

MCU Clery Act Report 2024

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Objective:

This annual security report is designed to comply with the Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act of the Campus Security Act of 1990 per its implementation regulations found in 34 CFR § 668.46. This report is published annually by October 1st and includes accurate and current information regarding crime, reporting criminal activity, crime awareness and prevention, campus crime statistics and policies relating to the health and safety of all MCU students, employees, and applicants for enrollment or employment at MCU. As a distance education school, the Clery Act only applies to “Assessments” when held in-person and “Skill Suites.” Crime statistics for Assessment venues, public areas immediately adjacent to, or running through rented venues, and certain non-campus facilities are disclosed below. For the time period covered in this report, MCU was a “physical campus” for the following dates and addresses:

Dates	Event	Location
4/22/24-4/24/24	Skill Suites	1934 Redondo Avenue, Salt Lake City, UT 84108
4/23/24-4/25/2024	Skill Suites	the Chase Mill at the Tracy Aviary in Liberty Park 589 E 1300 S, Salt Lake City, UT 84105
4/22-4/24/2024	Assessments	667 Wall Street. Salt Lake City, UT 84102
4/25/24-4/27/24	Skill Suites	1174 E Graystone Way Salt Lake City, UT 84106
8/19/24-8/21/24	Assessments	667 Wall Street. Salt Lake City, UT 84102
12/16/24-12/18/24	Assessments	1384 Vineyard Dr. Bountiful, UT 84010

Crime statistics from prior years are included here to complete the annual report. Even if you did not participate in any of these events, we encourage you to review this report to refresh your familiarity with important information, processes and policies.

Process to Prepare and Disclose the Annual Security Report

MCU prioritizes the safety and well-being of its students, employees, and visitors whether that's online or in person. We require the full support and cooperation of the entire MCU community to ensure the continued ability to cultivate and maintain a safe and secure environment. Please carefully read and utilize this information to help make MCU a safe place for you and others. Each year, the Director of Compliance, the Title IX Coordinator, and the President work together to annually update the campus community with accurate information about reporting criminal activity, crime awareness and prevention, campus crime statistics, and law enforcement and other resources available to the MCU community. This report is usually completed with information obtained from police departments and security officers relevant to the venue(s) in which in person events occur. In order to complete this report, the Title IX Coordinator contacted police departments in Salt Lake City and Greater Salt Lake.

Summary:

MCU is a private, distance education college operating an educational program and receiving federal funds. Pursuant to Department of Education requirements for institutions receiving federal funds, MCU is responsible for publishing an annual security report identifying crime statistics when MCU has a "physical campus" and policies as they relate to the safety and reporting of crimes by and for our students. Although MCU is a distance education institution, students are required to complete Integrated Assessments which are held at the end of each trimester in April, August, and December. Students had the option to complete their Assessments in person in Utah OR virtually. As such, MCU was only a physical campus for the April, August and December 2024 Assessments as well as Skill Suites 2024. Skill Suites is an optional conference where midwives and community members can attend workshops and develop their practical skills.

Background:

Students are required to pass Integrated Assessments at the end of each phase of the Bachelor of Science in Midwifery program. They are an opportunity to demonstrate academic knowledge, clinical skills, the ability to analyze and navigate scenarios and implement client care and education.

Dissemination of Information/Reporting:

MCU has multiple systems and procedures for students and others to report criminal actions or other emergencies occurring on campus or to communicate about health and safety issues as they arise. Additionally, MCU students and employees have multiple options to report grievances to MCU. This section covers both directions of reporting.

Through the use of Google's G-Suite for Education, MCU's official communication platform, safety personnel can immediately contact each individual member of the MCU student body, faculty, and employees. Additionally, through Canvas, our online education platform, our entire student body, staff, and faculty can receive Schoolwide Events and Announcements customized to their notification preferences. Lastly, Populi, our student information management system enables direct 1:1 communication as well as a News Feed. Should a significant emergency or a dangerous situation involving an immediate threat to the health or safety of students or employees occur, it is MCU's policy to send information through MCU communication systems (GSuite email, ADMN 100: MCU Commons: Schoolwide Events and Announcements, and Populi) and, where applicable, through text message.

Emergency events may be localized; therefore, notifications may be tailored exclusively to the segment of the campus community at risk. Warnings for crimes and other emergency situations will be decided on a case-by-case basis in light of the circumstances and facts surrounding each crime and danger to the campus community. The purpose of these warnings is to aid in the prevention of similar crimes by providing preventative tools as well as describing the incident.

Each year, an e-mail and Canvas notification is sent to all current MCU students, faculty, and staff providing the website to access Health and Safety information including MCU's Annual Notification of Drug & Alcohol Abuse and Prevention Information and Notice of Availability of Institutional and Financial Aid Information, and MCU's Clery Act Security Report. MCU's Health and Safety information is used to encourage students and employees to be responsible for their own security and the security of others. Upon request, students and employees may obtain a written paper copy of this report by contacting MCU's Title IX Coordinator or online at <https://www.midwifery.edu/consumer-information/>

Gmail/G-Suite for Education

MCU uses Google's G-Suite for Education as the College's official communication platform, including email, calendars, small group meetings, and document sharing. These tools are accessible on mobile devices. In addition to Canvas's Schoolwide Events and Announcements, key personnel can reach students and employees instantly through G-Suite. Gmail communication is 1:1 and can be used by students and employees to access applicable health and safety personnel.

Canvas and Schoolwide Events and Announcements

MCU's learning management system (LMS), Canvas, is used to deliver courses, submit assignments, and provide the educational platform for faculty to provide feedback to students. The platform is also used for schoolwide announcements, in-house training, and messaging

between faculty and students. All employees receive a Canvas account. Canvas is available on mobile devices.

Populi

MCU uses Populi for secure, web-based higher education management software. Its features include the ability to send 1:1 communication via text message to active Faculty, Staff, Students and Advisers who have opted in to text notifications and are in the US and Canada, or through email for anyone not fitting into that category. Additionally, Populi's home feed allows MCU Safety personnel to post news and notifications for all Populi users to access.

House Mentors

MCU's House Mentor program serves as a resource for guiding students to appropriate channels if their physical or emotional safety has been compromised. The House Mentor Program is a unique academic advising service offered to all MCU students. Each student is assigned to a specific house and house mentor. The house mentor helps students design an individualized program, creates accountability for program completion goals, provides support to help overcome frustrations and roadblocks, and offers ideas to help students stay focused and energized. Each student is given their house mentor's contact information and each house mentor has access to each of their student's contact information including their email address(es) and phone number(s). House mentors and students often communicate via text messaging; should a significant emergency or a dangerous situation involving an immediate threat to the health or safety of students or employees occur; house mentors can reach out to individual students via text messaging.

Complaint and Grievance Policy

Informal Complaints

MCU uses the models outlined in *Crucial Conversations*, *Crucial Accountability*, and *The Outward Mindset* in first seeking collaborative solutions between individuals and in guiding open dialogue around policies, processes, and structures. If a direct conversation does not work, a student, staff, or faculty member may choose to fill out the [Concern and Resolution form](#). Resolution of a complaint is usually through discussion but may include mediation in some instances.

Formal Grievance

A grievance is a situation that must be investigated according to formal processes. This may be a complaint that was not resolved through informal processes or situations in which disciplinary action against faculty, preceptors, staff or students may be an outcome of the investigation.

Person(s) wishing to initiate a formal grievance will submit the grievance via the MCU Grievance Reporting form which is received by the Compliance Director. If the grievance involves the President, the grievance will be submitted to the MCU Board President. If the grievance is determined to fall within the scope of the Midwives College of Utah, the Compliance Director will convene a Grievance Committee who will follow the procedures outlined in the MCU's Grievance Policy. The Policy allows for a fair, complete, and unbiased investigation and assures appropriate action is taken. No discrimination or harassment of any of the involved parties will be tolerated. Confidentiality of the proceedings and all involved parties will be maintained throughout the entire process.

MCU is committed to resolving all grievances by due process in a timely manner; as such, the grievance will be addressed within four weeks, and the Grievance Committee will make a final recommendation whenever possible within six weeks of submission. If a final recommendation cannot reasonably be determined by the committee within six weeks of submission, the Compliance Director will inform the student as to why and provide an updated deadline. The Compliance Director has the authority to grant or deny the assigned grievance committee an extension. Complaints and resolutions will be logged in MCU's Formal Complaint File and will be maintained for seven years.

Grievances should be fact-based and supported by dates, times, locations, occurrences, etc.

MCU cannot ensure total confidentiality in its investigation of grievances filed under this procedure. However, MCU makes every reasonable effort to conduct investigations and related proceedings in a manner that respects the privacy of all parties. In each situation, information is only shared with those who need to know about it in order to investigate and resolve the problem. All participants in an investigation will be advised that they should keep the grievance and the investigation confidential.

Q. Who may file a complaint or grievance with MCU?

The following may file a complaint or grievance:

- Faculty and Field Faculty (Preceptors)
- Staff Members
- Administration or any employee not directly specified here
- Applicants for employment
- Students
- Applicants for admission

- Recipients of College services including visitors to events (e.g., conference attendees)
- The President based on information received may also open a complaint or grievance at their discretion or at the request of the Deans or Directors with permission of the target

Q. How do I file a complaint or a grievance?

A complaint or concern should be filed by filling out the MCU [Concern and Resolution form](#).

A grievance should be filed by filling out the [MCU Grievance form](#).

Grievance Committee Policy & Procedure

The purpose of the Grievance Committee is to provide a vehicle in which a formal grievance may be brought forward; a fair, complete, and unbiased investigation commenced; and appropriate action taken. No discrimination or harassment of any of the involved parties will be tolerated. Confidentiality of the proceedings and all involved parties will be maintained throughout the entire process.

Rationale

To provide a mechanism through which students, faculty members, preceptors, alumni, or staff members of the Midwives College of Utah (MCU) may be protected if there is misconduct on the part of a student, faculty member, preceptor, or staff member of MCU. If the President or Board President determines a Grievance Committee is appropriate, the process will be as outlined.

Actions that may be taken by the Grievance Committee include but are not limited to:

- No action
- A letter of reprimand
- A period of probation and remediation recommendations to be determined by the committee
- Withdrawal of student from the Midwives College of Utah or dismissal of staff/faculty member
- Other actions as approved by the Grievance Committee

The Concern and Resolution forms are found on MCU's website, in ADMN 100 Student Commons, the Student Handbook, the Employee Lounge, the Faculty Lounge and in Populi.

Campus Safety Officers

Any person who is the victim of a crime is encouraged to immediately notify their local police. If a person is the victim of a crime or is aware of a crime and does not wish to contact the police, the person may report the incident to one or all of the following agencies:

Megan Koontz, [President](#)
Masha Mesyef, [Title IX Coordinator](#)
Brianna Hazelwood, [Assessment Specialist](#)
Masha Mesyef, [Events Coordinator](#)
House Mentor, specific to each student

If the victim of a misdemeanor crime does not want police action taken, the crime is generally not prosecuted. The information will be given to the police for statistical purposes only. Felony offenses must be reported for investigation.

Reporting Crimes

In the unlikely event a crime occurs during the Assessments or Skill Suites, students and others who become aware of criminal actions or other emergencies anywhere on campus should **dial 911** or have an MCU campus safety officer contact the police on their behalf. Contact information for the relevant police departments are listed below:

For Assessments or Skill Suites locations, contact the Salt Lake City or Bountiful Police Department law enforcement immediately by dialing 911 or having the Assessment Specialist contact the police on your behalf. Incidents occurring at the Salt Lake City locations will be investigated by the Salt Lake City Police Department, and incidents occurring at the Bountiful location will be investigated by the Bountiful Police Department. Investigations will occur for the purpose of reducing crime, improving safety, making disciplinary referrals, and imposing criminal sanctions as appropriate.

Non-emergency incidents can be reported to 801-298-6000 (for the Bountiful Police Department) or 801-799-3000 (for the Salt Lake City Police Department) and the center will send the correct agency based on location of the incident. Emergencies reported via 911 will be routed to the correct agency through dispatch.

Salt Lake City Police Department
475 S 300 E, Salt Lake City, UT 84111
801-799-3000

Bountiful Police Department
805 S Main St, Bountiful, UT 84010
801-298-6000

OFF-CAMPUS CRIMES

Crimes that occur off campus should be reported to the local police agency where the incident occurred. Salt Lake City Police (801-799-3000) has jurisdiction over most areas immediately adjacent to the Salt Lake City locations; the remaining majority of Salt Lake County is covered

by multiple agencies. These agencies are serviced by a consolidated dispatch center, Valley Emergency Communications Center. The center will send the correct agency based on location of the incident. Emergencies reported via 911 will be routed to the correct agency through dispatch.

Dates	Event	Location	Police Department
April 22-24, 2024	Skill Suites	1934 Redondo Avenue, Salt Lake City, UT 84108	Salt Lake City Police Department 475 S 300 E, Salt Lake City, UT 84111
April 23-25, 2024	Skill Suites	589 E 1300 S, Salt Lake City, UT 84105	Salt Lake City Police Department 475 S 300 E, Salt Lake City, UT 84111
April 22-24, 2024	Assessments	667 Wall Street, Salt Lake City, UT 84102	Salt Lake City Police Department 475 S 300 E, Salt Lake City, UT 84111
April 25-27, 2024	Skill Suites	1174 E Graystone Way Salt Lake City, UT 84106	Salt Lake City Police Department 475 S 300 E, Salt Lake City, UT 84111
August 19-21, 2024	Assessments	667 Wall Street, Salt Lake City, UT 84102	Salt Lake City Police Department 475 S 300 E, Salt Lake City, UT 84111
December 16-18, 2024	Assessments	1384 Vineyard Dr. Bountiful, UT 84010	Bountiful Police Department 805 S Main St, Bountiful, UT 84010 801-298-6000

We cannot overemphasize the importance of prompt and accurate reporting of crime. If a crime is not reported promptly, evidence can be destroyed or the potential to apprehend a suspect is lost. If you witness a crime or emergency, promptly report it and be prepared to answer questions as accurately as you can. The subsequent investigation can only be as thorough as the information received. If you are the victim of a crime, or you have seen or received information about criminal activity or other emergencies, please contact the appropriate authority immediately.

Additionally, incidents reported to local law enforcement will be included in the statistical report contained in the Annual Security Report prepared annually by MCU.

MCU takes threats to health and safety very seriously. Where issues arise that do not affect the entire MCU community, a response should be coordinated specific to the issue and addressed at Strategic Implementation Meetings which occur monthly between MCU's Leadership Team. The Leadership Team includes Senior Leadership and other department directors. The purpose of these meetings is to provide support to Senior Leadership and guide strategic direction at MCU including ensuring iterative communication channels between staff, faculty, and senior leadership. The Leadership Team works to update and develop policies, procedures, and models using MCU's guiding framework and define intersections between departments when enacting policies, procedures, and models to address issues affecting the College at large.

Title VI Reporting

Your Rights Under Title VI of the Civil Rights Act of 1964: "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

What is Title VI? Title VI of the Civil Rights Act of 1964 is the Federal law that protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive Federal financial assistance.

What is prohibited by Title VI? There are many forms of illegal discrimination based on race, color, or national origin. Among other things, Midwives College of Utah cannot, on the basis of race, color, or national origin, either directly or through contractual means: deny program services, aids, or benefits; provide a different service, aid, or benefit, or provide services in a manner different than they are provided to others; segregate or separately treat individuals in any matter related to the receipt of any service, aid, or benefit.

Title VI Reporting

To report a Title VI violation, Visit: <https://forms.gle/8Q6WNK1Pgts7cvL19> or access the form on midwifery.edu/title-vi.

Title IX Reporting

Any student, faculty, administrator, staff member, or applicant for admission who has concerns about sex discrimination, including sexual harassment, sexual violence, or sexual misconduct is encouraged to seek the assistance of MCU's Title IX Coordinator. The Title IX Coordinator's responsibilities include overseeing MCU's response to complaints of sexual misconduct,

coordinating investigations into allegations of sexual misconduct, ensuring students and employees receive appropriate education and training, and endeavoring to address any patterns or systemic issues of sexual misconduct arising during or following the investigation of a sexual misconduct complaint. MCU has designated Masha Mesyef as its Title IX coordinator.

Title IX Complaint Procedure

If you believe you or someone you know has experienced a violation of this policy, please contact the Title IX Coordinator by emailing titleix@midwifery.edu, using the public Title IX Complaint form at midwifery.edu/tilte-ix-complaint or by phone at (801) 649-5230 ext 807. When the Title IX Coordinator becomes aware of an incident that may involve gender-based misconduct, either by a potential complainant or third party, a Preliminary Assessment meeting will be conducted to determine an initial basic understanding of the nature and circumstances of the incident, determine if the complainant requires any assistance with MCU's Complaint Procedure. A confidential log of the conversation will be maintained. During this meeting, the potential complainant and/or third party will be provided with information about rights, resources, procedural options, and remedial measures as well as MCU's policies and resources. MCU may offer supportive measures to a complainant even where a formal investigation or grievance process does not occur.

A reasonable assessment of the safety of the individual and of the campus community will be made by a small interdepartmental team. The team will consider the interest of the complainant and the complainant's expressed preference for the manner of resolution. Where possible, and as warranted by the facts and circumstances, the University will seek action consistent with the complainant's request. If the nature of the circumstances requires reporting to the police, the Title IX Coordinator will contact the police department local to the complainant and alleged harasser.

Corresponding Procedures:

Dissemination of Policy: MCU will publish its policy in the following documents: the MCU website, the Student Handbook & Course Catalog, and the Employee Handbook and any additional places as needed. The Title IX Coordinator will send the policy to existing faculty, staff, students, and administrators. The Title IX Coordinator will ensure this policy is widely distributed and accounts for variable hiring and enrollment dates. Training on Title IX is available on demand at [this link](#). This training is distributed to employees, students, conference and event attendees and additional interested parties.

Violations: Violations will be reported to and documented by the Title IX Coordinator. The Title IX Coordinator will be responsible for documenting the violation in the appropriate institutional

records, reporting the violation to the US Department of Education (as applicable), reporting to local authorities as applicable, and if appropriate, convening a committee to determine the appropriate sanctions for a violation.

Review of Policy: MCU will conduct a Biennial Review to assess the effectiveness of its Title IX Policy and Procedure and will submit a report to the institution's President and/or Board of Directors. This review will be conducted by the Title IX Coordinator and/or additional experts assigned by the President of MCU, either internal or external to MCU. The lead evaluator will be appointed no later than March 1st of the biennial year, and the investigative team will convene no later than April 1st. Evaluation should occur between April through June of the biennial year with the final report being delivered to the President by July 15th. The report will cover data collection methods for evaluation; effectiveness of the institution's Title IX policy and grievance procedures; the number and type of violations as well as sanctions; and recommendations for improvement and change. The President will determine the timing and nature of all recommendations identified in the report and will work with the Title IX Coordinator to strategically implement recommendations into MCU operations.

Policies governing Conduct, Health and Safety

All MCU activities are to be conducted in compliance with the letter and spirit of all state and federal laws and regulations. MCU employees and directors have a responsibility to understand the applicable laws, recognize potential dangers, and seek legal advice when necessary.¹

Personal Conduct

MCU strives to provide all employees, directors, students and volunteers a healthy, safe, and positive environment. The climate at MCU shall be free from discrimination and harassment based on race, color, religion, sex, sexual orientation, age, national origin, disability, marital or familial status, veteran status, or any other factors unrelated to MCU's legitimate interests.

MCU shall not tolerate sexual advances or comments, threats of violence, or any other conduct that creates, in the opinion of the management of MCU, an intimidating or otherwise offensive environment. Similarly, the use of racial or religious slurs or any other remarks, jokes, or conduct that encourages or permits an offensive environment will not be tolerated.

If a member, employee, or volunteer is subjected to improper conduct or becomes aware of the improper conduct of others, they should bring this to the attention of the President or the President of the Board of Directors. All complaints will be investigated promptly.

¹ Employee Handbook, 12.2018, p34

Code of Conduct

As a community of scholars and midwives, the Midwives College of Utah affirms its commitment to the [elimination of discrimination](#) and the provision of equal opportunity for all. A key objective of the Midwives College of Utah is the creation and maintenance of a positive atmosphere of nondiscrimination in every phase and activity of College operations. Acts of discrimination, harassment, and insensitivity hurt and degrade all community members, whether target, perpetrator, or observer. Every member of the College community is expected to take responsibility for creating and maintaining a climate free of discrimination and harassment in keeping with MCU Code of Conduct and [Community Rules of Caring](#). The MCU Code of Conduct is accessible at midwifery.edu/mcu-code-of-conduct

[Non-Discrimination Policy](#)

MCU is committed to providing equal opportunity and equal access and to complying with all applicable federal and state of Utah laws and regulations and MCU non-discrimination policies and procedures. A key objective of the Midwives College of Utah is the creation and maintenance of a positive atmosphere of non-discrimination in every phase and activity of the College operations. Discrimination and harassment are inconsistent with MCU's efforts to foster an environment of respect for all members of our community and are in direct violation of our commitment to maternal-child health equity and inclusivity in the midwifery profession. Incidents of discriminatory conduct are detrimental to all individuals directly involved and diminish the College community. It is, therefore, the policy of the Midwives College of Utah that such behavior will not be tolerated and will be dealt with according to the procedures outlined below. Retaliation for filing a complaint of discrimination or harassment is also a form of harassment and is therefore prohibited and will not be tolerated. The MCU Non-Discrimination Policy and Procedure can be accessed at <https://www.midwifery.edu/nondiscrimination-policy/> For concerns about racial discrimination including discrimination on the basis of race, color, or national origin, please review the Title VI policy and if applicable, submit a Title VI complaint as directed. Questions can be directed to JEDO@midwifery.edu For concerns about sexual misconduct, including sexual harassment, sexual assault, gender-based harassment, intimate partner violence, domestic violence and stalking, please review the Title IX policy and, if applicable, submit a Title IX complaint as directed.

Ethos Statement

The Midwives College of Utah (herein referred to as the "College" or "MCU") strives for intentional community by investing in life-giving, life-affirming, and life-sustaining relationships. We recognize that a strong community is grown through conscious interaction with others and a commitment to the growth, development, and well-being of every other member of our

community. Ongoing critical self-reflection of our attitudes, behaviors, and values facilitates organic growth of a thriving community. Each member of the MCU community will commit to:

- Accept responsibility for the well-being, equitable treatment, and success of each person;
- Act ethically and with integrity in all interactions;
- Continually strive to acquire the knowledge, skills, attitude, and self-awareness needed to be responsible members and leaders of our community;
- Establish relationships of trust and honesty where the integrity of each person is respected;
- Honor the worth of everyone, including their rights to self-determination, privacy, and confidentiality;
- Respect the identities each person holds and strive to eliminate the effects of socialized biases;
- Treat each other with courtesy, openness, understanding, and forgiveness;
- Use our recognition of power, privilege, difference, and discrimination to actively address issues of equity and inclusion;

We commit to making this a living statement and work to create the community to which we aspire.

Discrimination-free Community

The Midwives College of Utah, as an institution of higher education and as a community of scholars and midwives, affirms its commitment to the elimination of discrimination and discriminatory harassment, and to the provision of equal opportunity for all. A key objective of the Midwives College of Utah is the creation and maintenance of a positive atmosphere of nondiscrimination in every phase and activity of College operations.

Harassment and intimidation can impede an individual's ability to participate fully in educational processes. Acts of discrimination, harassment and insensitivity hurt and degrade all members of the community whether target, perpetrator, or observer. Every member of the College community is responsible for creating and maintaining a climate free of discrimination and harassment.

POLICY

Statement of Non-Discrimination

MCU is committed to providing equal opportunity and equal access and to complying with all applicable federal and state of Utah laws and regulations and MCU non-discrimination policies and procedures.

Discrimination violates the dignity of the individual and the integrity of the College as an institution of higher learning. MCU will not tolerate discrimination or harassment by or toward faculty, field faculty, staff, students or affiliates on the basis of sex, race, religion, color, creed,

disability, sexual orientation, gender identity, expression, national origin, ancestry, age, marital status, pregnancy, political affiliation, arrest or conviction record, veterans' status, or any other protected class. In addition to protected classes, MCU will not tolerate discrimination based on any other cultural or social identity.

Discrimination and harassment are inconsistent with MCU's efforts to foster an environment of respect for all members of our community and are in direct violation of our commitment to maternal-child health equity and inclusivity in the midwifery profession. Incidents of discriminatory conduct are detrimental to all individuals directly involved and diminish the College community as a whole. It is, therefore, the policy of the Midwives College of Utah that such behavior will not be tolerated and will be dealt with according to the procedures outlined below. Retaliation for filing a complaint or grievance of discrimination or harassment is also a form of harassment and is therefore prohibited and will not be tolerated.

The President has responsibility for appointing a committee to conduct investigations of complaints or grievances of discrimination on behalf of the College. A series of definitions, questions, and answers, which detail MCU's investigative processes, are found below. These definitions, questions, and answers provide information for employees, applicants for employment, students, applicants for admission, and anyone participating in MCU programs or activities to understand how the College defines discrimination; what types of discrimination are prohibited in MCU programs and activities; how and where to file a complaint or grievance of discrimination; how complaints or grievances of discrimination are investigated; and, the possible outcomes of an investigation.

Discrimination and related complaints or grievances filed with MCU are taken seriously and will be given full evaluation. Each complaint or grievance of discrimination, discriminatory harassment, or retaliation is reviewed on a case-by-case basis consistent with the College's investigative procedures, federal and state of Utah statutes and regulations, and MCU policies and procedures. Discrimination complaint or grievance investigations will be carried out in a manner consistent with the protection of individual First Amendment rights to freedom of speech, expression, and academic freedom. A student will be informed of state or federal agencies that may also be notified using the criteria of the complaint or grievance.

Individuals making a complaint or grievance of discrimination, taking part in an investigation relating to discrimination, or opposing discrimination are protected against retaliation by MCU employees and students. As a matter of College policy, it is prohibited to use MCU technology (computers, e-mail systems, voice mail systems, web pages, bulletin boards, and MCU Facebook groups) in any manner that would result in discrimination on any of the bases listed below:

Employment: Federal and Utah state statutes and regulation and the MCU policies prohibit discrimination, including discriminatory harassment & retaliation, against College employees, and those seeking employment at the College, including but not limited to the following areas:

recruitment; interviewing; testing; screening; selection; placement; evaluation; transfer; promotion; training; compensation; fringe benefits; layoffs and/or dismissal on the following bases:

- Age
- Arrest record
- Race or Ethnicity
- Conviction record
- Cultural background
- Declining to attend a meeting or participate in any communication about religious matters or political matters
- Disability
- Ethnicity
- Gender expression
- Gender identity
- Genetic testing
- Honesty testing
- Marital status
- Military obligations (including membership in the national guard; state defense force or any other reserve component of the military forces of the United States or the state of Utah)
- National origin
- Pregnancy (including childbirth or related conditions)
- Religion
- Retaliation for making a complaint or grievance of discrimination, or taking part in an investigation relating to discrimination, or opposing discrimination
- Sexual identity
- Sexual/affectional orientation
- Use or nonuse of lawful products off the employer's premises during non-working hours.
- Also covered is any other non-discrimination category that may be subsequently added, even if not included in the above list, as a result of federal or State of Utah court, legislative, or regulatory action, or action taken by the Midwives College of Utah.

Educational Programs & Activities: Federal and Utah state statutes and regulations and MCU policies prohibit discrimination, including discriminatory harassment and retaliation, against students, applicants for admission, and others taking part in MCU educational programs and activities including, but not limited to, issues involving admissions and enrollment, educational environment, coursework, approved clinical work, student services, programs, activities, and facilities on the following bases:

- Age
- Ancestry
- Race or ethnicity
- Color
- Conviction Record
- Cultural Background

- Declining to attend a meeting or participate in any communication about religious matters or political matters
- Disability
- Ethnicity
- Gender expression
- Gender identity
- Genetic testing
- Honesty testing
- Marital status
- Military obligations (including membership in the national guard; state defense force or any other reserve component of the military forces of the United States or the state of Utah)
- National origin
- Pregnancy (including childbirth or related conditions)
- Race
- Religion
- Retaliation for making a complaint or grievance of discrimination, or taking part in an investigation relating to discrimination, or opposing discrimination
- Sexual identity
- Sexual/affectional orientation
- Use or nonuse of lawful products off the employer's premises during non-working hours.
- Also covered is any other non-discrimination category that may be subsequently added, even if not included in the above list, as a result of federal or State of Utah court, legislative, or regulatory action, or action taken by the Midwives College of Utah.
- Also covered is any other non-discrimination category that may be subsequently added, even if not included in the above list, as a result of federal or State of Utah court, legislative, or regulatory action, or action taken by the Midwives College of Utah.

Definitions

Complaint: A complaint is a problem or concern by one who considers they have been discriminated against or wronged because of an action, decision, or omission within the control or responsibility of MCU. Resolution of a complaint is usually through discussion but may include mediation in some instances.

Discrimination: Discrimination is conduct that adversely affects any aspect of an individual's employment, education, or participation in an institution's activities or programs, or has the effect of denying equal opportunities or treatment to an individual on the basis of one more characteristics of that individual's protected status or category as defined herein.

Discriminatory Harassment: A form of discrimination consisting of unwelcome verbal, written, graphic, or physical conduct, that:

1. Is directed at an individual or group of individuals on the basis of the individual or group of individuals' actual or perceived protected status, or affiliation or association with person(s) within a protected status (as defined herein); and

2. Is sufficiently severe or pervasive so as to interfere with an individual's employment, education or academic environment or participation in institution programs or activities and creates a working, learning, program or activity environment that a reasonable person would find intimidating, offensive or hostile.

To constitute prohibited harassment, the conduct must be both objectively and subjectively harassing in nature. Harassment may include but is not limited to verbal or physical attacks, threats, slurs or derogatory or offensive comments that meet the definition set forth herein. Harassment does not have to be targeted at a particular individual in order to create a harassing environment, nor must the conduct result in a tangible injury to be considered a violation of this policy. Whether the alleged conduct constitutes prohibited harassment depends on the totality of the particular circumstances, including the nature, frequency and duration of the conduct in question, the location and context in which it occurs and the status of the individuals involved.

To be considered discriminatory harassment, the complainant must allege that the harassment is based on one or more of the identity categories listed in these procedures.

Grievance: A grievance is a situation that must be investigated according to formal grievance processes. This may be a complaint that was not resolved through informal processes, mediation, or situations in which disciplinary action against faculty, staff or student may be an outcome of the investigation

Retaliation: Retaliation is an adverse action taken against an individual in response to, motivated by or in connection with an individual's complaint or grievance of discrimination or discriminatory harassment, participation in an investigation of such complaint or grievance and/or opposition of discrimination or discriminatory harassment in the educational, workplace, or professional setting.

NON-DISCRIMINATION POLICY QUESTIONS & ANSWERS

Q. Who should I contact if I have questions about discrimination?

- A. Questions or concerns regarding discrimination may be directed to the student's House Mentor or the Compliance Director.

Q. Who may file a complaint or grievance with MCU?

- A. The following may file a complaint or grievance:
 - Faculty and Field Faculty
 - Staff Members
 - Administration or any employee not directly specified here
 - Applicants for employment
 - Students
 - Applicants for admission
 - Recipients of College services including visitors to events (e.g., conference attendees)

- The President based on information received may also open a complaint or grievance at their discretion or at the request of the Deans or Directors with permission of the target

Q. What information must be included in a discrimination complaint or grievance?

A. A complainant must provide MCU with a **written, signed, and dated statement** that includes contact information (for example, a street address, telephone number, or email address) of the person initiating the complaint or grievance. The complaint or grievance must also contain:

1. The grounds on which the reported discrimination occurred. It must be one of the bases listed above, depending on whether the report involves employment, admissions, participation in educational programs, or participation in an MCU activity open to the public. The grounds are the only bases on which MCU can accept a complaint or grievance.
2. The name, title, and address of the person who reportedly discriminated, as available. MCU recognizes that all of this information may not be available to a complainant. Before a complaint or grievance can be accepted, MCU/the President must be able to confirm that the reported discrimination involved an MCU sponsored program or activity or was committed by a person acting in his or her capacity as a member of MCU.

Complaints or grievances must also include:

1. The dates, time period, and the location of the actions or incidents believed to be discriminatory.
2. The effect that the treatment or actions have had on the complainant's work, instructional, or study environment, or the complainant's ability to take part in College programs or activities.
3. The name, address or phone number of persons who have information relevant to the reports, and the names of any persons who might have experienced similar treatment.
4. Any material supporting the reported discrimination.
5. A statement of an outcome or resolution the complainant believes would be an appropriate remedy for the complaint or grievance.

Individuals who experience unlawful discrimination including harassment, are encouraged to report the matter immediately to aid in timely resolution. The complaint or grievance must be filed with the MCU President within 300 days of the reported act of discrimination. The 300 days is counted from the date of the most recent reported discrimination to the date the complaint or grievance is signed, dated, and submitted. This time frame will only be extended in unusual circumstances by the MCU President, primarily when personal/family illness or extraordinary hardship prevented an individual from filing in a timely manner or when the complainant could not reasonably be expected to know that he or she was being discriminated against within the 300 days. (Note: The time frames for filing under federal law may differ. For example, individuals wishing to file with the Office for Civil Rights, U.S. Department of Education, generally need to file complaints or grievances within 180 days from the alleged act of discrimination. To ensure

that you do not lose any of your rights, you should contact the applicable federal and state agencies.

Violations of Non-Discrimination Policy

MCU employees who violate this policy will be sanctioned on a case-by-case basis, taking into account the nature of the violation, the severity, and any legal ramifications or actions against the employee. Depending on the nature of the violation, sanctions may include probation or termination of employment. Action may also be taken against anyone who fails to report a violation or withhold relevant information concerning a violation of this policy.

Non-Harassment Policy

Consistent with its workplace policy of equal employment opportunity, MCU prohibits and will not tolerate harassment on the basis of race, color, religion, national origin,² sex, pregnancy, sexual orientation, gender expression, gender conformity, parental or marital status,³ age,⁴ disability,⁵ veteran status, genetic information or any other perceived or actual classification protected by applicable law.

Violations of this policy will not be tolerated and may result in formal disciplinary action that may include probation or termination of employment. Action may also be taken against anyone who fails to report a violation or withhold relevant information concerning a violation of this policy.

Harassment is generally defined as unwelcome verbal or non-verbal conduct, including online conduct, based upon a person's actual or perceived protected characteristic, that denigrates or shows hostility or aversion toward the person because of the characteristic, and which affects the person's employment opportunities or affects tangible job benefits, has the purpose or effect of unreasonably interfering with the person's work performance, or has the purpose or effect of creating an environment which a reasonable person would perceive as intimidating, hostile or offensive. Harassing conduct includes, but is not limited to: epithets; slurs or negative stereotyping; threatening, intimidating or hostile acts; or denigrating jokes and display or circulation in the workplace of written or graphic material that denigrates or shows hostility or aversion toward an individual or group based on their protected characteristic.

Any employee who feels that they have been harassed, or has witnessed or become aware of harassment in violation of these policies, should bring the matter to the immediate attention of

² Title VI of the *Civil Rights Act of 1964*

³ Title IX of the *Education Amendments of 1972*

⁴ *Age Discrimination Act of 1975*

⁵ *Section 504 of the Rehabilitation Act of 1973*

their supervisor or the President. Incidents of suspected sexual or sex-based harassment should also be reported to MCU's [Title IX Coordinator](#).

Open-Door Policy

MCU has an open-door policy and takes employee concerns and problems seriously. The College values each employee and strives to provide a positive work experience. Employees are encouraged to bring any workplace concerns or problems they might have or know about to their supervisor or the President.

Drug and Alcohol Use Policy

Per all employee agreements, MCU prohibits the unlawful possession, use or distribution of illicit drugs and/or alcohol by employees on its property or as part of any of its formal educational activities. MCU maintains a drug-free campus, in accordance with the Drug-Free Schools and Communities Act Amendments of 1989.

Alcohol at MCU-affiliated events is only allowed if approved in advance by the President, responsible drinking practices are in place, and the event staff abide by all laws, ordinances, and statutes of the locale, including proper permitting if applicable. MCU employees must abide by all local, state, and federal laws regarding the possession, use, or distribution of controlled substances, and illicit drugs are never allowed on MCU property or at any official college-related event.

Violations of this Policy

MCU employees who violate this policy will be sanctioned on a case-by-case basis, taking into account the nature of the violation, the severity, and any legal ramifications or actions against the employee. Depending on the nature of the violation, sanctions may include: mandated participation in the College's Drug & Alcohol Abuse Re-entry Program; temporary or permanent limitations on employee duties; and suspension or termination of employment. All MCU employees who are convicted of a drug or alcohol-related violation by local, state, or federal authorities must report, in writing, the conviction within 30 days to the President of the College. MCU is obligated by law to report to the US Department of Education any employee with a drug or alcohol conviction who also receives federal financial assistance (e.g., a research grant).

Corresponding Procedures

Review & Dissemination: This policy will be reviewed annually by a designated committee. This policy will be inserted by MCU into the following documents of the institution: the MCU website, the Staff Employee Agreement, the Faculty Employee Agreement, and the Disclosure Statement. The MCU Faculty Human Resources Coordinator (for undergraduate faculty), Dean, and Staff Human Resources Coordinator (for staff) will be responsible for integrating MCU's

Drug & Alcohol Abuse and Prevention Program information into faculty and staff onboarding processes, including new employee paperwork and orientation.

Violations: Violations will be reported to and documented by the President. The President will be responsible for documenting the violation in employee and institutional records, reporting the violation to the US Department of Education (as applicable), and convening a committee to determine the appropriate nature of sanctioning, including referral and completion by the employee of MCU's Drug & Alcohol Abuse re-entry program (first violation, as appropriate).

DAAPP Disclosure Statement

For in-depth information about drug and alcohol health risks, abuse prevention, standards of conduct, resources, policies, and sanctions to all students and employees of the institution, please see MCU's Annual Notification of Drug & Alcohol Abuse and Prevention Information.

MCU's DAAPP Disclosure Statement will be reviewed, annually, by a designated committee. The Disclosure Statement will be disseminated to all students and employees annually. The Disclosure Statement will be distributed to new students and faculty throughout the year to account for variable hiring and enrollment dates.

Drug and Alcohol Abuse Re-Entry Program (DAARP)

MCU employees are eligible to participate in MCU's Drug & Alcohol Abuse Re-entry Program. The aim of the Drug & Alcohol Abuse Re-entry Program (DAARP) at MCU is to provide students and employees the opportunity to rethink and address their relationship with drugs and alcohol, and to devise harm reduction and prevention strategies that will help to create a safe, healthy, and legal relationship with drugs and alcohol. The program is evidence-based and requirements are individualized to each participant based on their unique use pattern, challenges, and opportunities. At a minimum, all participants in the program are required to meet with the Student and Employee Support Services Coordinator for a minimum of three one-on-one counseling sessions. Participants will also be assigned self-study work through the Higher Education Center for Alcohol & Drug Misuse Prevention & Recovery.

The Student and Employee Support Services Coordinator may also require the participant to meet with a certified alcohol or substance abuse counselor in their local area; the participant is responsible for fees associated with the use of these professionals.

Any MCU student or employee may participate in the MCU Drug & Alcohol Abuse Re-entry Program. Students and employees found in first violation of MCU's Drug & Alcohol Use policy will be required to participate. There is a \$200.00 fee for this program to help offset costs of program administration.

The Drug & Alcohol Abuse Re-entry Program (DAARP) will be administered by the Student and Employee Support Services Coordinator. The Student and Employee Support Services Coordinator will be responsible for: maintaining and implementing the program; documenting usage and completion rates of the program, including required versus voluntary participation;

and reporting program enrollment to the Student Finances office so the appropriate program fees can be charged to the student or employee's account.

DAAPP Biennial Review and Report

The Biennial Review will be conducted by a qualified person, as appointed by the President of the College. The person may be internal to the institution or may be an externally hired evaluation expert. The lead evaluator will develop and conduct the evaluation in conjunction with an identified team of their choosing. The lead evaluator should be appointed no later than February 1st of the biennial year, and the team convened by March 1st. Evaluation should occur between March through May of the biennial year with the final report being delivered to the President by June 15th. The review and subsequent report, as a minimum, must cover: assessment and data collection methods for the evaluation; effectiveness of the institution's Drug & Alcohol Abuse and Prevention Program; number and type of violations as well as sanctions; and recommendations for improvement and change. The report must be approved by the institution's President, Chief Executive, and/or Board. The President will determine the timing and nature of all recommendations identified in the report. The Leadership Team of the institution will also review the Biennial Report and will be responsible for integrating recommendations strategically into College operations, as well as otherwise identifying opportunities for further integration of and ongoing improvement to College processes throughout each academic year.

Definitions of Clery Act Offenses

The following definitions are taken from the Uniform Crime Reporting Handbook.⁶

Murder: The willful (non-negligent) killing of one human being by another.

Negligent Manslaughter: The killing of another person through gross negligence.

Robbery: The taking, or attempting to take, anything of value from the care, custody or control of a person by force, or threat of force or violence and/or by putting the victim in fear of immediate harm.

Burglary: The unlawful entry into a building or other structure with the intent to commit a felony or a theft.

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury.

Arson: The 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.

⁶ https://ucr.fbi.gov/additional-ucr-publications/ucr_handbook.pdf

Larceny Theft: The unlawful taking of property from the possession of another.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle (including joyriding).

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcohol. (Does not include DUI.)

Drug Abuse Violations: The violation of state and local laws prohibiting the production, distribution, possession and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use.

Weapon Law Violations: The unlawful possession of deadly weapons -- concealed or openly carried.

Hate Crime: Any of the aforementioned offenses (except for negligent manslaughter), and any other crime involving bodily injury, reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias.

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics.

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.

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 own sex or members of the opposite sex.

Gender Identity: A preformed negative opinion or attitude toward a person (or group of persons) because the person's internal sense of being male, female, or a combination of both may be different from the gender assigned at birth, e.g. bias against transgender or gender nonconforming individuals.

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. The concept of ethnicity differs from the closely related term race in that "race" refers to grouping based mostly upon biological criteria, while "ethnicity" also encompasses additional cultural factors.

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/or traditions.

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.

The following definitions are taken from the National Incident-Based Reporting System of the UCR program.⁷

Sex Offense: Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

Rape: The 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 consent of the victim.

Fondling: The touching of the private body parts of another person for the purpose 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 his/her temporary or permanent mental incapacity.

Incest: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape: Sexual intercourse with a person who is under the statutory age of consent.

The Higher Education Act (HEA) defines the new crime categories of domestic violence, dating violence, and stalking in accordance with § 40002(a) of the Violence against Women Act of 1994 as follows:

Domestic Violence: A felony or misdemeanor crime of violence committed by

- A current or former spouse or intimate partner of the victim,
- A person with whom the victim shares a child in common,
- A person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- A person similarly situated to a spouse of the victim under the domestic or family violence laws or the jurisdiction receiving grant monies [under VAWA], or
- 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.

Dating Violence: Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

- The existence of such a relationship shall be determined based on a consideration of the following factors:

⁷ <https://www.fbi.gov/file-repository/ucr/ucr-2019-1-nibrs-user-manual.pdf/view>

- Length of the relationship;
- The type of relationship; and
- The frequency of interaction between the persons involved in the relationship.
- For the purpose of this definition, dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
- Dating violence does not include acts covered under the definition of domestic violence.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to

- Fear for his or her safety or the safety of others; or
- Suffer substantial emotional distress.

For the purposes of this definition:

- *Course of conduct* means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

Consent: Consent is an informed decision, freely given, made through mutually understandable words or actions that indicate a willingness to participate in mutually agreed upon sexual activity.

Consent cannot be given by an individual who is:

- Asleep
- Unconscious
- Mentally or physically incapacitated, either through the effect of drugs or alcohol or for any other reason
- Under duress, threat, coercion, or force

Past consent does not imply future consent. Silence or an absence of resistance does not imply consent. Consent can be withdrawn at any time.

MCU uses the “affirmative consent” standard, known colloquially as “yes means yes.” The burden rests on the person initiating sex to obtain a “yes,” rather than on the intended partner to convey a “no.” Failure to obtain affirmative consent in the course of sexual activity may result in findings of merit to a complaint of sexual assault/rape.

Education and Prevention Programming

MCU students, employees, and applicants for admission have access to health and safety information, Title IX and Drug and Alcohol policies on MCU's Consumer Information page. Each

term, new students complete an orientation course called PROD 1000. This robust orientation guides our students through the community rules of caring, graduation requirements, code of conduct, discrimination, social justice, and many of the MCU resources available to the student body. The orientation also identifies the Drug and Alcohol Abuse Prevention Policy and where to locate Title IX and additional Health and Safety policies and information. Additionally, each acceptance package includes an Enrollment Agreement identifying health and safety information as well as the Drug and Alcohol Abuse Prevention Policy.

Individuals who have experienced sexual assault, dating violence, domestic violence, stalking and related retaliation are afforded additional protections and support measures beyond the student conduct process. These measures are described above in MCU's Title IX Policy. When determining what support measures to take, MCU will consider the specific need by the victim, whether or not the victim and the perpetrator share classes, and other key factors. The Title IX Coordinator consistently provides education for MCU Senior Leadership, staff, faculty, and house mentors on MCU's Title IX Policy and related information.

Additionally, victims of these crimes can receive assistance through the following resources:

Salt Lake Rape Recovery Center: advocacy, crisis intervention, therapy, and education about the cause, impact, and prevention of sexual violence.

Location: 2035 South 1300 East Salt Lake City, UT 84105

Office: 801-467-7282 Fax: 801-467-7280

Office hours: Monday - Thursday: 9 a.m. – 5 p.m.

24-Hour Crisis Line: 801-467-7273

National Sexual Assault Telephone Hotline (RAINN)

24-Hour Crisis Line: 800-656-HOPE (4673)

For advising and assistance with filing a Title IX Complaint and identifying resources, campus resources for include:

Title IX Coordinator

House Mentors

These resources also provide career planning, study skills, advising on relationship issues, family issues, test anxiety, relaxation and stress management skills, other personal concerns and a variety of areas and services.

Further, MCU applies a holistic approach to students in crisis. The Director of Campus Life is responsible for overseeing programs that foster student well-being, providing nurturing support for our diverse student and employee bodies, and coordinating interdepartmental cooperation,

Student Care Team programs or other ad hoc committees as necessary to ensure support for student well-being.

Crime Statistics

The following charts reflect the number of reported crimes on campus for the respective in person Assessments which occurred following last year's security report. To view prior year's statistics please visit: <https://www.midwifery.edu/consumer-information/>

Date:	Apr 22-24, 2024	Apr 23-25, 2024	Apr 22-24, 2024	Apr 25-27, 2024	Aug 19-21, 2024	Dec 16-18, 2024	Dec 18-20, Aug 21-23, Apr 24-29, 2023	Dec 19-21, Aug 21-23, 2022
Location	1934 Redondo Avenue, Salt Lake UT 84108	the Chase Mill at the Tracy Aviary in Liberty Park 589 E. 1300 S, Salt Lake City, UT 84105	667 Wall Street, Salt Lake City, UT 84102	1174 E Graystone Way, Salt Lake City, UT 84106	667 Wall Street, Salt Lake City, UT 84102	1384 Vineyard Dr. Bountiful, UT 84010	5909 S Leah Ct Kearns UT 84118 613 S 800 E Salt Lake City UT 84102 150 Fort Douglas Blvd, SLC UT 84113 1224 E 100 South, SLC UT	1079 East 2700 South, SLC, UT 9750 South 300 West, Sandy, UT
Clery Offenses								
Murder	0	0	0	0	0	0	0	0
Negligent Manslaughter	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0

Motor Vehicle Theft	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0
Larceny Theft	0	0	0	0	0	0	0	0
Hate Crimes								
Race	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0
VAWA Offenses								
Domestic Violence	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0
Arrests								
Liquor Law Violations	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0
Referrals for Disciplinary action								

Liquor Law Violations	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0