the Medical Center's most valuable resource, and for that reason, their health and safety are of paramount concern. The Medical Center is committed to maintaining a safe, healthful, and efficient environment that enhances the welfare of our employees, students, patients, and visitors. The Medical Center's policy is to maintain an environment free of impairment related to substance abuse by any of its employees.

Our patients, their families, our students, and the Medical Center expect employees and students to arrive for work and education in a condition free of the influence of alcohol and drugs. Refrain from use, possession, or sale while on UMMC-owned or UMMC-leased properties. The use, sale, purchase, transfer, theft, or possession of an illegal drug violates the law. UMMC will refer to such illegal drug activities to law enforcement, licensing, and credentialing agencies when appropriate.



**EVERYDAY WELLNESS**  
A free education series providing helpful, healthy living tips.

**Get more out of your employee benefits.**  
The UMMC Employee Assistance Program (EAP) and Work-Life Services can help with many of your daily needs, whether personal or work-related.

**Employee Assistance Program**  
From adult care referrals and financial consultations to adoption assistance and counseling sessions, EAP programs provide support for issues in your life that may cause you stress, anxiety or depression.

**Work-Life Services**  
Work-Life specialists connect you to services that make your everyday life easier, from home and auto repairs to finding the right after-school care for your child.

The UMMC Human Resources Department makes these services available at no cost to UMMC employees and their household members.



### Employee Assistance Program

Employees - UMMC provides Humana EAP and Work-Life Services at no cost to you or members of your household. If you require additional counseling or services beyond established coverage by the Employee Assistance Program, there may be additional costs. Visit the Department of Human Resources intranet page here for contact information.

Students - Humana EAP and Work-Life Services is the student assistance program. These services are confidential, and there is no cost to UMMC students. Visit the Student Affairs intranet page here for contact information.



### Tobacco Use Policy

It is the policy of UMMC to provide a smoking and tobacco-free workplace and environment, prohibiting smoking, the use of other tobacco products or electronic smoking devices. All students, faculty, staff, patients, visitors, and contractors are prohibited from using tobacco products or electronic smoking devices on and in all of UMMC's designated sites, owned, and leased properties, buildings, grounds, and vehicles.

## Arrests and Referrals for Disciplinary Actions

The Clery Act requires reporting of arrests and referrals for disciplinary actions for the following violations:

- Liquor Law Violations: State and/or local liquor law violations except drunkenness and driving under the influence. Federal violations are excluded.
- Drug Law Violations: State and/or local offenses relating to the unlawful possession, sale, use, growing, and manufacturing of narcotic drugs. The following drug categories are specified: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics-manufactured narcotics that can cause true addiction.
- Weapons Violations: All violations of any regulations or statutes controlling the carrying, using, possessing, furnishing, and manufacturing of deadly weapons or silencers. Attempts are included.

Criminal Offense		Arrest					Judicial Referral				
		On-campus	Residential	Non-Campus Building & Facilities	Public Property	Total	On-campus	Residential	Non-Campus Building & Facilities	Public Property	Total
Year											
Drug Violations	2019	4	N/A	0	0	4	0	N/A	0	0	0
	2020	2	N/A	0	0	2	0	N/A	0	0	0
	2021	0	N/A	0	0	0	0	N/A	0	0	0
Liquor Law Violations	2019	0	N/A	0	0	0	0	N/A	0	0	0
	2020	0	N/A	0	0	0	0	N/A	0	0	0
	2021	0	N/A	0	0	0	0	N/A	0	0	0
Weapons Violation	2019	0	N/A	1	0	1	0	N/A	0	0	0
	2020	2	N/A	0	0	2	0	N/A	0	0	0
	2021	0	N/A	0	0	0	0	N/A	0	0	0
<b>TOTALS</b>		8	N/A	1	0	9	0	N/A	0	0	0



# Timely Warnings & AlertU

UMMC PD is responsible for issuing timely warnings in compliance with the Clery Act for crimes committed on campus that, in the judgement of the University, constitute an on-going threat to our UMMC community. They are issued on a case-by-case basis after consideration of all available facts, such as the nature of the crime, continued danger or risk to the campus community and the risk of compromising law enforcement efforts. These alerts may also be issued for crimes that occur off-campus, but pose a risk to UMMC students, faculty, employee, patients or visitors.

As part of UMMC's efforts to ensure the safety of students, faculty, patients, visitors, and staff, UMMC utilizes Alert U as its campus emergency notification system. The Alert U system rapidly notifies UMMC faculty, staff, and students of on-campus emergencies via text message and e-mail. All employees and students should verify their contact information in Workday, and update when necessary to receive Alert U messages. You must select "Mobile" for a cellular device under the "Primary" phone number option to receive text message alerts. Participation in this system is not mandatory, but enrollment is strongly encouraged.

Upon receiving the report of a crime that may warrant the release of a crime alert, UMMC PD may consult with neighboring law enforcement entities as well as other UMMC departments for the purpose of discussing relevant facts, the level of threat to the campus community and the content of the alert.

## **Emergency Management**

UMMC PD follows local, state, federal and industrial guidelines to protect the health care community by coordinating and integrating all activities necessary to build, sustain, and improve the capability to mitigate, prepare for, respond to, and recover from threatened or actual natural disasters, acts of terrorism, or other human-made disasters. UMMC PD personnel collaborate with other UMMC partners, such as the Department of Fire Safety, Physical Facilities and the Mississippi Center for Emergency Services, reviewing and training on UMMC's emergency response plans.

## **Fire Alarm Procedures**

In the case of a fire on UMMC property, call 911 from an on-campus telephone or 601-984-6666 from your cell phone. Follow emergency exit signs to quickly evacuate the area and/or building. UMMC students, faculty and staff should familiarize themselves with UMMC emergency evacuation plans.

## **Severe Weather Alerts**

All students, faculty and staff will receive notification via AlertU or their email of severe weather that may affect the campus. Additionally, county, state and federal emergency management agencies regularly conduct tests of their emergency management and alert systems.



# STUDENT SERVICES RESOURCE GUIDE

## UMMC POLICE & SECURITY DEPARTMENT

### WHEN DIALING FROM A CAMPUS PHONE

**EMERGENCY: 911**  
**NON EMERGENCY: 4-1360**



### WHEN DIALING FROM A CELL PHONE

**EMERGENCY: 601-815-7777**

## Important Contact Information



**Office of Student Services**  
(601)-984-1092  
[umc.edu/student-services](http://umc.edu/student-services)



**School of Dentistry**  
(601)-984-6009  
[umc.edu/SOD](http://umc.edu/SOD)



**School of Health Related Professions**  
(601)-815-4029  
[umc.edu/SHRP](http://umc.edu/SHRP)



**School of Graduate Studies**  
(601)-984-1195  
[umc.edu/GraduateSchool](http://umc.edu/GraduateSchool)



**School of Medicine**  
(601)-984-5012  
[umc.edu/SOM](http://umc.edu/SOM)



**School of Nursing**  
(601)-984-6213  
[umc.edu/SON](http://umc.edu/SON)



**School of Pharmacy**  
(601)-984-2486  
[pharmacy.olemiss.edu/studentaffairs](http://pharmacy.olemiss.edu/studentaffairs)



**School of Population Health**  
(601)-984-1020  
[umc.edu/SoPH/SOPH](http://umc.edu/SoPH/SOPH)

## Emergency Procedures (Alert U)



The University of Mississippi Medical Center operates an emergency notification system for extreme emergency situations. Students can increase the effectiveness of this service by maintaining incoming text service and an up to date cell phone number in Workday. This system provides rapid notification of emergency messages via text messaging, email and voice mail.

## Severe Weather Warnings



In collaboration with the National Weather Services, UMMC has a two-tiered response to severe weather events.



## Active Shooter: What To Do



In the event of an active shooter threat, here are helpful tips on what you should and should not do to ensure your safety at all times.



## Mistreatment & Title IX



The University of Mississippi Medical Center (UMMC) is committed to creating and maintaining a learning and working environment that is free from unlawful discrimination based on sex in accordance with the Title IX of the Higher Education Amendments of 1972 (Title IX), which prohibits discrimination on the basis of sex in education programs or activities.



## Health Services

Student Employee Health

601-984-1185



Quick Care Clinic

601-984-6800



## Office of Academic Support

Office of Academic Support

601-815-5064



## Humana EAP and Work-Life Services/ Student Assistance Program

Employee Assistance Program  
& Work Life Services

866-219-1232



To access these services, call 1-866-219-1232 (TTY:711) or visit [eapwl.com](http://eapwl.com) (username: *ummc*, password: *ummc*)

*Counseling & additional services are available through this resource.*

## Additional Resources

Office of Student Financial Services

601-984-1117



Rowland Medical Library

601-984-1230



Student Counseling & Wellness Center

601-815-5588



Office of Well-being

601-984-2705



RISE (Resilience in Stressful  
Events) Peer Response Team

601-815 (RISE) 7473



## Student Comments, Suggestions, or Complaints

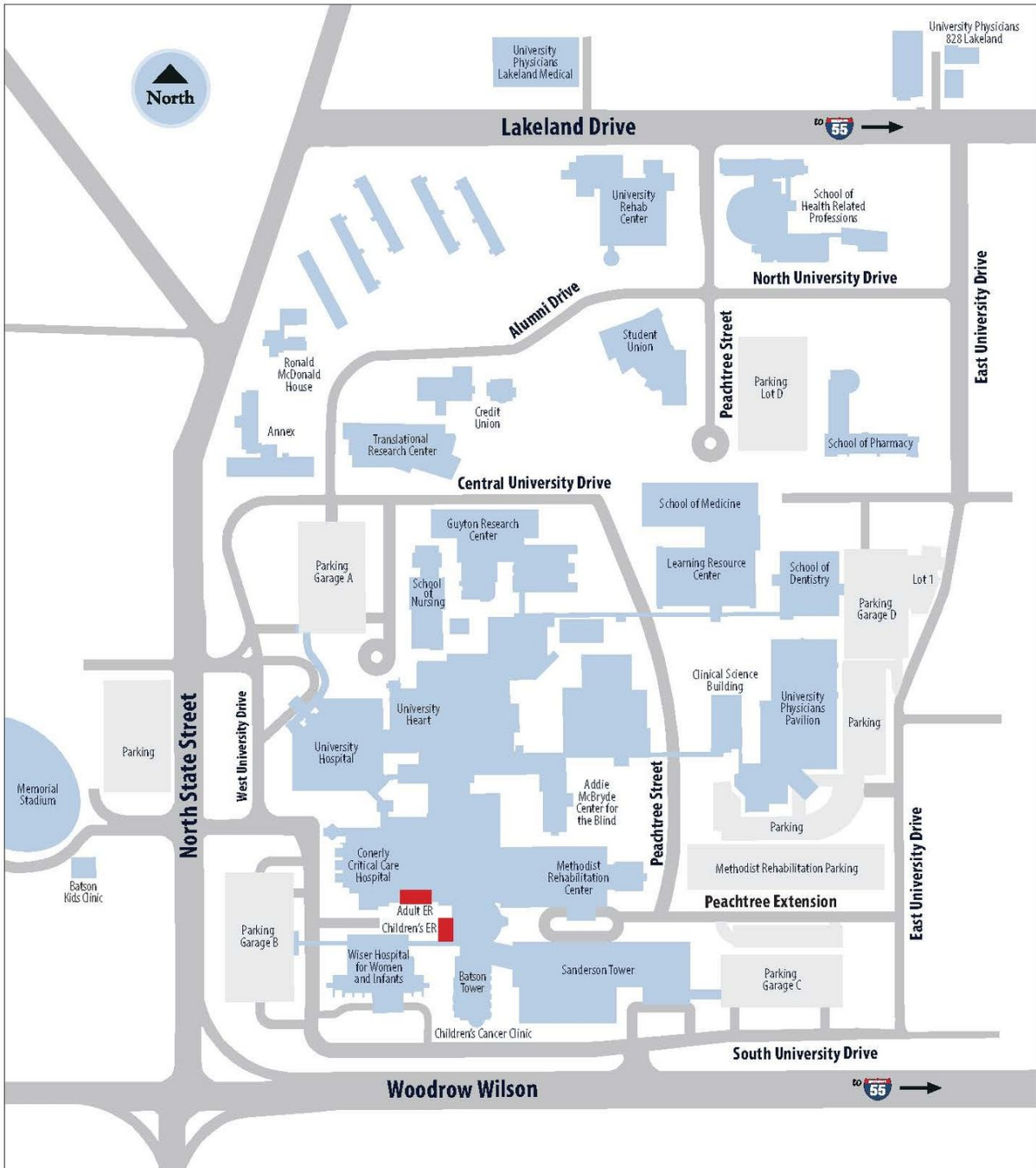


Students have the right to complain and may submit a complaint on the UMMC Student Complaints Webpage.





# THE UNIVERSITY OF MISSISSIPPI MEDICAL CENTER™



[Click here for interactive map](#)

## Personal Safety Suggestions

Campus safety begins with every employee, student, patient and visitor remaining vigilant and aware of their surroundings. Here are some tips to protect yourself and the people around you:

- When you're walking around campus, always be aware of what is going on around you. Stay in well-lit areas and try to walk in groups whenever possible.
- Keep the volume on your headphones down so you can hear if someone is approaching.
- Lock your vehicle and do not keep valuables inside your vehicle, especially where others can see them (e.g. seat, cup-holder, etc.).
- Never leave a firearm in your vehicle.
- If you have remote access to your vehicle, NEVER leave the key fob inside the vehicle. If someone makes entry to your car, they can easily steal it if the key fob is hidden inside.
- Carry your purse/bags close to your body, wallets should be in a front pocket so they cannot be easily picked .

**If you see something suspicious, call UMMC PD at (601) 984-1360.**

### Crime Prevention and Safety Training

UMMC PD strives to minimize or eliminate criminal opportunities whenever possible and encourages students, faculty, and staff to be responsible for their and others' security. Upon request, UMMC PD provides crime prevention education on many security-related topics. Students, faculty, and staff may schedule a crime prevention presentation at any time by calling (601) 815-3072.

Connect quickly to



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to add us to your contacts!**



**SCAN ME**