

MCU Clery Act Report 2025

Crime Statistics for Calendar Years 2023-2025 published in 2026

Completed by: MCU Title IX Coordinator, Masha Mesyef

Published: October 1, 2026

Objective:	1
Process to Prepare and Disclose the Annual Security Report	1
Summary:	2
Dissemination of Information/Reporting:	2
Communication Systems	2
Emergency Notifications	2
Timely Warnings	4
Availability of This Report	4
Complaint and Grievance Policies	4
Campus Security Authorities and Reporting Options	6
Reporting Crimes	7
Security of and Access to Campus Facilities	7
IN-PERSON EVENTS	7
OFF-CAMPUS CRIMES	8
Sex Offender Registry	8
Title VI: Race, Color, and National Origin	9
Title IX Reporting	9
Title IX Complaint Procedure	9
Title IX Policy, Training, and Review	10
Policies governing Conduct, Health and Safety	10
Personal Conduct	10
Code of Conduct	10
Non-Discrimination and Anti-Harassment Policy	11
Drug and Alcohol Use Policy	11
Hazing	12
Definitions of Clery Act Offenses	13
Education and Prevention Programming	18
NexGen Student Assistance Program	19
Crime Statistics	21

Objective:

This Annual Security Report is published in compliance with the Jeanne Clery Campus Safety Act (20 U.S.C. § 1092(f)), formerly the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, and its implementing regulations at 34 CFR § 668.46. MCU publishes this report by October 1 of each year. It contains MCU's policies and procedures for reporting crimes and emergencies, crime prevention and awareness, and responding to dating violence, domestic violence, sexual assault, stalking, and hazing, together with crime statistics for the three most recent calendar years (2023, 2024, and 2025). The report applies to all MCU students and employees and is available to prospective students and prospective employees.

During calendar year 2025, MCU delivered all instruction entirely through distance education and held no in-person classes, events, or required physical attendance. MCU's only physical location is its leased administrative office at 1174 E Graystone Way, Suite 20F, Salt Lake City, Utah 84106. The office is used primarily to store institutional materials, and staff visit periodically to mail supplies and materials to students; it is not used for instruction. Because the office is controlled by MCU and used in direct support of its educational operations, MCU treats it as its campus for Clery Act purposes. MCU does not own or control any non campus property; clinical and preceptor sites are not owned or controlled by MCU. MCU has no on-campus student housing; therefore, an Annual Fire Safety Report, fire log, and missing student notification policy do not apply. MCU does not have a campus police or security department and therefore does not maintain a daily crime log. MCU has no officially recognized student organizations with non campus locations.

Even if you did not attend an MCU event or visit MCU's office, we encourage you to review this report to familiarize yourself with MCU's safety policies, reporting options, and resources.

Process to Prepare and Disclose the Annual Security Report

MCU prioritizes the safety and well-being of its students, employees, and visitors, whether online or in person, and relies on the support and cooperation of the entire MCU community to maintain a safe and secure environment. MCU's Director of Compliance prepares this report each year in coordination with the Title IX Coordinator and the President. To compile the crime statistics in this report, the Director of Compliance:

- Requested crime statistics from the Salt Lake City Police Department for MCU's administrative office and the public property immediately adjacent to it. The request was submitted on September 25, 2026; as of October 1, 2026, no response had been received.
- Obtained written confirmation from MCU's staff who access the administrative office regarding any Clery-reportable crimes, VAWA offenses (dating violence, domestic violence, sexual assault, and stalking), hate crimes, or hazing incidents reported to them during 2025.
- Obtained confirmation from the building's property manager regarding any such incidents reported at the property during 2025.

- Reviewed the Salt Lake City public crime map for incidents reported in 2025 at and adjacent to the office address with no Clery-reportable incidents identified when accessed on September 28, 2026.

Statistics for 2023 and 2024 are carried forward from MCU's prior Annual Security Reports. The statistics in this report are the same statistics MCU submits to the U.S. Department of Education through its annual Campus Safety and Security Survey. If MCU receives information after publication that changes any statistic, MCU will publish a corrected report. The Director of Compliance, the Title IX Coordinator, and the President review and update the policy statements in this report annually.

Summary:

MCU is a private, distance education college operating an educational program and receiving federal funds. MCU publishes this report annually. Its crime statistics cover MCU's Clery geography, which currently consists of MCU's leased administrative office and the public property immediately adjacent to it. While we delivered all instruction through distance education in 2025, it is important to be aware of policies, procedures and resources designed to support student and employee safety.

Dissemination of Information/Reporting:

MCU uses several systems to share urgent health and safety information with students and employees, and offers several ways for students and employees to report crimes, emergencies, and concerns to MCU. This section describes both.

Communication Systems

MCU's official communication platforms reach every student, faculty member, and employee:

- Google Workspace for Education (Gmail): direct, individual (1:1) email to each student and employee.
- Canvas: schoolwide announcements through ADMN 100: MCU Commons, delivered according to each user's notification preferences.
- Populi: direct 1:1 messages, news feed posts, and text messages to students and employees who have opted in to text notifications.

Emergency Notifications

MCU will immediately notify the campus community when it confirms a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees. Examples include a fire, gas leak, or violent threat at MCU's administrative office, or an emergency at an MCU in-person event.

MCU follows these steps:

1. **Confirm the emergency.** The Director of Compliance confirms, in consultation with the President or a member of the Senior Leadership Team, that a significant emergency or dangerous situation exists. Confirmation may come from local police, fire, or other emergency officials; the building's property manager; Campus Security Authorities; or, during an in-person event, MCU's event staff and designated Campus Safety Officers.
2. **Decide who to notify.** The Director of Compliance and the President or a member of the Senior Leadership Team, together with event staff when the emergency occurs during an event, decide which part of the campus community is at risk. Because emergencies may be localized, a notification may go only to those affected, such as staff who work at the administrative office or attendees at a specific event. If the threat may affect the entire MCU community, everyone is notified.
3. **Determine the content.** The Director of Compliance prepares the notification with the Senior Leadership Team. It describes the emergency, where it is occurring, and what recipients should do to protect themselves.
4. **Send the notification.** The Director of Compliance, or a member of the Senior Leadership Team, sends the notification through the channels best suited to the situation: 1:1 email, a Canvas announcement, a Populi announcement, and text message as needed.

MCU will send the notification without delay, taking into account the safety of the community, unless doing so would, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. MCU will send updates as new information becomes available and will announce when the emergency is over.

Notifying the larger community. For an emergency at MCU's administrative office, MCU notifies the building's property manager, who is responsible for alerting other building tenants. For an emergency at an in-person event, MCU notifies the venue's management and, when appropriate, local emergency officials.

Evacuation procedures. Evacuation procedures, including exit routes, are posted at MCU's administrative office. Staff follow the building's posted evacuation plan and directions from emergency personnel. At in-person events, MCU's designated Campus Safety Officers review emergency exits and evacuation procedures with attendees at the start of the event.

Annual testing. MCU regularly tests its emergency response and evacuation procedures. Tests may be announced or unannounced. MCU publicizes its emergency response and evacuation procedures to students and employees in conjunction with emergency testing. Each test is documented, including a description of the exercise, the date and time, and whether it was announced or unannounced. These records are kept for seven years.

Timely Warnings

MCU will issue a timely warning to the campus community whenever a Clery Act crime that occurs on MCU's Clery geography (its administrative office and the public property immediately adjacent to it) is reported to MCU or local law enforcement and is considered by MCU to represent a serious or continuing threat to students and employees.

The Director of Compliance, in consultation with members of the Senior Leadership Team, decides case by case whether to issue a timely warning. The decision considers the nature of the crime, the continuing danger to the campus community, and the risk of compromising law enforcement efforts. A warning is sent as soon as pertinent information is available, through the channels best suited to the circumstances: 1:1 email, a Canvas announcement, a Populi announcement, and text message as needed.

Timely warnings include information that will help members of the campus community protect themselves and prevent similar crimes, such as a description of the incident and relevant safety tips. The names and other personally identifying information of victims are always withheld. If an emergency notification is issued for the same incident, a separate timely warning will not be issued.

Availability of This Report

Each year by October 1, MCU sends an email and a Canvas announcement to all enrolled students and current employees. The notice says that this Annual Security Report is available, gives the web address, and briefly describes the report's contents. The same notice provides access to MCU's Annual Notification of Drug & Alcohol Abuse Prevention Information and the Notice of Availability of Institutional and Financial Aid Information. Prospective students and prospective employees are notified of the report's availability on MCU's website. This report is available at midwifery.edu/consumer-information. Anyone may request a free paper copy from MCU's Title IX Coordinator at titleix@midwifery.edu.

Each year, by October 1, MCU sends an email and a Canvas announcement to all enrolled students and current employees notifying them that this Annual Security Report is available, providing the web address where it can be accessed, and briefly describing its contents. The same notice provides access to MCU's Annual Notification of Drug & Alcohol Abuse Prevention Information and the Notice of Availability of Institutional and Financial Aid Information. Prospective students and prospective employees are also notified of the report's availability on MCU's website and in internal documents and trainings. This report is available online at midwifery.edu/consumer-information. Anyone may request a free paper copy by contacting MCU's Title IX Coordinator at titleix@midwifery.edu.

Complaint and Grievance Policies

MCU offers several ways for students, employees, applicants, and others to raise concerns. This section summarizes those options; the full policies are available at the links below. Faculty

and preceptors, staff, students, applicants for admission or employment, and recipients of College services (such as event attendees) may file a complaint or grievance. The President may also open a complaint or grievance.

Informal complaints. MCU encourages resolving concerns first through direct, collaborative conversation. If that does not resolve the concern, the person may submit the [Concern and Resolution Form](#). Informal complaints are usually resolved through discussion and may include mediation.

Formal grievances. Matters that require formal investigation, including complaints not resolved informally and situations that may result in disciplinary action, are submitted through the [MCU Grievance Form](#), which is received by the Director of Compliance (grievances involving the President are submitted to the MCU Board President). The Director of Compliance convenes a Grievance Committee to conduct a fair and impartial investigation. Grievances are addressed within four weeks, and the committee issues a final recommendation within six weeks whenever possible. Possible outcomes include no action, a letter of reprimand, probation with remediation, or withdrawal of a student or dismissal of an employee. Records are kept for seven years. Full policy: midwifery.edu/complaint-policy.

Discrimination and harassment. Concerns about discrimination, discriminatory harassment, or retaliation are addressed under MCU's [Non-Discrimination Policy](#). Concerns about discrimination based on race, color, or national origin may also be reported under MCU's [Title VI policy](#). Questions may be directed to compliance@midwifery.edu.

Sex discrimination, sexual harassment, sexual assault, dating violence, domestic violence, and stalking. Reports should be made to the Title IX Coordinator and are addressed under MCU's [Title IX Policy](#) (see Title IX Reporting in this report). Reports may be made through the [Title IX Complaint Form](#), by email to titleix@midwifery.edu, or by phone at (801) 649-5230 ext. 807.

Standards of conduct. Expected conduct for all members of the MCU community is described in the [MCU Code of Conduct](#) and the [Community Rules of Caring](#).

External complaints. Students who are not satisfied with the outcome of MCU's internal complaint or grievance process may contact the following agencies:

- **Utah Division of Consumer Protection:** commerce.utah.gov/dcp; 801-530-6001; consumerprotection@utah.gov.
- **State Authorization Reciprocity Agreement (SARA),** for distance education students who live outside Utah: complaints may be filed with Utah's SARA contact office, the Utah System of Higher Education, after students have completed MCU's complaint process. Website: ushe.edu/sara. Mail: 60 S 400 W, Salt Lake City, UT 84101. Phone: (801) 755-4463.
- **Middle States Commission on Higher Education (MSCHE):** MCU is currently [an applicant / a candidate] for accreditation with MSCHE. This status is not accreditation and does not guarantee that accreditation will be granted. MSCHE accepts complaints about whether institutions in the applicant and candidate stages comply with its standards and policies. Complaints can be filed through the online form at

msche.org/complaints, or by mail to: MSCHE, Attn: Complaints, 1007 North Orange Street, 4th Floor, MB #166, Wilmington, DE 19801.

Complaint and grievance forms are also available in ADMN 100: Student Commons, the Student Handbook, the Employee Lounge, the Faculty Lounge, and Populi.

Campus Security Authorities and Reporting Options

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 individuals:

- **Director of Compliance:** compliance@midwifery.edu
- **President:** president@midwifery.edu
- **The student's House Mentor:** contact information is provided to each student by their assigned House Mentor

Reports of sexual assault, dating violence, domestic violence, or stalking may also be made to the Title IX Coordinator at titleix@midwifery.edu or (801) 649-5230 ext. 807.

In-person events. When MCU holds an in-person event, it designates one or more MCU staff members to serve as Campus Safety Officers for that event. Attendees are told prior to the start of each event who is serving in this role. Event Campus Safety Officers may receive reports of crimes and emergencies during the event and serve as Campus Security Authorities for its duration.

Campus law enforcement. MCU does not have a campus police or security department and does not employ or contract security personnel. MCU staff, including staff designated as Campus Safety Officers at in-person events, have no law enforcement or arrest authority. MCU has no memorandum of understanding or other written agreement with the Salt Lake City Police Department or any other law enforcement agency for the investigation of crimes. MCU's relationship with the Salt Lake City Police Department is the same as that of any member of the public. MCU staff report crimes and emergencies to the police as described under Reporting Crimes.

Voluntary, confidential reporting. A victim or witness who does not want to pursue action through MCU or the criminal justice system may still report a crime to any of the officials listed above on a voluntary, confidential basis. With the reporting person's consent, the official will record the report without identifying the victim or the person reporting, so that MCU can include the crime in its annual statistics and determine whether a timely warning is needed to protect the community. Victims of dating violence, domestic violence, sexual assault, and stalking may choose to notify law enforcement, may receive help from MCU in notifying law enforcement, or may decline to notify law enforcement.

Reporting Crimes

MCU delivers its academic programs entirely through distance education. MCU's only physical location is its administrative office at 1174 E Graystone Way, Suite 20F, Salt Lake City, Utah 84106. The office is used by staff for storage and for mailing materials to students, and it is not used for instruction. The office is within the jurisdiction of the Salt Lake City Police Department. Anyone who witnesses or becomes aware of a crime or other emergency at MCU's administrative office should dial 911 immediately or ask an MCU staff member to contact the police on their behalf. Non-emergency incidents at the administrative office may be reported to the Salt Lake City Police Department at 801-799-3000. Incidents occurring at the administrative office will be investigated by the Salt Lake City Police Department. Investigations will occur for the purpose of reducing crime, improving safety, making disciplinary referrals, and imposing criminal sanctions as appropriate.

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

MCU also encourages anyone who reports a crime to the police to notify Masha Mesyef, Director of Compliance, at compliance@midwifery.edu. This allows MCU to include the incident in its annual crime statistics and to determine whether a timely warning or emergency notification is needed.

Security of and Access to Campus Facilities

MCU's administrative office is located in a multi-tenant office building managed by a third-party property management company. The building is open during business hours; outside business hours, the building is accessible only by key fob. MCU's suite is behind a door secured by a keypad code, and MCU's office within the suite is locked by key. The keypad code and office key are limited to authorized MCU staff. The office is used for storage and mailing and is not used for instruction or open to students or the public.

The property management company maintains the building, including its locks, access systems, and lighting, and engages a private security company for the building. MCU does not employ or contract its own security personnel. MCU staff report maintenance or security concerns and suspicious activity to the property manager, and report crimes and emergencies directly to the Salt Lake City Police Department (911 for emergencies; 801-799-3000 for non-emergencies), depending on the severity and circumstances. Staff also notify MCU's Director of Compliance so that MCU can determine whether a timely warning or emergency notification is needed and include any Clery-reportable crime in its statistics.

IN-PERSON EVENTS

MCU did not hold in-person events or require physical attendance during the reporting year. If MCU holds an in-person event, assessment, or skills session in the future, attendees will be

given the name, address, and non-emergency telephone number of the local police department with jurisdiction over the event location. Attendees who become aware of a crime or emergency during an in-person event should dial 911 or ask the MCU staff member present to contact the police on their behalf.

OFF-CAMPUS CRIMES

Crimes that occur off campus should be reported to the local police agency where the incident occurred. In an emergency, dial 911; dispatch will route the call to the correct agency. For non-emergency reports within Salt Lake County, call 801-799-3000 for incidents in Salt Lake City or Sandy, or 801-840-4000 for incidents anywhere else in the county. The 801-840-4000 number reaches the Salt Lake Valley Emergency Communications Center, which dispatches for multiple agencies and will send the correct agency based on the location of the incident. Outside Salt Lake County, contact the local police department where the incident occurred.

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, Clery-reportable incidents reported to local law enforcement that occur on MCU's Clery geography, and that are reported to local police will be included in the statistical report contained in the Annual Security Report prepared annually by MCU.

Sex Offender Registry

The federal Campus Sex Crimes Prevention Act requires MCU to tell the campus community where to find information about registered sex offenders. In Utah, this information is available from the Utah Department of Corrections through the [Utah Sex and Kidnap Offender Registry](#) (Utah Department of Corrections: [corrections.utah.gov](#); 801-545-5500). Nationwide information is available through the U.S. Department of Justice's Dru Sjodin National Sex Offender Public Website at [nsopw.gov](#). Because MCU students live throughout the United States, students may also search the registry of the state where they live.

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: Race, Color, and National Origin

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or national origin in any program or activity that receives federal financial assistance. MCU may not, on these bases, directly or through contractual means, deny program services, aids, or benefits; provide a different service, aid, or benefit, or provide one in a different manner; or segregate or separately treat individuals in any matter related to the receipt of a service, aid, or benefit. Concerns may be reported through MCU's [Title VI complaint form](#), and questions may be directed to compliance@midwifery.edu. Full information: 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/title-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.

MCU will inform the complainant of the option to notify law enforcement, to be assisted by MCU in doing so, or to decline. MCU will contact law enforcement without the complainant's consent only where required by law (e.g., suspected child abuse) or where there is an imminent threat to

health or safety. 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, MCU will seek action consistent with the complainant's request.

Title IX Policy, Training, and Review

MCU's full Title IX Policy and procedures are published at midwifery.edu/title-ix-policy/ and in the Student Handbook and the MCU Employee Handbook (Section 6.3). The Title IX Coordinator distributes the policy to students and employees as they enroll or are hired. Title IX training is available on demand to employees, students, and event attendees through [this training link](#). The Title IX Coordinator documents violations, and MCU reviews the effectiveness of its Title IX policy and procedures every two years.

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.

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,

¹ MCU Employee Handbook (updated July 25, 2024), Section 6.0, p. 27

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 and Anti-Harassment Policy

MCU is committed to equal opportunity and equal access, and to an environment free of discrimination, harassment, and retaliation. MCU prohibits discrimination and harassment by or toward faculty, field faculty (preceptors), staff, students, applicants, and affiliates on the basis of race, color, ethnicity, national origin, ancestry, religion or creed, sex, pregnancy, sexual orientation, gender identity or expression, age, disability, genetic information, marital status, military or veteran status, political affiliation, arrest or conviction record, or any other status protected by federal or Utah law. The policy covers employment and all educational programs and activities, including admissions, coursework, clinical placements, and student services, as well as conduct using MCU technology and online platforms. Retaliation against anyone who files a complaint, takes part in an investigation, or opposes discrimination is prohibited.

Full policy: midwifery.edu/nondiscrimination-policy. Questions: compliance@midwifery.edu.

Drug and Alcohol Use Policy

MCU prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on MCU property or as part of any MCU activity, in accordance with the Drug-Free Schools and Communities Act (Student Handbook; Employee Handbook, Section 8.1). Illegal drugs are never permitted on MCU property or at any MCU event. Alcohol may be served at an MCU-affiliated event only with the President's advance approval, with responsible drinking practices in place, and in compliance with all applicable laws, including any required permits. MCU expects compliance with, and supports enforcement of, Utah's underage drinking laws (the legal drinking age is 21) and federal and state drug laws, and may refer violations to law enforcement. Marijuana remains illegal under federal law; MCU's policy follows federal law even though Utah permits medical cannabis.

Sanctions. Violations are handled case by case and may include required participation in MCU's Drug & Alcohol Abuse Re-entry Program (DAARP), limits on duties or academic activities, suspension, dismissal, or termination of employment, and referral to law enforcement. Employees convicted of a drug- or alcohol-related offense must report the conviction to the President in writing within 30 days, as required by the MCU Employee Handbook (Section 8.1).

Education and support. Each year, MCU distributes its Annual Notification of Drug & Alcohol Abuse Prevention Information to all students and employees. It describes standards of conduct, legal sanctions, health risks, available counseling and treatment resources, and MCU's sanctions. New students review the policy in the PROD 1000 orientation, and new employees

receive it during onboarding. The DAARP offers individualized, evidence-based support. It is required after a first violation and open voluntarily to any student or employee (program fee: \$200). MCU reviews its drug and alcohol abuse prevention program every two years. Full policy, annual notification, and resources: midwifery.edu/drug-alcohol.

Hazing

MCU prohibits hazing in any form. This prohibition applies to all students, employees, volunteers, and student organizations, including MCU's Student Council and Student Affinity Groups. It applies to conduct in person and online (for example, through video meetings, messaging apps, or social media), on or off MCU property, and whether or not the person being hazed agreed to participate. Consent is not a defense.

Definition. Under the Clery Act, as amended by the Stop Campus Hazing Act, hazing means any intentional, knowing, or reckless act committed by a person, whether individually or with others, against another person or persons, regardless of their willingness to participate, that (a) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in a student organization, and (b) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution or the organization, of physical or psychological injury. This includes: whipping, beating, striking, electronic shocking, placing a harmful substance on someone's body, or similar activity; causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity; causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances; causing, coercing, or otherwise inducing another person to perform sexual acts; any activity that places another person in reasonable fear of bodily harm through threatening words or conduct; any activity against another person that includes a criminal violation of local, state, tribal, or federal law; and any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, state, tribal, or federal law. A student organization is any organization at MCU (such as a club, society, association, or student government) in which two or more members are MCU students, whether or not MCU has established or recognized it.

Utah law. Hazing is also a crime under Utah Code § 76-5-107.5. Penalties range from a class B misdemeanor to a felony, depending on the circumstances and any resulting injury.

How to report hazing. Anyone who experiences, witnesses, or learns of hazing should report it promptly to the Director of Compliance (compliance@midwifery.edu), the President (president@midwifery.edu), or the student's House Mentor, or through the [Concern and Resolution Form](#). Hazing that involves sexual misconduct should also be reported to the Title IX Coordinator. If anyone is in immediate danger, call 911 first. MCU prohibits retaliation against anyone who reports hazing or takes part in an investigation.

How MCU investigates. The Director of Compliance reviews each report promptly, takes interim protective measures when needed, and notifies the individuals and any student organization involved. The investigation includes interviews with the parties and witnesses and a review of relevant evidence, including electronic communications. Each party has an

opportunity to respond. The Director of Compliance, or a Grievance Committee they convene, decides whether the policy was violated using a preponderance-of-the-evidence standard (more likely than not), and both parties are notified of the outcome in writing. Sanctions for individuals may include education, probation, suspension, or dismissal or termination. Sanctions for organizations may include a warning, probation, or loss of recognition. Either party may appeal under MCU's grievance policy. MCU aims to complete investigations within 60 days.

Prevention and awareness programs. MCU provides research-informed hazing prevention education. New students receive it in the PROD 1000 orientation and new employees during onboarding. Student Council members and advisors receive annual training. Programs cover what hazing is, its risks, MCU's policy and Utah law, safe bystander intervention, and how to report.

Campus Hazing Transparency Report. MCU publishes a Campus Hazing Transparency Report summarizing findings of hazing violations by student organizations. The report is updated annually and is available at midwifery.edu/consumer-information. MCU had no student organizations in 2025; the Student Council, which had dissipated, was re-established in March 2026. MCU received no reports of hazing in calendar year 2025.

Definitions of Clery Act Offenses

The definitions below are those required by the Clery Act regulations (34 CFR § 668.46 and Appendix A to Subpart D). They are drawn from the FBI's Uniform Crime Reporting (UCR) program and from the Violence Against Women Act. Hazing is defined in the Hazing section of this report.

Criminal Offenses

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

Manslaughter by Negligence: The killing of another person through gross negligence.

Sexual Assault: An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's UCR program.

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 the 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 their age or because of their 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.

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

Aggravated Assault: An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm.

Burglary: The unlawful entry of a structure to commit a felony or a theft.

Motor Vehicle Theft: The theft or attempted theft of a motor vehicle.

Arson: Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Hate Crime Offenses

Hate Crime: A crime 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 against the victim. Hate crimes include any of the criminal offenses above (except manslaughter by negligence), as well as larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property, when motivated by bias. The bias categories are race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

Larceny-Theft: The unlawful taking, carrying, leading, or riding away of property from the possession, or constructive possession, of another.

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 other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Destruction/Damage/Vandalism of Property: 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.

Bias categories. Race: a preformed negative attitude toward a group of persons who possess common physical characteristics (such as skin color, facial features, or hair) that distinguish them as a distinct division of humankind. 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 actual or perceived sexual orientation. Gender: a preformed negative opinion or attitude toward a group of persons because those persons are male or female. Gender identity: a preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity (for example, bias against transgender or gender nonconforming

individuals). Ethnicity: a preformed negative opinion or attitude toward a group of persons whose members identify with each other through a common heritage, often consisting of a common language, common culture, and/or ideology that stresses common ancestry. National origin: a preformed negative opinion or attitude toward a group of persons based on their actual or perceived country of birth. Disability: a preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether the disability is temporary or permanent, congenital or acquired.

Arrests and Disciplinary Referrals

Liquor Law Violations: The violation of state or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Drug Abuse Violations: The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices used in their preparation and/or use, including the unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance.

Weapons Law Violations: The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

VAWA Offenses

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 is determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. It does not include acts covered under the definition of domestic violence.

Domestic Violence: A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Stalking: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or to suffer substantial emotional distress. 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.

Unfounded Crime: A crime report that sworn or commissioned law enforcement personnel have fully investigated and formally determined to be false or baseless. Because MCU has no campus police, only local law enforcement can determine that a crime report is unfounded.

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.

Definitions Under Utah Law

MCU is located in Utah, so Utah is the applicable jurisdiction for the following definitions. MCU’s own policies, including its affirmative consent standard above, may be broader than Utah criminal law; conduct can violate MCU policy even if it is not a crime.

Consent (Utah Code § 76-5-406). Utah law does not define consent in affirmative terms. Instead, it lists circumstances in which a sexual act is without the victim’s consent, including when:

- the victim expresses lack of consent through words or conduct;
- the actor uses physical force or violence, or overcomes the victim through concealment or surprise;
- the actor threatens to retaliate against the victim or any person, now or in the future, and the victim believes the actor can carry out the threat;
- the actor knows the victim is unconscious, unaware that the act is occurring, or physically unable to resist;
- the victim has a mental disease or defect that prevents the victim from appraising the nature of the act, resisting it, understanding its possible consequences to the victim’s health or safety, or appraising the nature of the relationship;
- the victim mistakenly believes the actor is someone else;

- the actor administered a substance without the victim's knowledge that substantially impaired the victim's ability to appraise or control their conduct;
- the victim is younger than 14; the victim is younger than 18 and the actor is a parent, stepparent, adoptive parent, legal guardian, or in a position of special trust; or the victim is 14 to 17 and the actor is more than three years older and uses enticement or coercion; or
- the actor is a health professional or religious counselor who commits the act under the guise of professional treatment or counseling.

Sexual assault. Utah law does not define a single offense called "sexual assault." Sexual assault under the Clery Act corresponds to several Utah offenses, including: rape (§ 76-5-402), sexual intercourse with another individual without that individual's consent; object rape (§ 76-5-402.2), penetration, however slight, of the genital or anal opening with a foreign object or body part other than the mouth or genitals, without consent; forcible sodomy (§ 76-5-403), a sexual act involving the genitals of one individual and the mouth or anus of another, without consent; forcible sexual abuse (§ 76-5-404), touching the anus, buttocks, pubic area, genitals, or female breast of another, including through clothing, without consent and with intent to cause substantial emotional or bodily pain or to arouse or gratify sexual desire; and aggravated sexual assault (§ 76-5-405). Utah law also criminalizes incest and sexual offenses against children.

Domestic violence (Utah Code § 77-36-1). Any criminal offense involving violence or physical harm, or threat of violence or physical harm, or any attempt, conspiracy, or solicitation to commit such an offense, when committed by one cohabitant against another. A cohabitant (Utah Code § 78B-7-102) is an emancipated person or a person 16 or older who is or was a spouse of the other party; is or was living as if a spouse; is related by blood or marriage; has or had a child in common with the other party; is the biological parent of the other party's unborn child; resides or has resided in the same residence as the other party; or is or was in a consensual sexual relationship with the other party.

Dating violence (Utah Code § 78B-7-102). A criminal offense involving violence or physical harm, or threat of violence or physical harm, or any attempt, conspiracy, or solicitation to commit such an offense, when committed by an individual against a dating partner. A dating partner is an emancipated person or a person 18 or older who is, or has been, in a dating relationship with the other party.

Stalking (Utah Code § 76-5-106.5). A person commits stalking by intentionally or knowingly engaging in a course of conduct directed at a specific individual while knowing, or being reckless as to whether, the course of conduct would cause a reasonable person to fear for their own safety or the safety of a third individual, or to suffer other emotional distress; or by violating a stalking injunction. A course of conduct means two or more acts directed at or toward a specific individual, such as following, monitoring, observing, photographing, surveilling, threatening, or communicating with or about the individual. Emotional distress means significant mental or psychological suffering, whether or not medical or other professional treatment or counseling is required. A reasonable person means a reasonable person in the victim's circumstances.

Education and Prevention Programming

MCU students, employees, and applicants for admission can find health and safety information, including MCU's Title IX and Drug and Alcohol policies, on MCU's Consumer Information page. Each acceptance package includes an Enrollment Agreement that identifies health and safety information and the Drug and Alcohol Abuse Prevention Policy.

Programs for new students. Each term, new students complete PROD 1000, MCU's orientation course. It covers the Community Rules of Caring, the Code of Conduct, discrimination and social justice, graduation requirements, and the resources available to students. It also identifies the Drug and Alcohol Abuse Prevention Policy and where to find MCU's health and safety policies.

Programs for new employees. Under MCU's Training Policy, all new faculty and staff complete Compliance Onboarding when they are hired. They also complete the Faculty or Staff Compliance Training in Canvas, which includes Title IX, FERPA, HIPAA, and copyright and plagiarism, and MCU's Nondiscrimination Training. MCU's Senior Leadership Team assigns and tracks completion of these trainings. The Senior Leadership Team and Compliance regularly review the trainings.

Ongoing prevention and awareness. Each year by October 1, MCU sends all students and employees this Annual Security Report and its Annual Notification of Drug & Alcohol Abuse Prevention Information. The Title IX Coordinator provides ongoing education for Senior Leadership, staff, faculty, and House Mentors. Title IX training is available on demand to students, employees, and event attendees.

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 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, clinical placements, departments, 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)

Text HOPE to 64673 or chat online at hotline.rainn.org/online (Spanish: hotline.rainn.org/es).

Additional national resources. Because MCU students live throughout the United States, these free, confidential, 24-hour national resources are available wherever you are:

- **National Domestic Violence Hotline:** 800-799-7233; text START to 88788; chat at thehotline.org
- **love is respect (dating abuse):** 866-331-9474; text LOVEIS to 22522; chat at loveisrespect.org
- **StrongHearts Native Helpline (domestic, dating, and sexual violence):** 844-762-8483 (call or text); chat at strongheartshelpline.org
- **988 Suicide & Crisis Lifeline:** call or text 988; chat at chat.988lifeline.org
- **Sex offender registry information:** see Sex Offender Registry under Reporting Crimes.

For advising and assistance with filing a Title IX Complaint and identifying resources, please contact:

Title IX Coordinator

House Mentors

House Mentors are academic advisors. They can help students identify and connect with appropriate resources, but they are not counselors and do not provide counseling or mental health services.

NexGen Student Assistance Program

MCU provides students and their eligible family members with free, confidential access to the NexGen Student Assistance Program, a total well-being and mental health benefit. Services include:

- **Counseling and coaching:** access to mental health professionals and life coaches by phone, video, web, text, and chat, for stress, anxiety, relationships, and other concerns.
- **Legal consultations:** half-hour consultations on issues such as divorce, custody disputes, and wills, with discounted fees if a longer consultation is needed.
- **Financial consultations:** 90-minute consultations on topics such as debt management, credit issues, and budgeting, plus identity theft resources.
- **Health advocacy, wellness, and more:** help navigating health plans and claims, personalized wellness coaching, child and eldercare resources, mindfulness training, and e-learning.

NexGen keeps members' information and identity confidential, including from MCU. The only exceptions are when a member is at risk of harming themselves or others, or when a child's

welfare is in question. Students are referred to NexGen by their House Mentor or the Director of Student Services and Advising, who provide the information needed to get started.

Employee Assistance Program. MCU employees and their eligible family members have access to the NexGen Employee Assistance Program (EAP), a prepaid, confidential benefit. It includes 24/7 access to an intake specialist, confidential counseling referrals to qualified providers, free legal consultations (for example, on immigration issues and identity theft), wellness and mindfulness resources, and Virtual Concierge services. Access information is available in the Employee Lounge.

Further, MCU applies a holistic approach to students in crisis. The Director of Student Services and Advising 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 tables below show the number of Clery Act crimes, arrests, and disciplinary referrals reported to Campus Security Authorities or local law enforcement for each of the three most recent calendar years, by Clery geography. MCU has no on-campus student housing, so that category does not apply. A zero means no incidents were reported.

Campus. Any building or property that MCU owns or controls within the same reasonably contiguous area that is used to directly support MCU's educational purposes. For MCU, this is its leased administrative office at 1174 E Graystone Way, Suite 20F, Salt Lake City.

Noncampus building or property. Any building or property that MCU owns or controls that is used to directly support its educational purposes and is frequently used by students, but is not within the same reasonably contiguous area as the campus. This includes space MCU rents or reserves for in-person events, such as the assessment venues MCU used in 2023 and 2024.

Public property. Public areas such as streets, sidewalks, and parking facilities that are within the campus or immediately adjacent to and accessible from it.

Offense	2023			2024			2025		
	On Campus	Non-campus	Public Property	On Campus	Non-campus	Public Property	On Campus	Non-campus	Public Property
Criminal Offenses									
Murder and Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Hate Crimes									
Hate crimes (all offenses and bias categories)	0	0	0	0	0	0	0	0	0
VAWA Offenses									
Domestic Violence	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0
Arrests									

Offense	2023			2024			2025		
	On Campus	Non-campus	Public Property	On Campus	Non-campus	Public Property	On Campus	Non-campus	Public Property
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0
Referrals for Disciplinary Action									
Liquor Law Violations	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0
Weapons Law Violations	0	0	0	0	0	0	0	0	0
Hazing									
Hazing incidents	N/A	N/A	N/A	N/A	N/A	N/A	0	0	0
Unfounded Crimes									
Unfounded crimes	0	0	0	0	0	0	0	0	0

Notes. No hate crimes were reported in 2023, 2024, or 2025 for any offense or bias category. Hazing statistics are required beginning with calendar year 2025. MCU did not hold in-person events in 2025 and controlled no noncampus property that year.

Locations included in 2023 and 2024 reporting include:

2023: 5909 S Leah Ct, Kearns; 613 S 800 E, Salt Lake City; 150 Fort Douglas Blvd, Salt Lake City; 1224 E 100 S, Salt Lake City.

2024: 1934 Redondo Ave, Salt Lake City; the Chase Mill at Tracy Aviary, 589 E 1300 S, Salt Lake City; 667 Wall St, Salt Lake City; 1384 Vineyard Dr, Bountiful.

MCU's administrative office (campus) also hosted an in-person event in August 2024.

Public property statistics for 2025 reflect MCU's request to the Salt Lake City Police Department and its review of the city's public crime map.