

Clearwater Campus
1255 Cleveland Street
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Phone: 727-298-8685 | Fax: 727-446-2489
www.ultimatemedical.edu

Ultimate Medical Academy Clearwater

Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act

Annual Campus Safety and Security

The Ultimate Medical Academy Campus Safety & Security includes campus safety policies, procedures and statistics concerning campus crime. It is for students and employees, parents, prospective students and prospective employees, and it describes steps to prevent and respond to crime, and how students, faculty, and staff can work together to maintain a safe community. This report complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

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Reporting Crime on Campus Policies

In accordance with the “Campus Safety Act,” crime statistics are presented to review crime activity both on campus, on streets and locations near or adjacent to school property. This data is collected throughout the year from the Campus and local police department, when possible, UMA’s process is to send a letter to the local police department in February of each year requesting data on any crimes on campus or campus property, and then complied by the UMA Compliance Department for the annual report by October 1st.

Reported on-campus offenses include all offenses reported on campus property and in campus buildings. The second category, public property, includes thoroughfares, streets, sidewalks and parking facilities immediately adjacent to the campus. UMA does not have any non-campus buildings, residential facilities or off-campus student organizations.

The section on campus crime statistics also includes arrests and disciplinary referrals made to campus authorities for alcohol, drugs and weapons possession. As defined by the Campus Safety Act, a disciplinary referral is an instance when a student is formally reported in writing to either the Director of Education or Campus Director for possible sanction.

The Campus Safety Act requires Ultimate Medical Academy to report hate crimes as part of this summary. For this reporting, a hate crime is identified by the bias that motivated the crime when a person is victimized intentionally because of his or her actual or perceived race, gender, gender identity, religion, sexual orientation, national origin, ethnicity or disability.

The crimes presented are based on reports filed with Ultimate Medical Academy Education Department via the Campus Director, Campus Safety and Security Authority and/or the Local Police Department. UMA does not currently have a memorandum of understanding with any local police department.

This report is prepared by the Compliance Department, in conjunction with the Campus Director.

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Campus Crime Statistics

(Reported in accordance with Uniform Crime Reporting procedures and the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act)

Clery or VAWA Criminal Offenses	On campus 2014	On Public Property 2014	On campus 2015	On Public Property 2015	On campus 2016	On Public Property 2016	
Murder/Non- Negligent manslaughter	0	0	0	0	0	0	
Negligent manslaughter	0	0	0	0	0	0	
Rape	0	0	0	0	0	0	
Fondling	0	0	0	0	0	0	*** UMA does not have any Non-Campus Buildings or Residential Facilities***
Incest	0	0	0	0	0	0	
Statutory Rape	0	0	0	0	0	0	
Robbery	0	0	0	0	0	0	
Aggravated assault	0	0	0	0	0	0	
Burglary	0	0	0	0	0	0	
Motor vehicle theft	0	0	0	0	0	0	
Arson	0	0	0	0	0	0	
Liquor Law Arrests	0	0	0	0	0	0	
Liquor Law Referrals for Disciplinary Action	0	0	0	0	0	0	
Illegal Weapons Possession Arrests	0	0	0	0	0	0	
Illegal Weapons Possession Referrals for Disciplinary Action	0	0	0	0	0	0	
Drug Law Arrests	0	0	0	0	0	0	
Drug Law Referrals for Disciplinary Action	0	0	0	0	0	0	
Domestic Violence	0	0	0	0	0	0	
Dating Violence	0	0	0	0	0	0	
Stalking	0	0	0	0	0	0	

Hate Crimes		
Murder/Non- Negligent manslaughter	<p>***There were no reported Hate Crimes for the 2014, 2015 and 2016 reporting period. Any Hate Crime based on the following bias would be included: Race, Religion, Sexual Orientation, Gender, Gender Identity, Disability or Ethnicity/National Origin.***</p>	<p>*** UMA does not have any Non-Campus Buildings or Residential Facilities***</p>
Rape		
Fondling		
Incest		
Statutory Rape		
Robbery		
Aggravated assault		
Burglary		
Motor vehicle theft		
Arson		
Simple Assault		
Larceny- Theft		
Intimidation		
Destruction/damage/vandalism of Property		

Unfounded Crimes	On campus 2014	On Public Property 2014	On campus 2015	On Public Property 2015	On campus 2016	On Public Property 2016
Total unfounded crimes	0	0	0	0	0	0

Annual Campus Safety and Security and Violence Against Women Act Definitions:

*Crime Definitions From the Summary Reporting System (SRS)
 User Manual From the FBI's UCR Program*

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.

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Criminal Homicide—Manslaughter by Negligence

The killing of another person through gross negligence.

Criminal Homicide—Murder and Nonnegligent Manslaughter

The willful (nonnegligent) killing of one human being by another.

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.

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 or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

Weapons: Carrying, Possessing, Etc.

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.

Drug Abuse Violations

The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

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.

Larceny-Theft (Except Motor Vehicle Theft)

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

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.

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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.

VAWA Definitions

Consent

A voluntary, sober agreement. Consent is never implied and cannot be assumed even in the context of a relationship

Sexual Assault

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

Sex Offenses

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 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 his/her age or because of 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.

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;
- By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence

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 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 in the relationship.
- For the purposes 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.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

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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
- 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.
- Any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.
- Consider environmental risk and protective factors as they occur on the individual, relationship, institutional, community, and societal levels

Programs to prevent dating violence, domestic violence, sexual assault, and stalking include both primary prevention and awareness programs directed at incoming students and new employees and ongoing prevention and awareness campaigns directed to UMA students and employees.

Awareness programs

Community-wide or audience specific programming, initiatives, and strategies that increase audience knowledge and share information and resources to prevent violence, promote safety, and reduce perpetration

Bystander intervention

Safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking

Bystander intervention includes:

- Recognizing situations of potential harm
- Understanding institutional structures and cultural conditions that facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options, and taking actions to intervene

Ongoing prevention and awareness campaigns

Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution

Primary prevention programs

Programming, initiatives, and strategies informed by research or assessed for value, effectiveness, or outcome that are intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur through the promotion of positive and healthy behaviors that foster healthy, mutually respectful relationships and sexuality, encourage safe bystander intervention, and seek to change behavior and social norms in healthy and safe direction.

Risk reduction

Options designed to decrease perpetration and bystander inaction, and to increase empowerment for victims in order to promote safety and to help individuals and communities address conditions that facilitate violence.

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Prompt, fair, and impartial proceeding

A proceeding that is completed within reasonably prompt timeframes designated by an institution's policy, including a process that allows for the extension of timeframes for good cause and with written notice to the accuser and the accused of the delay and the reason for the delay;

Conducted in a manner that:

- Is consistent with the institution's policies and transparent to the accuser and accused;
- Includes timely notice of meetings at which the accuser or accused, or both, may be present; and
- Provides timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings; and
- Conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused

Advisor

Any individual who provides the accuser or accused support, guidance, or advice. UMA reserves the right to limit actions (i.e. legal counsel) during any meeting.

Proceeding

All activities related to a non-criminal resolution of an institutional disciplinary complaint, including, but not limited to, fact finding investigations, formal or informal meetings, and hearings.

Proceeding does not include communications and meetings between officials and victims concerning accommodations or protective measures to be provided to a victim.

Result

Any initial, interim, and final decision by any official or entity authorized to resolve disciplinary matters within the institution

The result must include any sanctions imposed by the institution.

Unfounded Crimes:

An institution may withhold, or subsequently remove, a reported crime from its crime statistics in the rare situations where sworn or commissioned law enforcement personnel have fully investigated the reported crime and, based on the results of this full investigation and evidence, have made a formal determination that the crime report is false or baseless and therefore "unfounded." Only sworn or commissioned law enforcement personnel may "unfound" a crime report for purposes of reporting under this section. The recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution, and the failure to make an arrest do not "unfound" a crime report.

Reporting Crimes, Emergencies and Suspicious Activity

All members of the campus community are urged to report criminal incidents, emergencies and suspicious activity. Although most routine calls for assistance should be directed to the Director of Education, the local emergency number is 911. All fire, medical, and police emergencies should be directed to 911.

A criminal offense can be reported to the following members of the UMA Staff:

- Campus Director
- Campus Security Authority (CSA)
- Facilities Director
- Director of Admissions
- Faculty Member

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The Campus Director or their designee determines the appropriate response (if necessary), which could include disciplinary action against the offender(s), notification of local law enforcement or other action including a timely warning or emergency warning. Reports are filed for information purposes and may result in a formal investigation of the incident.

UMA does not have a police department and school personnel does not have the authority to arrest perpetrators of crimes but can/do report all crimes in progress to the local police and take appropriate actions to ensure the safety and security of the campus. Crimes in progress and any other emergencies on campus should be reported directly by any student, faculty member or employee to the police department by dialing 911 or notifying a CSA. UMA does encourage the accurate and prompt reporting of a crime when a victim of a crime elects to, or is unable to, make such a report. Pastoral counselors or professional counselors are not currently utilized by UMA and as such, there is no policy for reporting confidential information to a counselor, however victims of crimes or witnesses of crimes may report crimes on a voluntary and confidential basis directly to the Campus Director for inclusion in the annual disclosure of the crime statistics.

Campus Security and Access

During business hours, the institution is open to students, parents, employees, contractors, guests and invitees. Access to all campus facilities during non-business hours is by key usage of authorized school employees and contractors. In the case of periods of extended closing, the school will admit only those with prior written approval to all facilities. This includes during any maintenance to the campus.

Safety and Security Notification

Information is distributed regarding personal safety and security. A common theme of all awareness and crime prevention programs is to encourage students and employees to be aware of their responsibility for their own security and the security of others. Information is disseminated to students and employees through crime prevention awareness packets, security alert posters and displays. When time is of the essence, information is released to the community through security alerts posted prominently throughout the campus, by broadcast emails, text messages and voice mail messages.

Crime prevention programs on personal safety and theft prevention are sponsored by the institution on a quarterly basis. UMA staff facilitates programs for student, faculty and new hire orientations. UMA posts security and crime prevention information around the school campus for the awareness of faculty and students.

The school publishes the policies and procedures for reporting crimes, as well as the types of crimes that have been committed on or near the campus, in the *Annual Campus Safety and Security Report*. This publication is distributed to all new students upon enrollment and may be requested at any time from a school administrator. In addition, this information is distributed annually to continuing students electronically and to employees via the Sales Force Marketing Cloud.

Drug and Alcohol Policies

The possession, sale, consumption or the furnishing of alcohol on the campus is governed by UMA alcohol policy and state law. However, the enforcement of alcohol laws on-campus is the primary responsibility of UMA staff.

UMA campuses are designated as drug-free and only under certain circumstances is the consumption of alcohol permitted. It is unlawful to sell, furnish or provide alcohol to a person under the age of 21. The possession of alcohol by anyone under 21 years of age in a public place or a place open to the public is illegal. The school also enforces laws regulating underage drinking and the use of controlled substances and weapons on the school campus.

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It is also a violation of the UMA alcohol policy for anyone to consume or possess alcohol in any public or private area of the campus without prior approval. Organizations or groups violating alcohol/substance policies or laws may be subject to sanctions by campus administration or law enforcement.

UMA supports and endorses the Federal Drug Free Workplace Act of 1988 and the Drug Free Schools and Communities Act Amendments of 1989. The unlawful manufacture, distribution, dispensation, possession, sale or use of a controlled substance or abuse of alcohol by an employee or student on UMA property or as part of any UMA activity is prohibited. Any student or employee of UMA found to be abusing alcohol or using, possessing, manufacturing, or distributing controlled substances in violation of the law on UMA property or events shall be subject to disciplinary action up to and including dismissal and reported to local law enforcement.

Counseling, Treatment or Rehabilitation Programs

UMA administration maintains a list of hospital and community agencies available to assist employees and students seeking assistance with alcohol and drug counseling or treatment, as well as information on shelters, food banks and other community organizations offering assistance. Employees and students who have a substance-dependency problem are strongly encouraged to obtain counseling and treatment. Students seeking additional information about health problems and treatment related to alcohol and drug problems may contact the Campus President/Director. Requests for assistance will be held in complete confidentiality and provided on a need-to-know basis only.

In addition, students, victims and employees, both within the institution and community, can receive written notification regarding existing counseling, health, mental health, victim advocacy legal assistance, visa and immigration assistance, student financial aid, and other services available for victims.

ComPsych Guidance Resources is confidential and provides assistance 24/7 with everyday challenges at no charge for students, employees and their dependents. ComPsych Guidance Resources offers confidential assessment and referral, work-life solutions, financial information and resources, guidance resources online, and legal support and resources. Students and employees can learn more about ComPsych Guidance Resources by visiting ultimatemedical.edu/help.

UMA urges any student or employee struggling with drug or alcohol abuse (either in his/her own life or the life of a friend or family member) to contact the National Clearinghouse for Alcohol and Drug Information (NCADI) at 800-729-6686. NCADI is a national, 24/7 resource for information about substance abuse prevention and treatment. NCADI distributes the latest studies, surveys, guides and materials on substance abuse from various agencies, such as the U.S. Departments of Education and Labor, the Center for Substance Abuse Prevention, the Center for Substance Abuse Treatment, the National Institute on Alcohol Abuse and Alcoholism, and the National Institute on Drug Abuse. There are English and Spanish speaking staff to recommend appropriate services and information.

Sanctions

Students who violate any provision of the drug or alcohol policies are subject to appropriate disciplinary action, up to and including suspension or administrative withdrawal from UMA. Students may reapply for admission, through review, at a later date.

A student accused of the possession, sale, manufacture, use, or distribution of a controlled substance may be suspended from the student's program of study and may become ineligible for continued participation in the HEA, Title IV Student Assistance Programs. If convicted, the student's relationship to UMA will be terminated, and the student may lose the ability to participate in the HEA, Title IV Student Assistance Programs. In addition,

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any student or employee who violates the standards of conduct as set forth in this policy may be subject to referral for prosecution.

Legal Sanctions

Students and employees are reminded that unlawful possession, distribution, or use of illicit drugs or alcohol may subject them to criminal prosecution. UMA will refer violations or proscribed conduct to appropriate authorities for prosecution.

Federal and state sanctions for illegal possession of controlled substances range from up to four years of imprisonment and up to \$20,000 in fines for each offense. Under federal laws, possession of drugs such as heroin or cocaine may result in sanctions of no less than five years and up to life imprisonment for a first offense involving 100 grams or more. Offenses involving lesser amounts, 10-99 grams, may result in sanctions up to and including 20 years of imprisonment and a fine of up to \$4 million.

Under Florida law, any person who knowingly sells, purchases, manufactures, delivers, or brings into Florida any controlled substance shall be punished pursuant to sentencing guidelines and punished by a fine of not less than \$25,000 or more than \$250,000. Any person who possesses more than 10,000 pounds of a controlled substance must serve a mandatory sentence of 15 years and pay a \$200,000 fine. If a person traffics a controlled substance into Florida, that person has committed a capital felony and, therefore, shall be imprisoned for life and shall be fined \$250,000, the maximum fine under the guidelines. Local sanctions range from \$500 to \$1,000 in fines or from 60 days to six months in jail, or both, plus civil forfeiture of property for possession.

The state of Florida may impose a wide range of sanctions for alcohol-related offenses. For example, any person who is convicted of driving under the influence of alcohol shall be punished by a fine of no less than \$250 or more than \$500 for a first offense. For a first conviction, a person shall be imprisoned for no more than six months and suspension of their drivers' license for a minimum of six months.

The term "controlled substance" as used in this policy means any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act, 21 U.S.C. 812 and as further defined by regulation 21 CFR 1208.01 et seq. The term does not include the use of a controlled substance pursuant to a valid prescription or other use authorized by law.

Additional information regarding the UMA Drug and Alcohol policy can be located at <http://www.ultimatemedical.edu/pdfs/Drug-and-Alcohol-Abuse-Prevention.pdf>

Dating Violence, Sexual Assault, Stalking and Domestic Violence

UMA supports and endorses the Violence Against Women Reauthorization Act of 2013 (VAWA). Dating violence, sexual assault, stalking and domestic violence all constitute crimes and are strongly prohibited by UMA. All allegations of violence against women should be reported to the Campus Director, CSA or the local police department.

UMA urges any student or employee who is the victim (or knows someone who is) to speak with the Florida Coalition Against Domestic Violence (FCADV) at 1-800- 500-1119. FCADV is a 24/7 crisis intervention and resource line.

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Sexual Harassment / Sexual Assault Awareness and Prevention

Rape and sexual assault constitute crimes. Such behavior is prohibited by state law. UMA strongly prohibits sexual harassment in any form. Allegations of sexual assault or sexual harassment should be directed to the Campus Director, their designee, a CSA or via the general student complaint process. Victims of a sex crime may choose to report the offense to local law enforcement.

Allegations of domestic violence, sexual assault, sexual harassment, dating violence, stalking or rape occurring off campus should be reported to local law enforcement and may be reported to the school. Following the report of an incident regarding domestic violence, sexual assault, sexual harassment, dating violence, stalking or rape a written explanation of a student's or employee's rights and options will be provided to them. This includes academic, living and transportation options. Efforts will be made to ensure the confidentiality of all reports, except as necessary and required to investigate the alleged offenses. School authorities may issue a safety alert to those areas of the campus community affected by the crime. The issuance of this alert will depend on the particular circumstances of the crime. Victims can provide information to the Campus Director to file a disciplinary complaint using the General Student Complaint Procedure/Grievance Policy and choose criminal prosecution and/or file a complaint or report the incident without seeking prosecution.

Disciplinary Procedures

In each case of a possible VAWA offense involving a student or employee, regardless of whether the victim chooses to report the incident to law enforcement, UMA will take immediate action to investigate or otherwise determine by a fair and impartial proceeding what happened. The proceeding will be completed within a reasonably prompt timeframe allowing for an extension for good cause with written notice to the accuser and the accused of the delay and the reason for the delay. The proceeding may include, but is not limited to, speaking with the alleged victim, the alleged perpetrator and other potential witnesses as appropriate and reviewing other evidence if available in a manner that is transparent to the accuser and the accused.

The accuser or accused, or both, will receive timely notifications for meetings at which they may be present. In addition, timely and equal access to the accuser, the accused, and appropriate officials to any information that will be used during informal and formal disciplinary meetings and hearings will be provided. All meetings will be conducted by officials who do not have a conflict of interest or bias for or against the accuser or the accused. The official(s) who conducts the proceedings will at minimum receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct an investigation and hearing process that protects the safety of victims and promotes accountability.

It is important to note that both the accuser and the accused are entitled to the same opportunities to have their choice of advisor present during any disciplinary proceeding. Both the accuser, or next of kin, if the victim is deceased and the accused will be simultaneously notified, in writing, of the outcome of any campus disciplinary action including the sanction to be imposed. UMA will allow the accused and the victim to appeal any sanction that is opposed. The appeal process is located in the general student complaint policy and provides information on when/how to appeal, changes to the results and when the decision becomes final. UMA will use the following sanctions or disciplinary actions for students, staff or faculty following any disciplinary proceeding:

- Verbal Counseling
- Written Warning
- Final Warning
- Suspension
- Termination / Expulsion
- Report filed w/ local Police Authority

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Each action or sanction will depend on the severity of the incident. UMA will use a preponderance of evidence standard for all disciplinary proceedings.

Risk Reduction and Awareness

UMA places great importance on the safety and security of its students. Please review the following tips to reduce your risk of becoming a victim of sexual assault, domestic violence and stalking or any crime.

- Be alert and aware of your surroundings.
- Walk with confidence and purpose, and limit distractions, such as talking on your cell phone or texting.
- Avoid isolated areas. It is more difficult to get help if no one is around.
- Trust your instincts. If a situation or location feels unsafe or uncomfortable then leave immediately.
- Charge your cell phone and have it with you.
- Walk in well-lit areas and try not to walk alone. Be wary of isolated spots, like parking garages, stairwells, offices after business hours and apartment laundry rooms.
- Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
- Avoid walking or jogging alone, especially at night. Vary your route. Stay in well- traveled, well-lit areas.
- Always have your keys out and ready before you reach your door – home, work or the car. Look inside the car before you get in.

- Lock all entrances (windows, doors and sliding glass doors) into your home at all times.
- Never open the door to strangers. Install a wide-angle peephole in the door, and require salespeople or repair people to show identification.
- If strangers call or come to your door, don't admit that you are alone.
- Know your neighbors so that you can call on them if you need help.
- If you're in a social situation, watch out for your friends and vice versa.
- Never leave your drink unattended, and don't accept drinks from people you don't know or trust.

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Resources for Victims of Sexual Misconduct

Acts of Sexual Misconduct, including Dating Violence, Domestic Violence, Rape, Sexual Assault, Sexual Harassment, and Stalking are subject to disciplinary action by UMA. Victims may file a complaint of Sexual Misconduct with the Associate Title IX Coordinator, through UMA Cares, through the UMA Employee Hotline, or with the Title IX Coordinator. For additional information please see UMA's Sexual Misconduct Response and Prevention Policy located in the UMA catalog: <https://www.ultimatemedical.edu/student-information/>

If the victim wishes to contact local community agencies and/or law enforcement for support, UMA will assist the victim in making these contacts. The UMA official who receives notification of the misconduct will offer assistance from UMA to victims, which may take the form of opportunities for academic accommodations, changes in working situations and other assistance as may be appropriate and available (such as no-contact or limiting orders, campus escorts, transportation assistance, or targeted interventions). UMA may also provide referrals to counseling services, at the victim's option. No victim is obligated to take advantage of these services and resources, but UMA considers them in the hope of offering help and support. Information regarding victim rights and options is available through the following resource:

RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. The National Sexual Assault Hotline is available 24/7:
Telephone: 800-656-HOPE (4673)
Online chat: online.rainn.org

State specific resources: <https://www.rainn.org/state-resources>

Sexual Assault Information (Aid to Victims of Violence)

Victims of sexual assault, rape, stalking or dating violence are asked to immediately report the assault or incident to the police by calling 911 on or off campus. Any victim will be assisted by a campus authority in notifying law enforcement if the victim so chooses; however, the victim may decline to notify such authorities. Police cannot investigate the incident as a crime unless a report is filed. Time is a critical factor for evidence collection and preservation which may assist in proving that the alleged criminal offense occurred or may be helpful in obtaining a protection order.

Reporting a crime to the police or to a campus office does not necessarily obligate a student to follow through with criminal prosecution. Filing a police report:

- Ensures that a victim of sexual assault receives necessary medical treatment and tests, at no expense to the victim;
- Provides the opportunity for collection of evidence helpful in prosecution, which cannot be obtained later;
- Assures the victim has access to free confidential counseling from counselors specifically trained in the area of sexual assault crisis intervention.

The UMA Campus Director, Director of Education or any School Employee will assist victims in obtaining medical assistance. Victims are advised to:

- Go to a hospital emergency room as soon as possible if the assault involved a sexual penetration or other physical injuries. (Evidence can be collected several hours after an attack, but its value may be diminished.) A victim should not wash, change clothing, or otherwise "clean up," and should bring a full

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change of clothing because the clothes he/she was wearing at the time of the attack may be kept as evidence.

- Receive follow-up medical care. This is crucially important as the victim may need tests for sexually transmitted diseases and pregnancy.

No matter when or where an assault occurred, the victim, where applicable has the institutions support and referral resources available. The victim also has the right for orders of protection, “no-contact” orders, restraining orders, or similar lawful orders issued by a criminal, civil or tribal court, or institution.

Information concerning registered sex offenders may be obtained at <http://www.nsopw.gov>. UMA may provide alternatives for a victim’s academic situation after an alleged sex offense, if requested by the victim and if alternatives are reasonably available.

UMA will protect the confidentiality of victims and other necessary parties while completing publically available recordkeeping and, for the purposes of Clery Act reporting and disclosure, without the inclusion of identifying information about the victim pursuant to the Clery Act under the VAWA, and other applicable federal and State of Florida laws. This includes providing accommodations or protective measures, to the extent that maintaining such confidentiality would not impair the ability of the institution to provide the accommodations or protective measures. The campus may switch either the alleged victim’s or perpetrator’s schedule or campus to provide protections.

As part of VAWA, UMA began offering sexual assault prevention and domestic violence prevention programs and ongoing prevention and awareness programs as part of its campus crime prevention efforts. These programs will be offered on a quarterly basis and will include any of the following: presentations by local companies, Clery and other prevention videos and handouts and/or other activities as they become available.

Retaliation

UMA encourages employees and students to raise concerns and make reports without fear of reprisal or retaliation. Retaliation for opposing unlawful practices, filing a complaint, or participating in any capacity in the investigation or resolution of a complaint is strictly prohibited by UMA. Engaging in retaliation is grounds for disciplinary action as listed above. Anyone who has observed retaliation or perceives himself/herself as being retaliated against should promptly report it.

Bystander Intervention

UMA believes bystander intervention is vital in reducing sexual assault and tips for intervening are described. For instance, in a situation involving sexual assault, relationship violence, or stalking, a bystander should minimize risk and:

- Believe someone who tells you they have been sexually assaulted are in an abusive relationship or are experiencing stalking or cyberstalking.
- Be respectful of yourself and others - make sure any sexual act you engage in is OK with your partner and check in every time you initiate greater intimacy. Is your partner enthusiastically giving consent - if not, check in with them and make sure you are both comfortable with what is going on.
- Watch out for your friends and classmates -- if you come across someone who looks like they are in trouble, check in with them and make sure they are ok. If you see a friend doing something sketchy -- say something.
- Speak up -- if someone says something offensive, derogatory, racist or abusive and let them know that this behavior is wrong and not acceptable. Don't laugh at racist, sexist or homophobic jokes.

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- Recruit help, if possible; if things get out of hand, contact the police.

Emergency Response and Evacuation Policy

In the event of a major emergency, or an event which poses a threat to students, employees, or others, a "Campus Alert" is prepared, and issued immediately. The institution will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgement of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. This Campus Alert may be accomplished by direct contact vocally, e-mail, phone and/or notice on the entrance to the building. Determination of the severity of the incident or event and subsequent action to be taken is made by the Campus Director or his/her designee after review and confirmation of the threat and the effected segment or segments of the campus community. The Emergency Response and Evacuation Policy are tested each year to coincide with the beginning of the Atlantic Hurricane Season. The test may be announced or unannounced; however a description of the exercise, the date, and whether it was announced or unannounced will be documented and available upon request from the Director of Facilities.

In the event the institution determines it necessary to evacuate the premises for any reason, students and employees should follow the evacuation routes posted throughout the school in the direction of the nearest exit. In cases that require notification to the greater public, the UMA Executive Team, Campus President or Campus Director will provide the information to the required parties.

UMA Timely Warning Policy

In the event that a situation arises, either on or off campus, that, in the judgment of the Campus Director, his or her designee, and/or constitutes an ongoing or continuing threat, UMA will issue a Timely Warning. The Emergency Management Committee (EMC) will make this determination on a case by case basis and they will consider all facts of the case as well as the nature of the incident. UMA will issue timely warnings for all crimes, without delay, which are considered threats to other students or employees that are reported to a campus security authority and reviewed by the EMC. The process utilized by the EMC is located in the UMA Emergency Response Guidelines. As an example, if an assault takes place on campus and the perpetrator is not caught, the risk is there and a warning may be issued. If the alleged perpetrator has been apprehended, there is no continuing risk, and no warning will be issued. The warning will be disbursed to the segment or segments of the campus that are affected or could potentially be affected. This will be reviewed at the time the warning is created and disbursed.

The Timely Warnings will contain a brief description of the incident or crime; the date, time, and location of the incident; and precautions to take. However, if the Timely Warning could result in identifying confidential information or student specific details to identify a student, UMA may withhold certain aspects in the warning. UMA will withhold the names of any victims as confidential.

Timely Warnings are issued by the Emergency Response Team at the request of the EMC via the email system, text messages and/or as appropriate, posted to the UMA website, Learning Management System, or at the front doors of each campus. Anyone with information warranting a Timely Warning should report the circumstances to the Campus Director, Campus President, Facilities Director, their designee or CSA on campus. In cases that require notification to the greater public, the UMA Executive Team, Campus President or Campus Director will provide the information to the required parties.