



# ANNUAL SECURITY & FIRE SAFETY REPORT

**2022**

This information is provided in compliance with federal law, known as the Clery Act and the Violence Against Women Act (VAWA). This information is for the Midwestern Seminary Campus in Kansas City, MO and extension sites in St. Louis, MO and Ames, IA.

**Posted October 1, 2023**

**MIDWESTERN BAPTIST THEOLOGICAL  
SEMINARY & SPURGEON COLLEGE**

5001 N Oak Trafficway  
Kansas City, MO 64118  
816-414-3700  
[www.mbts.edu](http://www.mbts.edu)





LETTER  
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We urge members of Midwestern Seminary community to use this report as a guide for safe practices on and off-campus. MBTS sends an e-mail to every faculty, staff, and student by October 1<sup>st</sup> to notify that the report is available and ready to be viewed. The e-mail includes a an attachement of this report and the web address for the MBTS website where the Annual Security and Safety Fire Report can be viewed, downloaded, or printed from the web. This report is available online at [www.mbts.edu/security](http://www.mbts.edu/security) All current or prospective, faculty, staff, and students can obtain a paper copy by calling (816) 414-3836, by visiting Midwestern Seminary Security Office, emailing [security@mbts.edu](mailto:security@mbts.edu), or by writing Midwestern Baptist Theological Seminary, Attn: Security Department, 5001 N Oak Trafficway, Kansas City, MO 64118.



Dear MBTS Community,

Midwestern Baptist Theological Seminary is committed to providing a safe and secure environment for our students, faculty, staff, and visitors. To that end, we are pleased to present the Annual Security and Fire Safety Report.

This report will provide you with information on safety and security that we hope will be beneficial to you both on and off campus. Inside you will find information on policies and procedures for reporting crime, safety and security prevention and protection programs, victim assistance services, and other material to assist you in maintaining your safety and security. This report is provided in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) passed by Congress. These reports are provided on an annual basis on October 1<sup>st</sup>, each year. Information contained in this report is gathered from several different law enforcement agencies and internal documentation from Midwestern Seminary and is compiled by the Chief of Security or his designee.

As we continue to create a campus culture built around safety, caring and cooperation, we cannot lose sight of the simple fact that no community is immune or completely safe from predators. Therefore, we encourage you to read this information and consider how it can help you and the MBTS community to prevent and protect yourself against crime. For more information or questions regarding this document please visit [www.mbts.edu/security](http://www.mbts.edu/security).

Thank you for taking time to review this information and helping to make MBTS a safer community.

Midwestern Seminary Security



**MIDWESTERN SEMINARY SECURITY**

5001 N Oak Trafficway  
Kansas City, MO 64118

[security@mbts.edu](mailto:security@mbts.edu)



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Campus security and safety are important issues in postsecondary education today. Providing students nationwide with a safe environment in which to learn and to keep students, parents and employees well informed about campus security are goals that have been voiced by many groups. These goals were advanced by the *Crime Awareness and Campus Security Act of 1990*. The U.S. Department of Education (ED) is committed to ensuring that postsecondary institutions are in full compliance with this act, and that the enforcement of the act remains a priority. Compliance with this act, now known as the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, or Clery Act*, provides students and families, as higher education consumers, with the information they need to make informed decisions. Detailed information about this Act is available from the Department of Education [here](#).

Data for the *Annual Security and Safety Report* for MBTS is compiled each year by the Midwestern Seminary Security Department from the following sources:

- Midwestern Security Department
- Kansas City Missouri Police Department
- Clay County Sheriff's Department
- Campus Security Authorities

The safety and well-being of all members of our community are of great concern to MBTS. Many departments and employees are dedicated to making the campus a safer place to live and work. A safe environment depends on the cooperation and involvement of individuals like you. We encourage all members of the MBTS community to use this report as a guide for safe practices on and off campus.

To comply with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, Midwestern Seminary Security prepares this report and works with several seminary offices and public agencies - such as the office of the Dean of Students, the Housing Office, and the Kansas City, Missouri Police Department - to gather the information herein. Each entity provides updated data on its educational efforts and programs. Campus crime, arrest, and referral statistics are gathered from designated campus officials (including but not limited to) directors, deans, department heads, designated resident life staff, student conduct staff, advisors to students and student organizations, and local law enforcement agencies.

The seminary also has a voluntary confidential reporting system through which crimes are reported to Midwestern Security, Campus Security Authorities, and the Dean of Students.

This publication contains information to aid in the cooperative effort of creating a safer campus. It contains specific information on safety and security, crime prevention, patrol operations, policies relating to reporting crime, campus disciplinary procedures, and crime statistics for the three previous calendar years. These statistics reflect reported crimes that

occurred on campus, on property owned or controlled by MBTS, and on public property that is immediately adjacent to and accessible from the campus.

## PURPOSE

The purpose of the Campus Crime and Security Policies is to delineate the procedures for students and others to report criminal actions or other emergencies occurring on Midwestern Baptist Theological Seminary college grounds. Crime reporting on college campuses is mandated by the federal *Crime Awareness and Campus Security Act of 1990*.

## REPORTABLE CRIMES

Reporting of the following crimes is mandated by the Clery Act:

- Murder/non-negligent Manslaughter
- Negligent Manslaughter
- Domestic Violence
- Dating Violence
- Stalking
- Robbery
- Aggravated Assault
- Burglary
- Motor Vehicle theft
- Arson
- Hate crimes
- Rape
- Incest
- Statutory rape
- Fondling

In addition, arrests and judicial (disciplinary) referrals for these categories are reportable:

- Illegal weapons possession
- Drug law violations
- Liquor law violation

The definitions of these crimes can be found under “Definition of Categories.”





## OFFICE OF THE MIDWESTERN SEMINARY SECURITY DEPARTMENT

### CAMPUS LAW ENFORCEMENT AUTHORITY & JURISDICTION

Midwestern Seminary Security personnel have the authority to ask persons for identification and to determine whether individuals have lawful business at Midwestern Seminary. MBTS campus security has the authority to issue parking tickets and to detain and apprehend people either committing crimes, attempting to commit crimes in their presence, or when they have probable cause to believe someone has committed a crime. They possess limited arrest power and are commissioned through the Kansas City Missouri Police Department. Criminal incidents are referred to the local police who have jurisdiction over the campus. The campus security office maintains a highly professional working relationship with the Kansas City, Missouri Police Department (KCPD) and the Clay County Sheriff's department. All crime victims and witnesses are strongly encouraged to immediately report a crime to campus security and the Kansas City, Missouri Police department. Prompt reporting will assure timely warning notices on campus and timely disclosure of crime statistics.



MBTS does not sponsor any off-campus student organizations.

### CAMPUS SECURITY PERSONNEL TRAINING

Midwestern Security personnel are required to obtain a Class A Patrol Agent license through the Board of Police Commissioners for Kansas City, Missouri. All licenses are on file in the Security office. All officers receive training on Control/Defensive Tactics, Power Handcuffing, Weapons & Ground Defense, OC Spray, Taser and Verbal De-escalation. Firearms certification is required of the Chief of Security. Additional training is provided to all security personnel including, but not limited to: First Aid/CPR/AED training and lockdown procedure training.

### RELATIONSHIP WITH LOCAL AND STATE LAW ENFORCEMENT AGENCIES

Midwestern Security maintains a working relationship with the Kansas City, Missouri Police Department (KCPD). Midwestern Security occasionally works with other law enforcement agencies including the Clay County Sheriff's department. The officers communicate regularly on the scene of incidents that occur in and around the campus area. Midwestern Seminary Security works closely with the investigative staff at KCPD when incidents arise that require joint investigative efforts, resources, crime related reports and exchanges of information, as deemed necessary. There is no written memorandum of understanding between MBTS and KCPD at the current time.



## TO REPORT A CRIME

In the event anyone has information regarding crimes or emergencies on campus they should immediately notify MBTS by dialing:

816-414-3836

EMERGENCY: 9-1-1 then immediately call Midwestern Seminary Security at (816) 414-3836.

Non-emergency: Midwestern Seminary Security at (816) 414-3836 or KCPD Non-emergency (816) 234-5111.

Always report incidents to Midwestern Seminary Security after calling 9-1-1 or the KCPD



## TIMELY WARNING

A Timely Warning is provided to give students, faculty, and staff timely notification of crimes that may represent a serious or on-going threat to the seminary community and to heighten safety awareness. The Warning also seeks information that may lead to arrest and conviction of the offender when violent crimes against persons or substantial crimes against property have been reported.

The Chief of Security, or his designee, is responsible for issuing a Timely Warning when a crime, which occurred on Midwestern geography, is reported to or brought to the attention of campus security or other campus security authorities and that crime represents a serious or on-going threat to the safety of members of the seminary community. Information for Timely Warnings also comes from other law enforcement agencies. Every attempt will be made to distribute the Warning promptly; however, the release is subject to the availability of accurate facts concerning the incident.

Midwestern Seminary Security will prepare a Timely Warning whenever a report is received of a violent crime against a person or a substantial crime against property on campus that represents a serious or on-going threat to the safety of students, faculty, and staff. Timely Warnings provide details of the crime, a description of the suspect (if known), and information on whom to contact with information, and safety tips.

Timely Warnings will be issued through the MBTS Alert System, which uses email and phone text messaging, as quickly as possible to faculty, staff, and students.

There may be other times that the Midwestern Security Department sends out warnings or tips as it relates to the surrounding areas around campus, but these are not considered timely warnings in the Cleary act.



Timely Warnings typically include the following information:

- A succinct statement of the incident.
- Any connection to previous incidents.
- Physical description and/or composite drawing of the suspect, if appropriate.

- Date and time the Alert was released.
- Other relevant and important information.
- Appropriate safety tips.



## CAMPUS SECURITY AND ACCESS

### KANSAS CITY CAMPUS

Midwestern Seminary is located in what many call the “Heart of America.” Kansas City houses the main campus for Midwestern Seminary. The campus includes administrative offices, as well as, classrooms, library, Spurgeon Library, Student Center Cafeteria, Sword & Trowel bookstore, chapel, student center, residence hall, and campus housing. Buildings are open to students, parents, employees, contractors, guests, and invitees. Beginning at approximately 8:00 AM and closed to the public at approximately 5:30 PM. During these times, barring emergencies or school closures, buildings are largely accessible by unlocked doors, although some areas are locked and accessible only by keycard or issued key. During non-business hours all buildings are secured by locked doors and our facility is only accessible by issued key or keycard access. Security monitors and patrols the campus grounds constantly and regularly during business and non-business hours.



Most resident housing is secured 24 hours a day, the remaining residence housing is secured by individual locks on apartment doors. Residents of these facilities will be issued a key to enter the building, their individual dorm/apartment, storage, and storm shelter.

Emergencies may necessitate changes or alterations to any posted schedules. Areas that are revealed as problematic will be reviewed by the Chief of Security, the Director of Campus Operations, and the Vice President for Institutional Administration for potential alterations to items such as landscaping, locks, alarms, lighting, and communication. Additionally, during the academic year, campus security meets as needed to discuss issues of pressing concerns.

#### MAINTENANCE OF CAMPUS FACILITIES

Midwestern’s Campus Operations Department takes safety and security service needs as a high priority. They immediately respond to reports of inoperable doors, burned out lights, broken windows and screens, and requests from Midwestern Seminary Security to things such as trimming bushes for safety and security reasons.

Midwestern Seminary Security personnel closely monitor any security-related maintenance problems after hours until reported to and resolved by Campus Operations. We encourage community members to promptly report any security concern, including concerns about

locking mechanisms, lighting, or landscaping to Midwestern Seminary Security at (816) 414-3836.



**Aggravated Assault:** an unlawful assault upon the person of another for the purpose of inflicting severe or aggravated bodily injury (includes attempts and whether an injury occurred).

**Arson:** the willful or malicious burning or attempt to burn (w/o the intent to defraud) a dwelling, house, public building, motor vehicle or aircraft, or personal property of another (includes attempts).

**Burglary:** three elements must be met for an incident to be classified as burglary – unlawful entry, into a structure, for the purpose of committing a felony or theft. If those three elements are not met, the incident should not be classified as a burglary. It is not burglary when items are taken from open access areas, such as dining halls and libraries, and the incident must occur in a structure (four walls, a roof and a door); telephone booths, gym lockers and cubbies do not count. The offense of theft is not reportable under the Clery Act.

**Consent:** must be informed, freely given and mutual. If coercion, intimidation, threats or physical force are used there is no consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation, there is no consent: this includes impairment or incapacitation due to alcohol or drug consumption or being asleep or unconscious. Inducement of incapacitation of another with the intent to affect the ability of an individual to consent or refuse to consent to sexual contact almost always, if not always, negates consent. Silence does not necessarily constitute consent. Whether a person has taken advantage of a position of influence over an alleged victim may be a factor in determining consent.

**Dating Violence** means violence by a person who has been in a romantic or intimate relationship with the victim. Whether there was such a relationship will be gauged by its length, type, and frequency of interaction.

**Domestic Violence:** includes asserted violent misdemeanor and felony offenses committed by the victim’s current or former spouse, current or former cohabitant, person similarly situated under domestic or family violence law, or anyone else protected under domestic or family violence law.

**Drug Abuse Violations:** the unlawful possession, sale, use, transportation, cultivation, manufacturing, maintaining an unlawful place. Drug/narcotic violations referred for campus

disciplinary action under the Student Handbook need not be reported to the police department.

**Incest:** sexual intercourse between people who are related to one another within the degrees wherein marriage is prohibited.

**Liquor Law Violation:** the unlawful possession, sale, transportation, manufacturing, furnishing alcohol to a minor (under 21 years), or maintain an unlawful drinking place. The Clery Act **does not require the reporting of public drunkenness or driving while under the influence offenses.** Alcohol violations referred for campus disciplinary action under the Student Handbook need not be reported to the police department.

**Manslaughter:** the killing of another person through gross negligence.

**Motor Vehicle Theft:** the taking of a motor vehicle (as defined) without the consent of the owner with the intent to either permanently or temporarily deprive the owner of the vehicle (includes attempts).

**Murder:** the willful (Non-negligent) killing of a human being by another.

**Rape:** is 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 also occurs when a person engages in sexual intercourse with a person by forcible compulsion or the threat of forcible compulsion that would prevent resistance by a person of reasonable resolution, or when a person is unconscious or where the person knows that the victim is unaware that the act is occurring.

**Robbery:** the taking of personal property in the possession of another, from his/her immediate presence, and against his/her will, accomplished by means of force or fear (includes attempts).

**Sex Offenses - Forcible:** any sexual act directed against another person without the other person's consent. (Includes attempts).

- A. Sexual intercourse (penetration - however slight);
- B. Sodomy (penetration - however slight);
- C. Oral copulation (vaginal, anal);
- D. Rape with a foreign object (penetration vaginal or anal - however slight);
- E. Sexual battery (the touching of the intimate parts (sexual organ, anus, groin, or buttocks of any person, or the breast of a female) of another

**Sex Offenses - Non-Forcible:** Any unlawful, but consensual sex act with another person (includes attempts).

**Stalking:** means a course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress.

**Statutory Rape:** intercourse with a person who is under the age of consent - 18 years.

**Unfounded Crimes:** an institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situation where sworn or commissioned law enforcement personnel have fully investigated the reported crime, and based on the results of its full investigation of evidence, have made a formal determination that the crime is false

or baseless and therefore “unfounded.” Only a sworn or commissioned law enforcement personnel may “unfound”.

**Weapon Law Violations:** the unlawful possession or control of any firearm, deadly weapon, (including nun chucks or Billy club) illegal knife or explosive device while on the property of MBTS except as required in the lawful course of business or as authorized by MBTS.



## ON-CAMPUS

Any building or property owned and 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 any building or property that is owned by the institution but controlled by another person, is frequently used by students, and supports institutional purposes.

### Midwestern Seminary On-Campus Property

- Entire 160 acres, including all buildings, parking lots, roadways, etc.
- Includes bookstore since they are located on property MBTS owns.
- Also includes all campus housing and the Vivion Farm Home.

## NON-CAMPUS BUILDING OR PROPERTY

Any building or property owned or controlled by a student organization that is officially recognized by the institution; or 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.



#### St. Louis, Missouri Non-Campus Building

The classrooms at The Journey Church, 2833 S. Kings highway Blvd., St. Louis, MO 63139, only for the times class is meeting including the hallway and/or stairways leading to the classrooms.

#### Ames, Iowa Non-Campus Building

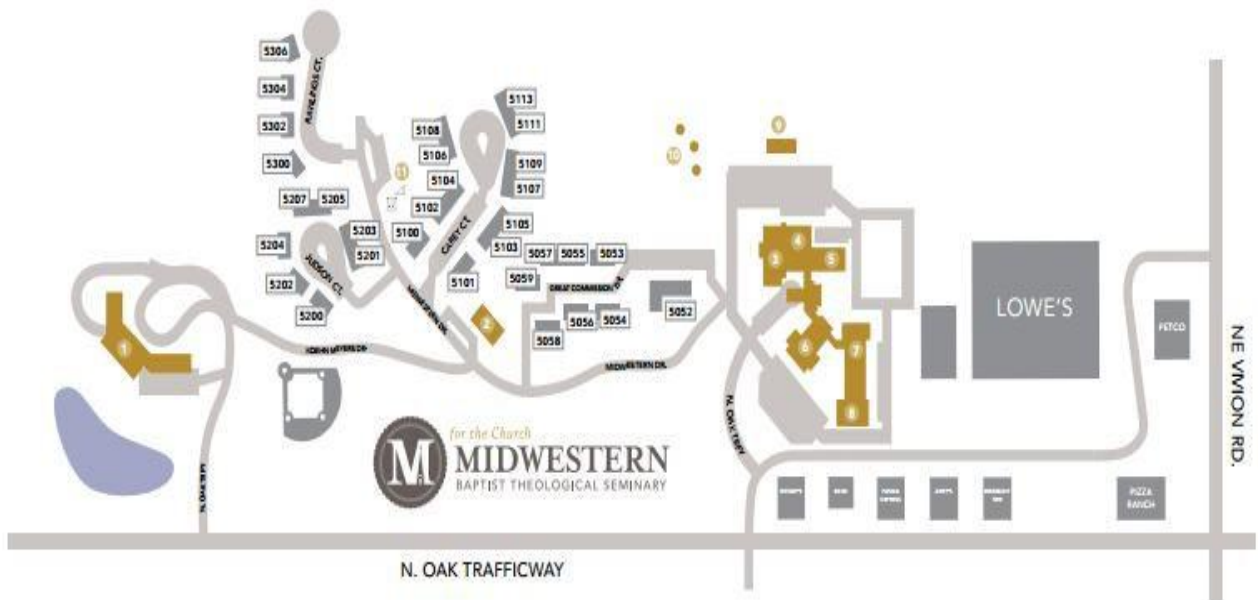
The classroom at Cornerstone Church of Ames, 56829 U.S. Highway 30, Ames, Iowa 50010, only for the times class is meeting including the hallway and/or stairways leading to the classroom.

### **PUBLIC PROPERTY**

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

#### Midwestern Seminary Public Property

- North Oak Traffic way, including sidewalks on both sides of the street, from south entrance to NE 54<sup>th</sup> Terrace;
- Vivion Road, including sidewalks on both sides of the street, from west boundary of MBTS property to the east boundary;
- NE 54<sup>th</sup> Terrace from North Oak Traffic way to the end of NE 54<sup>th</sup> Terrace;
- North Oak Frontage Road beginning at south entrance off North Oak Traffic way to end of property boundary adjacent to Office Depot;
- Troost beginning at 49<sup>th</sup> Street and continuing to end of property boundary on the north;
- 49<sup>th</sup> Street from Troost on the east to North Campbell Street on the west.
- Englewood Park from the MBTS north boundary to the north boundary of the park.



**KEY**

- |   |  |  |                |
|---|--|--|----------------|
| 1. KOEHN & MYERS CENTER<br>5401 N. Oak Trafficway | 4. THE SPURGEON LIBRARY<br>5001 N. Oak Trafficway    | 7. TRUSTEES CLASSROOM BUILDING<br>5001 N. Oak Trafficway   | 10. GAZEBOS    |
| 2. MUSIC BUILDING<br>5071 Midwestern Dr.          | 5. ADMINISTRATION BUILDING<br>5001 N. Oak Trafficway | 8. STUDENT CENTER & CAMPUS STORE<br>5001 N. Oak Trafficway | 11. PLAYGROUND |
| 3. LIBRARY<br>5001 N. Oak Trafficway              | 6. CHAPEL COMPLEX<br>5001 N. Oak Trafficway          | 9. SECURITY & CAMPUS OPERATIONS<br>5003 N. Oak Trafficway  |                |



Midwestern Baptist Theological Seminary prepares an annual report of crime statistics to include in the annual Campus Security and Fire Safety Report. This report is prepared to comply with the *Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act*. The full text of this report can be located on our web site at [www.mbts.edu/security](http://www.mbts.edu/security). This report is prepared in cooperation with the local law enforcement agencies surrounding our main campus residential housing.

Campus crime, arrest and referral statistics include those reported to Midwestern Security, designated campus officials known as “*Campus Security Authorities*” and local law enforcement agencies. A procedure is also in place to anonymously capture crime statistics disclosed confidentially, as stated previously under Confidential Reporting. The following chart shows crime statistics for years 2019, 2020 and 2021.



KANSAS	TYPE OF OFFENSE	YEAR	ON-CAMPUS	ON-CAMPUS RESIDENCE	NON-CAMPUS	PUBLIC PROPERTY	TOTAL	
	<b>AGGRAVED ASSAULT</b>							
		2020	0	0	0	0	0	
		2021	0	0	0	0	0	
		2022	0	0	0	0	0	
	<b>ARSON</b>							
		2020	0	0	0	0	0	
		2021	0	0	0	0	0	
		2022	0	0	0	0	0	

<b>BURGLARY</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>DATING VIOLENCE</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>DOMESTIC VIOLENCE</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>FONDLING</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>INCEST</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>MOTOR VEHICLE THEFT</b>						
2020	3	0	0	0	0	3
2021	3	0	0	0	0	3
2022	1	0	0	0	0	1
<b>MURDER/NON-NEGLIGENT MANSLAUGHTER</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>NEGLIGENT MANSLAUGHTER</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>RAPE</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>ROBBERY</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>SEX OFFENSE- FORCIBLE</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>STATUTORY RAPE</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0
<b>SEX OFFENSE - NON-FORCIBLE</b>						
2020	0	0	0	0	0	0
2021	0	0	0	0	0	0
2022	0	0	0	0	0	0

KANSAS CITY CAMPUS	STALKING						
	TYPE OF OFFENSE	YEAR	ON-CAMPUS	ON-CAMPUS RESIDENCE	NON-CAMPUS	PUBLIC PROPERTY	TOTAL
		2020	0	0	0	0	0
		2021	0	0	0	0	0
		2022	0	0	0	0	0
	ARREST: WEAPONS						
		2020	0	0	0	0	0
		2021	0	0	0	0	0
		2022	0	0	0	0	0
	DISCIPLINARY REFERRAL: WEAPONS LAW VIOLATIONS						
	2020	0	0	0	0	0	
	2021	0	0	0	0	0	
	2022	0	0	0	0	0	
ARREST: DRUG LAW VIOLATIONS							
	2020	0	0	0	0	0	
	2021	0	0	0	0	0	
	2022	0	0	0	0	0	
DISCIPLINARY REFERRAL: DRUG LAW VIOLATIONS							
	2020	0	0	0	0	0	
	2021	0	0	0	0	0	
	2022	0	0	0	0	0	
ARREST: LIQUOR LAW VIOLATIONS							
	2020	0	0	0	0	0	
	2021	0	0	0	0	0	
	2022	0	0	0	0	0	
DISCIPLINARY REFERRAL: LIQUOR LAW VIOLATIONS							
	2020	0	0	0	0	0	
	2021	0	0	0	0	0	
	2022	0	0	0	0	0	

These statistics indicate cases as initially reported to the police. Further investigation may reveal the case was unfounded or lacked sufficient evidence to result in the filing of criminal charges by the prosecutor.

Individuals who were arrested and referred for campus disciplinary action are reported under the arrest category.

The statistics for the Kansas City Campus were prepared by Midwestern Seminary Security based on information gathered from individuals in the following seminary offices and local law enforcement authorities:

- Midwestern Seminary Security
- Campus Security Authorities
- Kansas City Missouri Police Department
- Missouri Highway Patrol



## HATE CRIMES

A criminal act involving one or more of the above listed Clery Act crimes, the crimes of theft, simple assault, intimidation and vandalism, and any other crime involving bodily injury which was motivated by bias against any person or group of persons, or the property of any person or group of persons because of the ethnicity, race, national origin, religion, gender, or disability of the person or group, or bias based upon the perception that the person or group has one or more of those characteristics.

- **Theft (Larceny):** includes the crimes of Pocket Picking, Purse Snatching, Shoplifting, Theft from Building, Theft from Coin Operated Machine or Device, Theft from Motor Vehicle, Theft of Motor Vehicle Parts or Accessories, and All Other Larceny.
- **Simple Assault:** an unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration or loss of consciousness.
- **Intimidation:** to unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or conduct but without displaying a weapon or subjecting the victim to a physical attack.
- **Vandalism:** to willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

### KANSAS CITY CAMPUS

There were no reported hate crimes for the years of 2020, 2021, or 2022.

TO REPORT A HATE OR BIAS CRIME, PLEASE USE ONE OF THE METHODS BELOW:

**By Phone:**

Kansas City Campus: (816) 414-3836

*In an emergency:* Dial 9-1-1 and then the number listed above to report the incident.

**Online:** [security@mbts.edu](mailto:security@mbts.edu)

**In Person:** Midwestern Seminary Security Office



## CRIME PREVENTION AND SECURITY AWARENESS

## Crime Prevention

Midwestern Baptist Theological Seminary's crime prevention program is based upon the dual concept of eliminating or minimizing opportunities for crime while encouraging students and employees to assume responsibility for their own safety and the safety of others by taking common sense precautions. The following is a listing of MBTS crime prevention programs.

Students and employees will be reminded to exercise caution and to actively practice crime prevention. Any workshops for students and employees on how to avoid rape and other crimes both on and off campus will be announced on the seminary website.

Criminals often act when opportunities to commit crimes present themselves. By taking precautions, such opportunities may be minimized.

A successful campus safety program needs the cooperation, involvement and support of students and faculty. Exercise these simple, common sense precautions.

1. Travel/park in lighted areas; travel in pairs if possible.
2. Report any suspicious persons or activities; report all incidents no matter how minor; report losses immediately.
3. Be sure to lock/secure windows and doors in your office or room; lock your vans, cars, trucks and bikes; store valuables in the trunk of your car.
4. Never loan keys to anyone. They may be lost, stolen or duplicated.
5. Mark or engrave your belongings; don't leave belongings/valuables unattended.
6. Familiarize yourself with the locations of the Campus Operations Office & Security Office.
7. Keep alert; be aware of your surroundings.
8. Have keys ready when approaching your car, so you will be able to get into your car quickly.

In order to aid students and staff in crime preventions, the Midwestern Security Department has several programs available:

- Apartment watch program
- Security handouts
- Website posting at [www.mbts.edu/security](http://www.mbts.edu/security) with crime prevention tips and an anonymous tip line.
- RA Training program

## Security Awareness

Safety and security awareness programs are in place for students and employees. The common theme of awareness and crime prevention programs are to encourage students and employees to be aware of their responsibility for their own security and the security of others. During new student and new employee orientations, individuals are informed of MBTS's current security and crime prevention policies and practices as well as the protection of personal safety and prevention of crime. This information is disseminated via pamphlet and a brief presentation, every semester, at New Student Orientation.

**REMEMBER:** The person who is most responsible for your security is YOU. Always keep safety in mind!



## NOTIFICATION OF MISSING STUDENT

If a member of the seminary has reason to believe that a student who resides in On-Campus housing is missing, he or she should immediately notify Midwestern Seminary Security at 816-414-3836. Midwestern Seminary Security will generate a missing person report and initiate an investigation.

In addition to registering a general emergency contact, students residing in On-Campus housing have the option to identify confidentially an individual to be contacted by Midwestern Seminary Security in the event the student is determined to be missing for more than 24 hours. If a student has identified such an individual, MBTS will notify that individual no later than 24 hours after the student is determined to be missing. A student who wishes to identify a confidential contact can do so through the security office. A student's confidential contact information will be accessible only by Midwestern Seminary Security and law enforcement in the course of the investigation.

After investigating a missing person report, should Midwestern determine that the student has been missing for 24 hours, Midwestern will notify the Kansas City, Missouri Police Department (816-234-5111) and the student's emergency contact no later than 24 hours after receiving the missing student report. If the missing student is under the age of 18 and is not an emancipated individual, MBTS will notify the student's parent or legal guardian immediately after determination has been made that the student has been missing for 24 hours.





## SEXUAL ASSAULT POLICY

The seminary does not tolerate sexual misconduct or abuse, such as sexual assault, rape, or any other forms of nonconsensual sexual activity. The Seminary also prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined herein. Sexual misconduct in any form violates the Student code of conduct and may violate federal and state laws. Violations are subject to disciplinary sanctions through the Office of the Dean of Students.

### WHAT IS CONSENT?

Consent must be informed, freely given and mutual. If coercion, intimidation, threats or physical force are used there is no consent. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature or extent of the sexual situation, there is no consent: this includes impairment or incapacitation due to alcohol or drug consumption or being asleep or unconscious. Inducement of incapacitation of another with the intent to affect the ability of an individual to consent or refuse to consent to sexual contact almost always, if not always, negates consent. Silence does not necessarily constitute consent. Whether a person has taken advantage of a position of influence over an alleged victim may be a factor in determining consent. There is no official definition of consent in the state of Missouri.

### SEXUAL ASSAULT

Causing or attempting to cause another to engage involuntarily in any sexual act by force, threat of force, duress, or without that person's consent.

### RAPE

Is 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 also occurs when a person engages in sexual intercourse with a person by forcible compulsion or the threat of forcible compulsion that would prevent resistance by a person of reasonable resolution, or when a person is unconscious or where the person knows that the victim is unaware that the act is occurring.

### 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 has cohabitated with the victim as a spouse, 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. Abuse is defined as the occurrence of one or more of the following acts between family or household members, sexual or intimate partners or persons who share biological parenthood:

1. Attempting to cause or intentionally, knowingly or recklessly causing bodily injury, serious bodily injury, rape, involuntary deviate sexual intercourse, sexual assault, statutory sexual assault, aggravated indecent assault, indecent assault or incest with or without a deadly weapon.
2. Placing another in reasonable fear of imminent serious bodily injury.
3. The infliction of false imprisonment.
4. Physically or sexually abusing minor children.
5. Knowingly engaging in a course of conduct or repeatedly committing acts toward another person, including following the person, without proper authority, under circumstances which place the person in reasonable fear of bodily injury.

#### 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 based on a consideration of the following factors:

1. The length of the relationship.
2. The type of relationship.
3. The frequency of interaction between the persons involved in the relationship.

#### STALKING

Means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—a) fear for his or her safety or the safety of others; or b) suffer substantial emotional distress. A person commits the crime of stalking when the person either:

1. Engages in a course of conduct or repeatedly commits acts toward another person, including following the person without proper authority, under circumstances which demonstrate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person; or
2. Engages in a course of conduct or repeatedly communicates to another person under circumstances which demonstrate or communicate either an intent to place such other person in reasonable fear of bodily injury or to cause substantial emotional distress to such other person.

### IF YOU ARE A VICTIM

If you are a victim of sexual assault, dating violence, domestic violence or stalking, please follow the following instructions:

For victims of sexual assault:

1. Get to a safe place as soon as possible!
2. Try to preserve all physical evidence - the victim should not bathe, shower, brush teeth, douche, use the toilet, smoke, change clothing, or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be necessary to proof of criminal activity may be preserved until he/she has a medical exam. In Missouri, evidence may be collected even if a victim chooses not to make a report to law enforcement.
3. Get medical attention as soon as possible - an exam may reveal the presence of physical; injury that the victim is unaware of. Also, a forensic exam can help preserve evidence in case the victim decides, later, to file a police report. Following a sexual assault, antibiotics are typically given at the time of the exam to help prevent the

victim from acquiring certain sexually transmitted diseases. If the victim reports memory loss, loss of consciousness, or other circumstances suspicious for a drug-facilitated assault, a urine test may be done if the victim presents within 96 hours. Some of the commonly used “date rape” drug, however, are only detectable in the urine for 6 to 8 hours. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. An exam can be done at a local hospital or medical center. Contact the Metropolitan Organization to Counter Sexual Assault at 816-531-0233 for more information.

4. Contact the police - Sexual assault is a crime; it is vital to report it. It is important to remember that reporting a crime is not the same as prosecuting the crime. The decision to prosecute may be made at another time. Final decision to prosecute is determined by the District attorney.
5. Consider talking to a counselor -seeing a counselor may be important in helping the victim understand his/her feelings and begin the process to recovery.

Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to seminary investigators or police. Although the seminary strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim’s choice whether or not to make such a report, and victims have the right to decline involvement with the police. Whether a victim reports the crime to the police, or not, if the alleged offender is a member of the seminary community, the victim has a right to proceed to seek seminary discipline against the offender. To criminally report an incident involving a sexual assault, domestic violence, stalking, and dating violence, contact the Kansas City Missouri Police Department and Midwestern Seminary Security. The seminary will assist any victim with notifying local police if they so desire.

A victim of domestic violence, dating violence, sexual assault or stalking who proceeds through the criminal process has the following rights:

- To receive information concerning available services for victims.
- To be notified of certain significant actions and proceedings pertaining to your case.
- To be accompanied at all public criminal proceeding by a victim advocate, family member or another person.
- In cases involving personal injury crimes, burglary, and crimes relating to driving under the influence which involved bodily injury, the victim may offer prior comment on the potential reduction or dropping of any charge or changing of a plea.
- To offer prior comment on the sentencing of a defendant to include the submission of a written and/or oral victim impact statement.
- To be restored, to the extent possible, to the pre-crime economic status through restitution, compensation, and the return of property.

If personal injury results from the incident, and the offender is sentenced to a state correctional facility, the victim has the opportunity to provide prior comment on and to receive state post sentencing release decisions (work release,



parole, pardon, or community treatment center placement) and to be provided immediate notice of escape of the offender.

If personal injury occurs from the incident and the offender is sentenced to a local correctional facility, the victim has the right to receive notice of release of the offender (including work release, furlough, parole, community treatment center placement) and to be provided with immediate notice of the escape of the offender;

Where the offender is subject to a Protection from Abuse order and is committed to a local correctional facility for a violation of the order or for a personal injury crime against a victim protected by the order, the victim has the right to receive immediate notice of the release of the offender on bail;

When an offender is committed to a mental health facility from a state correctional institution, the victim has the right to notice of the discharge, transfer, or escape of the offender from the mental health facility; and

The victim has the right to have assistance in the preparation of, submission of and follow-up on financial assistance claims to the Crime Victim's Compensation Program. Moreover, to the extent of the victim's cooperation and consent, seminary offices, will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal seminary investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, transportation or working situations in addition to counseling, health services and assistance in notifying appropriate local law enforcement. Additionally, in most cases and consistent with other federal law, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. The seminary does not publish the name of crime victims nor house identifiable information regarding victims in the campus security departments Daily Crime Log.

These accommodations are available to any students, faculty or staff regardless of whether the victim chooses to report the crime to the local police.

The Seminary does not issue orders of protection or no-contact orders but will assist in enforcing such orders that are issues under a local municipality.

If the student or employee reports to the seminary that the student or employee has been a victim of dating violence, domestic violence, sexual assault, or stalking whether on or off-campus, the seminary will provide the student or employee a written explanation of the student's or employee's rights and options.

## **REPORTING SEXUAL ASSAULT, DOMESTIC VIOLENCE, DATING VIOLENCE, AND STALKING**

For an emergency call 9-1-1 and then immediately call Midwestern Seminary Security to report the incident.

### **REPORTING TO MIDWESTERN SEMINARY SECURITY OR KCPD**

Midwestern Seminary Security officers offer information and guidance to victims when they file a MBTS report. If you choose to report the incident, a Midwestern Seminary Security officer will take a statement from you regarding what happened. The officer will ask you to describe the assailant(s) and may ask questions about the scene of the crime, any

witnesses, and what happen before and after the incident. You may have a support person with you during the interview. NOTE: Reporting an incident is a separate step from choosing to prosecute. When you file a report, you are NOT obligated to continue with legal proceedings or seminary disciplinary action. Midwestern Seminary Security officer will assist any victim with notifying local police if they so desire. If the assault occurred off-campus, report the incident to the Kansas City, Missouri Police Department and Midwestern Seminary will assist individuals who are unsure of how and where to report the crime.

The reason for reporting to Midwestern Seminary Security are:

1. To take action which may prevent further victimization, including issuing a Midwestern Seminary Alert to warn the campus community of an impending threat to their safety
2. To apprehend the assailant
3. To seek justice for the wrong that has been done to you
4. To have the incident recorded for purposes of reporting statistics about the incident that occurred on campus. To report an incident following the guidelines under "Reporting Procedures" on page 8.

#### TITLE IX REPORTING

You have other options in addition to, or in the alternative to, contacting Midwestern Seminary Security regarding sexual assault, domestic violence, dating violence, and stalking. Concerns about conduct by a student or student group that may violate this Policy may also be reported to:

Zachary Salsbury, Director of Student Success, Dean of Students, and Title IX Coordinator  
Phone: 816-916-0180  
Email: zsalsbury@mbts.edu

Beverly White, Student Success Coordinator for Spurgeon College, and Deputy Title IX Coordinator  
Phone: 816-414-3849  
Email: bwhite@mbts.edu

Concerns about conduct by an employee or third-party (vendor, contractors, and guests) that may violate this Policy may also be reported to the Title IX Deputy at:

Dena Morris, Assistant Director of Human Resources  
Title IX Coordinator  
Phone: 816-414-3706  
Email: dmorris@mbts.edu

A victim can also contact the Metropolitan Organization to Counter Sexual Assault at 816-531-0233 to receive care.

#### HOW TO BE AN ACTIVE BYSTANDER

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence's or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. We want to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. We may not always know what to do even if we want to help. Below is a list of some ways to be an active bystander. Further information regarding bystander intervention may be found. If you or

someone else is in immediate danger, dial 911 and then immediately call Midwestern Seminary Security. This could be when a person is yelling at or being physically abusive towards another and it is not safe for you to interrupt.

1. Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are ok.
2. Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
3. Speak up when someone discusses plans to take sexual advantage of another person.
4. Believe someone who discloses sexual assault, abusive behavior, or experience with stalking.
5. Refer people to on or off campus resources listed in this document for support in health, counseling, or with legal assistance.

## DISCLOSURE TO ALLEGED VICTIMS

Midwestern Baptist Theological Seminary will, upon written request, disclose to the alleged victim of a crime of violence, or a non-forcible sex offense, the results of any disciplinary hearing conducted by the seminary against the student who is the alleged perpetrator of the crime or offense. If the alleged victim is deceased as a result of the crime or offense, Midwestern will provide the details of the disciplinary hearing to the victim's next of kin, if so requested.

## ASSISTANCE TO THE VICTIM

If sexual assault or rape occur, staff on the scene, including Midwestern Seminary Security, will offer the victim a wider variety of services, such as hospitals, clinics, counseling services, etc.

If a victim of a sexual assault, domestic violence, dating violence or stalking incident, whether staff or student, requests a change in her or his academic situation, living situation, transportation situation, working situation or protective measures, the Dean of Students Office and other offices at the seminary will assist the individual with making these changes, as long as they are reasonably available. These options will be provided in written form to victims of such crimes.

The seminary will assist any victim with notifying local police if they so desire.

## COUNSELING & EMOTIONAL HELP

Off- Campus

### **Diakonos Counseling**

Diakonos Counseling is located at 4200 Little Blue Pkwy Suite 360, Independence, MO 64057. Counselors can provide confidential support for you during this difficult period. They can inform you of common emotional reactions and discuss coping methods that may assist you immediately following the assault and later. Talking about your concerns with a counselor in a safe and supportive environment may help sort through your feelings and decide what to do. Counselors will not reveal your identify to anyone without your permission. Students may be seen by appointment by calling (816) 373-9240.

## PREVENTION AND AWARENESS

The seminary articulates campus expectations in the Student Handbook and Title IX policies that:

1. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct.
2. Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking.
3. Defines what behavior and actions constitute consent to sexual activity.
4. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

The seminary provides specialized training for the Resident Advisors including Title IX and CSA training with informational handouts upon enrollment and/or new employee orientation.

- Required training through Ministry Safe about Sexual Abuse Prevention - Occurrence: Ongoing and a required component during first year enrollment.
- Presentation at Faculty Council and/or Faculty Workshops about Title IX, sexual assault, and the role of faculty in this process - Occurrence: Annually
- Providing a Title IX Training Video for Faculty, Staff, and Students on MBTS's Title IX Website and in all course shells on Canvas - Occurrence: Annually
- Presentation to all Resident Assistants (RAs) about Title IX and sexual assault reporting and prevention - Occurrence: Annually
- Training at new faculty orientation and new staff orientation on Title IX and sexual assault reporting and prevention - Occurrence: Annually

## RISK REDUCTION

No victim is EVER to blame for being assaulted or abused. Unfortunately, studies show that a person who is the victim of sexual or dating violence is more likely to be re-victimized. Below are some tips to help reduce your risk, to recognize warnings signs of abusive behavior and how to reduce the risk of a potential attack.

### WARNING SIGNS OF BEHAVIOR

Domestic and dating abuse often escalates from threats and verbal abuse to violence. And, while physical injury may be the most obvious danger, the emotional and psychological consequences of domestic and dating violence are also severe. Warning signs of dating and domestic violence include:

1. Being afraid of your partner
2. Constantly watching what you say to avoid a "blow up."
3. Feelings of low self-worth and helplessness about your relationship.
4. Feeling isolated from family or friends because of your relationship.
5. Hiding bruises or other injuries from family or friends.
6. Being prevented from working, studying, going home, and/or using technology (including your cell phone.)
7. Being monitored by your partner at home, work or school.
8. Being forced to do things you don't want to do.

## HELP REDUCE YOUR RISK AND AVOID POTENTIAL ATTACKS

If you are being abused or suspect that someone you know is being abused, speak up or intervene.

1. Get help by contacting (816) 531-0233 for support services
2. Learn how to look for “red flags” in relationships so you can learn to avoid some of those characteristics in future partners
3. Consider making a report with campus security and/or the Title IX Coordinator and ask for a “no contact” directive from the Seminary to prevent future contact
4. Consider getting a protection from abuse order or no contact order from a local judge or magisterial justice
5. Learn more about what behaviors constitute dating and domestic violence, understand it is not your fault, and talk with friends and family members about ways you can be supported
6. Trust your instincts—if something doesn’t feel right in a relationship, speak up or end it

## SEXUAL ASSAULT PREVENTION (From Rape, Abuse, and Incest National Network)

- Be aware of rape drugs
- Try not to leave your drink unattended
- Only drink from un-opened containers or from drinks you have watched being made and poured
- Avoid group drinks like punch bowls
- Cover your drink. It is easy to slip in a small pill even while you are holding your drink. Hold a cup with your hand over the top, or choose drinks that are contained in a bottle and keep your thumb over the nozzle
- If you feel extremely tired or drunk for no apparent reason, you may have been drugged. Find your friends and ask them to leave with you as soon as possible
- If you suspect you have been drugged, go to a hospital and ask to be tested
- Try to come and leave with a group of people you trust
- Avoid giving out your personal information (phone number, where you live, etc.). If someone asks for your number, take his/ her number instead of giving out yours

## TRAVELING AROUND CAMPUS (Walking)

- Make sure your cell phone is easily accessible and fully charged
- Be aware of open buildings where you can use a phone
- Take major, public paths rather than less populated shortcuts
- Avoid dimly lit places and talk to security if you believe that lights need to be installed in an area
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone
- Walking back from the library very late at night is sometimes unavoidable, so try to walk with a friend
- Carry a noisemaker (like a whistle) on your keychain
- Carry a small flashlight on your keychain
- If walking feels unsafe, call campus security

## RESOURCES:

- **Security**- [www.mbts.edu/security](http://www.mbts.edu/security) - (816) 414-3836
- **Residence Life** - support and referrals - (816) 414-7735



- **Dean of Students** – support, referrals, and resolution of complaints – (816) 916-0180
- **Rape, Abuse, & Incest National Network** – [www.rainn.org](http://www.rainn.org)



## RESPONSE TO SEXUAL VIOLENCE

Midwestern Baptist Theological Seminary and College does not discriminate on the basis of sex in its educational programs and sexual harassment nor tolerate sexual violence, which is a type of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether gender based or not and include dating violence, domestic violence, and stalking. As a result, The Midwestern Seminary issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct; educational programs and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus, and how these events are reported to a seminary official. In this context, Midwestern Seminary prohibits the offenses of domestic violence, dating violence, sexual assault and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the seminary community.

### IMMEDIATE INTERNAL DISCIPLINARY PROCEDURE

The seminary will follow the following Internal Disciplinary Procedures once an incident of Domestic Violence, Dating Violence, Sexual Assault, or Stalking has been reported. Whether the incident occurs on or off campus, the student or employee will be given a written explanation of their rights and options.

MBTS will conduct a prompt, thorough and impartial investigation of a complaint as necessary and appropriate. This investigation will be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking, as well as how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability. The Seminary will make every effort to complete its investigation within [30] days of a report being filed. The investigator may find it necessary to extend the time period for completing an investigation in some circumstances. If this occurs, the investigator will provide the complainant, the alleged wrongdoer, and the appropriate managers and supervisors with notice of any extension and provide a new timetable for investigation completion. The investigation will include an interview with the alleged victim, and may include interviews with the person who made the initial report, the complainant (if not the alleged victim), the alleged wrongdoer and/or any other person who may have information regarding the incident, each of whom is encouraged to cooperate with any investigation. The investigator may also review relevant documents. The investigation process is strictly internal to MBTS. The investigator will report his or her findings, in writing, to the person who made the initial report, the alleged victim, the alleged wrongdoer, and relevant impartial managers and supervisors. Each complaint will trigger the creation of an investigatory file. This file will consist of the initial complaint, the final investigative report, including a record of the remedial action to be taken, if any, along with any documents created or used during the investigation.

## INTERNAL DISCIPLINARY PROCEDURES

The following Internal Disciplinary Procedures will occur for institutional disciplinary action in case of alleged Domestic Violence, Dating Violence, and Sexual Assault, and Stalking. The Dean of Students is responsible for deciding what type of proceeding will be used for which cases.

### FORMAL STUDENT CONDUCT PROCESS

If needed, the Dean of Students may convene the advocacy committee to address instances of student misconduct. The committee will be chaired by the Dean of Students and may include a member of the faculty and may include the student's appropriate dean, registrar and/or appointed representative.

### STAFF/FACULTY PROCESS

In the event the investigator determines a violation of this policy has occurred, the relevant department or manager and/or VP, after a consultation with the office of Human Resources will take prompt and appropriate action, including disciplinary action. Discipline for a violation of this policy need not be progressive, so a first violation of this policy may warrant a suspension or discharge. Management in the appropriate department must ensure the prescribed action, including disciplinary action, is implemented and documented. Managers must provide confirmation to the office of Human Resources as soon as it is practical after the recommended action has occurred.

Management is also responsible for regular monitoring to ensure that all remedial and/or disciplinary steps are completed, and no further prohibitive behavior occurs. The office of Human Resources will contact the complaining party 10 days after the remedial and/or disciplinary action has taken place to verify that no further harassment or retaliation by any person has occurred. Upon receipt of this confirmation, the office of Human Resources will close the investigatory file.

## BURDON OF PROOF

As noted, the standard of evidence for determining whether a violation occurred, specifically when investigating alleged domestic violence, dating violence, sexual assault, and stalking, is “preponderance of evidence.”

## POSSIBLE SANCTIONS

Following a final determination of an institutional procedure regarding domestic violence, dating violence, sexual assault or stalking, the Seminary may impose the following sanctions or protective measures:

### STUDENTS

- Reprimand/warning
- Fine
- Community Service
- Probation
- Voluntary Withdrawal
- Suspension- length and reinstatement requirements to be determined by the Dean of Students.
- Expulsion

### FACULTY/STAFF

- Reprimand/Verbal Counseling
- Training
- Censure
- Removal of Privileges
- Letters of warning or suspension
- Dismissal

## APPEALS PROCESS

Either party may, within ten (10) working days, choose to appeal the finding of the Office of Human Resources or any disciplinary action proposed by the appropriate MBTS administrator through established grievance procedures.

### **STUDENTS**

Appeals to the decisions of the committee will follow the protocols outlined in the current edition of the student handbook.

### **FACUTLY / STAFF**

The investigatory file will be retained by the Office of Human Resources for 3 years. Measures to correct the effects of harassment may include restoration of leave (annual, sick, etc.), expungement of negative evaluations, reinstatement, apology from harasser, or compensation for losses.

## PROTECTING THE CONFIDENCE OF VICTIMS

The Dean of Students, Human Resources and Midwestern Seminary Security personnel have been trained in confidentiality of student records and the provisions of the Family Educational Rights to Privacy Act. Personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need to know who are investigating/adjudicating the complaint or delivering resources or support services to the

complainant. The seminary does not publish the name of crime victims nor house identifiable information regarding victims in the campus security department Daily Crime Log. The Chief of Security or the Title IX Coordinator is responsible for what information is shared about the victim and with whom it is shared. This decision will be made based on the safety of the victim and the broader campus community. The victim will be notified before any personally identifiable information is shared.



## SEX OFFENDER REGISTRATION

The State of Missouri sexual offender registration and monitoring laws are designed to protect the public from sexual or violent offenders by requiring offenders to register with local law enforcement agencies in the jurisdiction where they reside. Information about these offenders is maintained by the Missouri State Highway Patrol and made available to the public on the Highway Patrol's website at following link:

<http://www.mshp.dps.missouri.gov/MSHPWeb/PatrolDivisions/CRID/SOR/SORPage.html>

Additional information may be obtained from the Chief Law Enforcement Official (Sheriff) of the county where the sex offender resides. Midwestern is located in Clay County, and the Clay County Sheriff's Department maintains its own list of the registered sex offenders residing in Clay County, which is available online at the following location:

<http://www.claymosheriff.org/offender.html>

In addition, the Clay County Sheriff's Department maintains information regarding whether a registered offender is employed, carries on a vocation, or is enrolled as a student at Midwestern. [This information is not available online, but can be obtained by calling the Clay County Sheriff's Department at (816) 407-3750.]

Finally, members of the campus community also may elect to visit the Federal Bureau of Investigation's National Sex Offender Public Website, which provides law enforcement information provided by each state concerning registered sex offenders:

<http://www.fbi.gov/hq/cid/cac/registry.htm>



## DRUG AND ALCOHOL PREVENTION

### Standards of Conduct

It is the desire of Midwestern Baptist Theological Seminary to provide the highest quality of education as well as an environment that facilitates learning and Christian growth. All students, faculty and staff are expected to live according to the highest standards of Christian behavior. In addition, participation in certain federally-funded student aid programs requires that we establish specific policies and programs in relation to particular societal issues and/or problems. Therefore, in compliance with the Drug Free Schools and Communities Act Amendment of 1989 (Public Law 101-226) and the Drug-Free Workplace Act of 1988, Midwestern hereby adopts a drug and alcohol abuse prevention program. The complete Drug Free Schools and Communities Act policy is located on the MBTS website: [http://www.mbts.edu/downloads/\\_site/drugalcohol.pdf](http://www.mbts.edu/downloads/_site/drugalcohol.pdf).

As stated in the Student Handbook, the official policy of the Seminary toward illegal drugs and alcohol is as follows:

“The purchase, possession, or use of alcoholic beverages is prohibited on or off campus or as part of any seminary/college activities, whether that activity is on or off campus. The unlawful manufacture, distribution, dispensation, possession, or use of any illegal drug or illegal drug paraphernalia is prohibited on or off-campus. A substance of abuse is any form of narcotics, hallucinogenic, “street drugs,” beverage alcohol, or any other controlled substances as defined by law. Possession of alcohol or illegal drugs in campus housing will result in immediate suspension. The use of beverage alcohol and illicit drugs, whether on or off campus, is prohibited.”

The unlawful possession, sale, manufacture or distribution of any controlled substance is illegal under both state and federal laws. Penalties for violations of these laws will be determined by the courts. Midwestern will support all local, state and federal laws relating to drug and alcohol abuse, including referral to local authorities for prosecution.

The legal age for the consumption of alcohol is 21 years of age. Any underage student consuming alcohol is violating standards for student conduct.

### Disciplinary Sanctions

The penalties for misconduct range from admonition to expulsion, in addition to any state or federal legal proceedings. Refer to the student handbook for the range of disciplinary sanctions available for the violation of the code of conduct.

Staff and Faculty sanctions can be located in the employee handbook.

### Health Risks

The use of drugs brings with it many dangers to an individual's mental and physical health. Common results of abuse are: addiction, delusions, hallucinations, toxic psychosis,

depression, convulsions, loss of appetite, cirrhosis, emphysema, heart disease, various cancers, panic reactions, brain damage, bone marrow disorders, lower resistance to disease, abscesses, infections, hepatitis, proneness to accidents and death.

## Treatment Options

Midwestern desires to assist any student or employee in obtaining pertinent information on drug abuse or in entering the appropriate, medically supervised treatment program. Please contact the Dean of Students (students) or your supervisor (employees) for further counseling and guidance. Other resources are located below:

- FirstCall Alcohol and Drug Prevention and Recovery - 816-361-5900
- Alcoholics Anonymous - (K.C. Area) 816-471-7229
- Narcotics Anonymous - (K.C. Area) 816-531-2250
- Diakonos Counseling - (816)-373-9240

The intent of this policy is to be preventative and remedial, not punitive. If you have questions or concerns about this policy and/or your relationship to it, please see the Dean of Students or your supervisor.



## EMERGENCY EVACUATION, PROCEDURES, AND POLICIES

It is the responsibility of the Chief of Security, or his designee, to provide the seminary community, without delay, emergency notification and response upon confirmation of a significant emergency or immediate life-threatening situation occurring on or adjacent to the Midwestern Seminary campus. The only exception is if issuing a notification will, in the professional judgment of the responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.

In accordance with the Seminary's Emergency Action Plan, located at <http://www.mbts.edu/consumer-information/#HealthAndSafety>, the Vice President for Institutional Administration or the Chief of Security will coordinate the emergency notification, response and evacuation of the campus community, as needed, in the event of an emergency. Midwestern will also test the emergency response and evacuation procedures annually and publicize them throughout the community. These tests are designed to assess and evaluate the emergency plans and capabilities of the institution.

Activation of the emergency notification system (MBTS Alert) will occur immediately upon confirmation of a significant emergency or dangerous situation occurring on Midwestern's campus involving an immediate threat to the health and safety of some or all students, faculty, and staff, so that they may take reasonable precautions for their safety. The decision to activate the system is made by the Chief of Security or his designee. The Chief of Security or his designee will determine if the emergency alert needs to be given to the entire campus community or just a segment of the community. This decision will be based on the type and location of the emergency.

Since an emergency may be sudden and without warning, these procedures are designed to be flexible in order to accommodate contingencies of various types and magnitudes. The Midwestern Emergency Action Plan addresses several types of potential emergencies with respective response and evacuation plans.

1. As soon as someone (employee, student, visitor, resident, etc.) becomes aware of an emergency or dangerous situation, they will first contact 911, then immediately contact Midwestern Seminary Security at (816) 414-3836. The Chief of Security or his designee is then responsible for confirming if a significant emergency or dangerous situation is occurring or is imminent on MBTS's campus which constitutes an immediate threat to the health and safety of students, faculty, and staff.
2. If the situation is of such a nature that the campus community needs to be informed immediately, the Chief of Security or his designee will have the authority to activate the MBTS Alert system and to determine the content of the message. If the situation does not require an immediate notification, the Chief of Security will consult with the President, Vice President for Institutional Administration and the Human Resources Director. After consultation this group will decide whether to activate the MBTS Alert system. The content of the message will be determined and some or all of the systems described below will be used to communicate the threat to the MBTS community or to the appropriate segment of the community, if the threat is limited to a particular building or segment of the population, unless issuing a notification will, in the judgment of the Chief of Security, compromise the efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency.
3. After reviewing the emergency situation, the Chief of Security will decide whether to declare an emergency and activate the MBTS Alert system.
4. Regular follow-up information will be provided to the community, as needed.

In the event of a serious incident that poses an immediate threat to members of the MBTS community, as determined by the Chief of Security or his designee, the Seminary uses the MBTS Alert system for communicating information quickly.

- The MBTS Alert system will send emails to all faculty, staff, student and family members who have an MBTS email account. Students should take responsibility for regularly checking their email. In order to receive campus wide email announcements, students, faculty and staff must have an email account, which may be obtained from the Information Technology Department.
- The MBTS Alert system will simultaneously send a message via text to all cell phone users who register for the service. In addition to emergency communications, text messages will be used to announce school closings and delays for inclement weather.

MBTS Alert is a comprehensive notification system that utilizes multiple communication modes which include text messaging and e-mail. All students and employees with a MBTS email account are automatically set up to receive emergency emails. Students can add their phone number in order to receive text messages by logging on to Rave messaging via the

student portal. Members of students or employee families are allowed to also sign up to the MBTS Alert system if desired.

## ALERTING THE LOCAL COMMUNITY

If an emergency situation dictates that we inform the broader community, due to a health or safety risk, a press release will be issued by the office of the President. The office of the President will work with the Chief of Security to determine the substance of the message.

## TESTING THE EMERGENCY RESPONSE AND EVACUATION SYSTEM

An evacuation drill and/or table top exercise is coordinated by Midwestern Seminary Security at least annually and conducts follow-through activities designed for assessment and evaluation of emergency plans and capabilities. This test will be apart from any emergency situation or false alarm and can be planned or unplanned. Students, faculty and staff learn the locations of the emergency exits in the buildings and are provided guidance about the direction they should travel when exiting each facility for a short-term building evacuation. MBTS does not publicize the designated location for long-term evacuations in advance because those decisions are affected by the time of day, location of the building being evacuated, and other factors such as the location and nature of the threat. This information will be publicized using the MBTS Alert system.

The purpose of the evacuation drills is to prepare building occupants for an organized evacuation in case of an emergency. Evacuation drills are monitored by Midwestern Seminary Security to evaluate egress and behavioral patterns. Reports are prepared which identify deficient equipment so that repairs can be made immediately. Recommendations for improvements are also submitted to the appropriate departments/offices for consideration.

Midwestern will publish a summary of its emergency response and evacuation procedures in conjunction with at least one drill or exercise each calendar year and will post the report on the Midwestern Seminary Security's website at [www.mbts.edu/security](http://www.mbts.edu/security). This summary will contain a description of the exercise, the date the test was held, the time the test started and ended and weather the test was announced or unannounced.



## ANNUAL FIRE SAFETY REPORT

### FIRE SAFETY PROCEDURES

Midwestern Baptist Theological Seminary takes fire safety seriously. Campus Operations inspects fire extinguishers periodically and twice a year an independent fire extinguisher company inspects all extinguishers in campus housing. During building and renovation, fire safety systems are upgraded as appropriate.



Students, faculty and staff should learn the fire safety features of campus buildings and take appropriate actions:

- Know where fire extinguishers are located and know how to operate them;
- Find the building exits nearest your classrooms, residential room, or office;
- Do not block access to fire extinguishers or exits;
- Report to Campus Operations/Security all extinguishers that are missing, damaged, or have been discharged, as well as any other damaged or malfunctioning fire safety equipment;
- Tampering with a smoke detector or other fire suppression resources in any manner by any resident is strictly prohibited and viewed as deliberate vandalism of seminary property. Violators will be subject to disciplinary action such as fines and/or removal from campus housing.
- In case of fire or other emergency warranting building evacuation, follow emergency procedures detailed in the Emergency Response Guide.

## EVACUATION DUE TO FIRE

In every campus building, evacuation procedures are posted, and fire exits are marked.

In case of fire or other emergency warranting building evacuation:

- Set off fire alarms while evacuating building.
- Crawl or stay beneath smoke; smoke kills.
- Dial 9-1-1 and then immediately call Midwestern Seminary Security at (816) 414-3836 to provide the location of the fire, **after you have evacuated the building.**
- Assist handicapped individuals.
- Use a fire extinguisher, if feasible.
- DO NOT open a door if the doorknob is hot.
- If evacuation is impossible, place a wet towel at the bottom of door to prevent heat or smoke from entering room.
- Tie a wet cloth over your nose and mouth to aid breathing.
- If your cloths catch fire, STOP, DROP, and ROLL! Do not run. Instead drop to the floor and roll out the fire or use a rug, coat, or blanket to smother the flames.
- Never go back into a burning building for ANY reason.
- Tell security officers or fire fighters if you know of anyone trapped inside the building.
- Cooperate with campus authorities and follow their instructions.

Let fire fighters and other emergency personnel do their jobs. Stay out of the way and remain in your designated evacuation area as listed here [http://www.mbts.edu/downloads/\\_site/buildingevacuation.pdf](http://www.mbts.edu/downloads/_site/buildingevacuation.pdf) and on the back of your apartment door.

## REPORTING FIRES

If an occupant of a building becomes aware of smoke, heat, or fire, they should evacuate the building **AND** notify 9-1-1 and then immediately call Midwestern Seminary Security to advise them of the situation and location.

If a member of the seminary community becomes aware of an emergency that because of its nature, location, occupancy, condition, or use, may cause loss, damage, or injury to persons or property by fire, explosion, or action of the elements, they should immediately contact 9-1-1 and then immediately call Midwestern Seminary Security to advise them of the situation and location.

If a member of the seminary community becomes aware of a fire that had occurred but was not reported, they should contact Midwestern Seminary Security.

## FIRE SAFETY POLICIES

To reduce fire hazards, the following items are not permitted in any seminary residential facility:

- Use and storage of flammable materials/liquids, including but not limited to petroleum products and lighter fluid.
- Halogen lamps.
- Candles (excludes jar candles) and incense.
- Grills or cooking appliances on balconies, patios or within 10' of any structure.
- Smoking is prohibited in all residence halls.

## FIRE DRILLS AND EDUCATION

Each semester, the seminary conducts emergency evacuation drills which include evacuation for fire. Evacuation drills are monitored by Midwestern Seminary Security to evaluate egress and behavioral patterns. Reports are prepared which identify deficient equipment so that repairs can be made immediately or plans made for future improvements, whichever the case may be.

Each October is safety awareness month at Midwestern. During the month fire safety education and training is provided to students, faculty and staff. The seminary also makes available to all students, faculty and staff the Emergency Response Guide located on the Midwestern web page under Consumer Information.

## FIRES IN RESIDENTIAL FACILITIES

In compliance with the Higher Education Opportunity Act of 2008, Midwestern maintains statistics about fires occurring in college housing for students and a log of such fires.

The following chart indicates fire equipment in each resident building/apartment and incidents of fires that occurred in the calendar year 2018.

KAN	BUILDING NAME	RESIDENTIAL TYPE	DETECTION/NOTIFICATION	SUPPRESSION	EMERGENCY PROCEDURES
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SAS CITY CAMPUS		DORMITORY	APARTMENT	SMOKE DETECTION	HORN/SYSTEM	STROBE SYSTEM	FIRE EXTINGUISHER	PARTIAL SPRINKLER	TOTAL SPRINKLER	POSTED EVACUATION SIGN	# EVACUATION DRILLS/ CAL YR
	Residence Hall	X		X	X	X	X			X	0
	Great Commission DR		X	X						X	0
	Carey CT		X	X			X			X	0
	Judson CT		X	X			X			X	0
	Rawlings CT		X	X	X	X	X		X	X	0

**PARTIAL SPRINKLERS SYSTEM** - is defined as having sprinklers in the common areas only.

**FULL SPRINKER SYSTEM** - is defined as having sprinklers in both common areas and individual rooms.

# KANSAS CITY CAMPUS

LOCATION	TOTAL # FIRE IN RILIING	FIRE #	DATE	TIME	CAUSE OF FIRE	# OF INJRUIES	# OF DEATHS	VALUE PROPERTY DAMAGE
5052	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5053	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5054	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5055	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5056	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5057	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5058	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5059	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5100	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5101	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5102	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5103	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5104	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5105	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5106	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5107	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5108	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5109	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5111	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5113	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5200	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5201	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5203	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5204	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5205	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5206	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5207	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5300	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5302	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5304	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5306	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A



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