



PENNSYLVANIA ACADEMY
OF THE FINE ARTS

ANNUAL SECURITY REPORT OCTOBER 1, 2021



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Introduction

From Jimmie Greeno III, Vice President of Safety & Security and Pandemic Safety Officer

The Department of Safety and Security welcomes you to PAFA. Safety is our highest priority. This report is prepared in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act and is intended to disseminate important information to the PAFA community. Crime statistics include those reported to local police, security, and designated campus officials. With this publication, it is our intent to communicate not only mandatory information, such as crime statistics, but also to inform current students and employees and assist prospective students and their families in the decision-making process of selecting a college or university by describing the many ways in which we strive to keep this community safe.

At PAFA, the safety and well-being of our students, faculty, and staff are our top priorities. PAFA's campuses and the surrounding areas are safe and have an extremely low crime rate. We take great pride in this fact and in all of our public service accomplishments.

The Pennsylvania Academy of the Fine Arts works diligently to reduce risk and the potential for crime. However, despite our best efforts, crimes may occur. Safety and security is shared responsibility, and we expect all current and prospective community members to contribute to the safety and security of our campus.

We hope you find this report informative and helpful, and that your stay at PAFA will be enjoyable and safe. If you have any questions or would like further information about safety and security at PAFA, please contact us at 215-972-2067.

Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

(also known as the Clery Act)

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act is a federal mandate requiring all institutions of higher education (IHEs) that participate in the federal student financial aid program to disclose information about crime on their campuses and in the surrounding communities. The Clery Act affects virtually all public and private IHEs and is enforced by the U.S. Department of Education.

The Clery Act requires PAFA to provide timely warnings of crimes that represent threat to the safety of students or employees and to make their campus security policies available to the public. The act also requires PAFA to collect, report, and disseminate crime data to everyone on-campus and to the Department of Education annually. To be in full compliance with the law, PAFA must do the following:

- Publish and distribute an Annual Security Report to current and prospective students and employees by October 1 of each year. The report must provide crime statistics for the past three years, detail campus and community policies about safety and security measures, describe campus crime prevention programs, and list procedures to be followed in the investigation and prosecution of alleged sex offenses.
- Provide students and employees with timely warnings of crimes that represent a threat to their safety. PAFA must also keep and make available to the public a detailed crime log of all crimes reported to them in the past 60 days.
- Keep the past three years of crime statistics detailing crimes that have occurred: on-campus; in PAFA residential facilities; in public areas on or near campus; and in certain non-campus buildings, such remote classrooms. PAFA must also report liquor and drug law violations and illegal weapons possession if they in a disciplinary referral or arrest.
- Submit the collected crime statistics to the Department of Education each fall.

PAFA has vested interest in campus security and the personal safety of its students and employees. The following pages contain specific information, including crime prevention, law enforcement authority, crime reporting policies, disciplinary procedures and other matters of importance related to security and safety on campus. This report also contains information about campus crime statistics.

Members of the campus community are encouraged to use this report as a guide for safe practices on and off campus. The report is available on the Internet at <http://www.oise-hr.pafa.org/safetysecurity>. Every member of PAFA receives an email that describes the report and provides its website address. For more information, contact the Department of Safety and Security at 215-972-2067.

Campus Safety

The Department of Safety and Security

Who we are

Located at 128 N. Broad Street, the Department of Safety and Security is open and officers are on patrol 24 hours a day, 265 days a year. The telephone number for emergency calls from a PAFA phone is extension 2083 – off campus or from a cell phone it is 215-972-2083. The telephone number for routine business calls on or off campus is 215-972-2073.

The department consists of contracted security professional dedicated to providing the best service to the community. Our nonsworn officers patrol the campus on foot. Several officers and a supervisor are on duty 24 hours a day, seven days week. The Control Room is continuously staffed with trained officers who answer calls for service, dispatch officers and other emergency personnel to incidents and monitor intrusion detection and fire alarms. The department also employs students who carry out a variety of roles.

Nonsworn security officers are empowered by the institution to enforce PAFA regulations. Security officers who patrol the campus are primarily responsible for building security, exterior security and event security. Nonsworn security officers do not have the authority to make arrests.

Accurate and Timely Reporting of Criminal Offenses

Prompt and accurate reporting of criminal offenses aid in providing a timely response and timely warning notices to the community when appropriate, and assists in compiling accurate crime statistics. Community members, students, faculty, staff, and guests are encouraged to report all crimes and public safety related incidents in an accurate and timely manner to the PAFA Safety and Security Department or local law enforcement.

To report a crime or an emergency on the PAFA campus, call extension 2083 or, from outside PAFA's phone system, 215-972-2083. To report a non-emergency security or safety related matter, call security at extension 2073 or, from outside PAFA's phone system, 215-972-2073.

Security personnel are available at these telephone numbers 24 hours a day. In response to a call, security will take the required action.

Individuals on campus may also report crimes to a designated campus security authority (CSA):

- Vice President of Enrollment Management and Dean of Students or designee (215-391-4807)
- Executive Dean of the College of Fine Arts or designee (215-972-7623)
- Interim Chief of Staff & Vice President of Human Resources and Title IX Coordinator (215-972-2038)
- VP of Safety & Security and Pandemic Safety Officer (215-972-2067)
- Director of DEIB & Deputy Title IX Coordinator (215-972-2047)
- Assistant Dean of Student Life and Career Services (215-972-2079)
- Director of Student Life (215-972-2027)
- Manager of Student Care and Wellness (215-972-2003)
- Residential & Student Life Coordinator (215-391-4805)

These designated individuals have significant responsibility for student and campus activities, and as such are provided notice by the Safety and Security Department as to the extent of their responsibility and how to report crimes.

A student's privacy concerns are weighed against the needs of security to respond to certain incidents and crimes. To the greatest extent possible, all reports will remain private. However, information may be shared with appropriate departments and agencies under a need-to-know basis when it pertains to investigative needs and safety concerns of the campus community.

Information reported to the Safety and Security Department is treated as confidential during the investigative phase, except as required by law. When major incidents occur, the Philadelphia Police Department may also respond.

Access to PAFA Facilities

Access to academic buildings is reserved for currently enrolled students and currently employed faculty and staff members. Members of the college community must show a valid PAFA ID/Access card to gain access to college facilities. Students are required to renew their validation each semester to gain access. All guests and visitors must be registered and escorted by a host member of the Academy community. Security personnel control access to each building during all hours of operation.

Card readers, alarm monitoring systems, and 24-hour recorded video cameras support our efforts by providing direct feeds to the Department of Safety and Security Control Room.

All college facilities are maintained according to federal, state, and local codes to provide a safe environment for the college community.

Security Considerations

Proper lighting and building security are major factors in reducing crime on campus. Facilities Management maintains PAFA's building and grounds with a concern for safety and security. Inspections of campus facilities are conducted regularly, and repairs are made as quickly as possible. All members of the campus community are encouraged to report safety hazards, such as broken locks and windows, to Facilities Management or the Safety and Security Department.

Emergency Communications Tools And Evacuation Procedures

The community is encouraged to report crimes, fires, suspicious activity, requests for medical assistance, and other public safety related incidents immediately.

Call 215-972-2083 when you experience or observe:

- A whistle, scream, or call for help
- Any crime in progress or that has occurred
- Suspicious behavior including:
 - Someone entering a room or studio without apparent legitimate purpose
 - Someone lurking around a building or bike racks

For immediate police, fire, or medical response:

Dial 9-1-1 from any non-PAFA phone or cell phone. Calling **9-1-1** from a pay phone is free.

Dial 9-9-1-1 from any PAFA phone.

Press the silver button to activate a red emergency phone to directly connect with a security officer. There are 6 red emergency phones located throughout the Hamilton Building. All calls will be investigated.



Provide the security officer with a description of the incident type, location, time of occurrence, any injuries, and weapons involved, the suspect (e.g., gender height, complexion, attire).

For a non-emergency response on campus dial 215-972-2073

Evacuation Procedures. Students, faculty and staff should follow the below steps when evacuating buildings:

1. Evacuate when prompted by continually sounding fire alarms or by an official announcement.
2. Be aware of and make use of designated primary and alternate evacuation routes.
3. Close classroom, studio or office doors as you leave.

4. Leave the building in an orderly manner without rushing or crowding – **do not use the elevator.**
5. Provide aid to those who need it in an emergency evacuation situation.
6. Be aware of and follow instructions given by PAFA Security and other officials. You may be asked to proceed on foot to designated areas or evacuate the campus entirely.
 - A. Always evacuate crosswind and/or upwind away from any emergency by a safe route.
 - B. Evacuate to at least 300 feet from the building and out of the way of emergency vehicles.
7. Report to emergency responders any individual who have been injured or left behind.
8. Do not re-enter the building until the all-clear is given by official announcement.

What is an evacuation emergency?

In most cases, evacuations apply only to the buildings that are immediately affected. In some cases, such as local terrorism, flooding or earthquake, the evacuation could apply to the entire campus. Some potential causes for emergency evacuations may include but are not limited to: a major fire or explosion, hazardous materials release, chemical/biological/radiological spill, structure failure, asbestos release, bomb threat, weapons, or an aircraft collision with a building.

Sever or Inclement Weather Procedures. Students, faculty and staff should follow the below procedures in the event of a severe or inclement weather warning:

1. Seek shelter immediately in designated areas.
2. If you're inside a building...
 - A. go to the lowest level of the building, if possible;
 - B. stay away from windows;
 - C. go to an interior hallway; and
 - D. use arms to protect head and neck in a "drop and tuck" position.
3. If there is not time to get inside...
 - A. lie in a ditch or low-lying area or crouch near a strong building;
 - B. be aware of potential for flooding;
 - C. use arms to protect head and neck in a "drop and tuck" position; and
 - D. use jacket, cap, backpack or any similar items, if available, to protect face and eyes.

Seeking Shelter: Hazardous Material Releases

Hazardous Material Procedures. Students, faculty and staff should observe the following steps in the event of a hazardous material release on campus:

1. You will receive a shelter-in-place announcement.
2. Immediately move indoors.
3. Close all windows and doors to shelter and seal as best you can, using towels, clothes or paper.
4. If there appears to be air contamination within the shelter, place a paper mask, wet handkerchief or wet paper towel over the nose and mouth for temporary respiratory protection.
5. Continue to follow the instructions given by the response authorities.

When else it is important to seek shelter?

The procedure described above for hazardous material releases are known as shelter-in-place procedures. Sheltering-in-place is the use of all designated classrooms and other rooms for the purpose of providing temporary shelter. Shelter-in-place procedures are internationally recognized as standard practices of providing shelter for any of the following reasons: a chemical truck overturning, tornado, chemical train derailment, chemical facility accident, pipeline rupture, terrorist attack, release of biological agents, release of chemical agents, drilling accident, hazardous materials release, or radiological release.

Communication about Campus Crime

Timely Warnings / Campus Safety Alerts

The Safety & Security Office has a responsibility to provide timely warnings about reported crimes to the campus community in a manner that will aid in the prevention of similar crimes.

The Decision to Issue a Timely Warning:

1. A warning must be issued when both of the following conditions are met: (1) arson, aggravated assault, criminal homicide, robbery, sex offenses, illegal weapons possession, burglary, motor vehicle theft, or any crime determined to be a hate crime is reported to PAFA Security Department or other campus security authorities, and (2) the crime is considered by PAFA to represent a continuing threat to students or employees.
2. A warning may be issued regarding other crimes as deemed necessary by PAFA Security.
3. The Vice President of Safety and Security, or his designee, is responsible for making the decision whether a timely warning will be issued.

Determining Whether a Continued Threat Exits:

1. Whether a reported crime constitutes a continuing threat must be decided on a case-by-case basis in light of all the facts surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community and the possible risk of compromising law enforcement efforts.
2. Examples of crimes that could constitute a continuing threat include but are not limited to:
 - a. a serial crime that targets certain campus populations such as sex crimes or race-based crimes in which the perpetrator has not been apprehended; or
 - b. a crime in which there is no apparent connection between perpetrator and victim and the perpetrator has not been apprehended.
3. Crimes that would not constitute a continuing threat include but are not limited to:
 - a. crimes in which the perpetrator has been apprehended, thereby neutralizing the threat; or
 - b. crimes in which an identified perpetrator targets specific individuals to the exclusion of others, such as domestic violence

Content of the Warning Notice:

1. The warning must contain sufficient information about the nature of the threat to allow members of the campus to take action to protect themselves, such as:
 - a. a succinct statement of the incident;
 - b. possible connection to previous incidents, if applicable;
 - c. physical description of the suspect;
 - d. composite drawing of the suspect, if available;
 - e. date and time the warning was released; and/or
 - f. other relevant and important information.
2. In some cases, law enforcement may need to keep some facts confidential to avoid compromising an investigation.

Timing of the Warning:

1. In an immediate and serious threat, e.g., an active shooter on campus, a warning may need to be issued immediately with few facts and then be continually updated until the threat is contained or neutralized.
2. If a threat that is less immediate, the warning can go out later after facts are more fully developed.

Method of Distribution:

1. The warning must be distributed in a manner reasonably likely to reach the entire campus community.
2. Depending on the circumstances, any of the following methods, or combination thereof, may be used:
 - a. posting of notices;
 - b. campus-wide emails;
 - c. text messages;

Emergency Notification

The Vice President of Safety and Security (or his designee) or other Senior PAFA Officials will, without delay, utilize the emergency notification system to issue an **immediate notification** to the campus community upon first responder* confirmation of any emergency or dangerous situation that poses an ongoing or continuing threat to the health or safety of the campus community. The nature of the incident will determine which of the following methods will be employed:

- **Blackboard Connect mass notification system** via voicemail, e-mail, and/or text message
- **PAFA Safety & Security website** <http://www.oise-hr.pafa.org/safetysecurity>

The notification will be sent to all students, faculty, and staff in the PAFA community (or an appropriate segment of the community if the event is limited to a defined area of the campus) using the Connect 5 system unless issuance of the notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency. The content of the message will vary dependent on the situation, but will typically include the incident time, location, type, and recommended actions for safety.

The Blackboard Connect system will be activated on a case-by-case basis.

In the event of a major emergency affecting the campus, a warning will be issued using any combination of the systems available for emergency notification. If the telephone system is activated, a message will be sent to the telephone number PAFA faculty, staff and students have registered with security. If the e-mail notification system is activated, the message will be sent to PAFA e-mail accounts or other accounts as indicated by the settings in one's personal profile.

Follow the directions of Blackboard Connect messages *unless doing so will place you in greater danger.* Connect warnings are intended to support decisions for personal safety. *When you become aware of a warning, make sure others around you are also aware of the potential danger.*

DO NOT respond to the scene of an emergency unless directed to do so. In addition to the possibility of becoming injured, your presence could interfere with the work of emergency response personnel.

Reporting Crime Statistics

Policies for preparing the annual disclosure of campus crime statistics: PAFA coordinates the collection and reporting of crime statistics as specified by federal law. The information is compiled into a report. Each year, enrolled students are notified via email of the web site where this report can be accessed and reviewed. Faculty and staff receive similar notifications, either by e-mail or through campus mail. Copies of this report can also be obtained from the Vice President of Safety and Security.

All prospective employees may obtain a copy of this report from Human Resources. Copies of this report will be provided to others upon request. Agencies involved in the collection of data include the PAFA Security Department, the Office of the Dean of Students, Human Resources, and the Philadelphia Police Department. Campus agencies involved in the collection of crime statistics are provided guidance annually regarding the requirements of federal law, including the categorization of criminal activities and tabulation of the locations involved in reported crimes and arrests.

Definitions of Criminal Offenses

Aggravated assault is 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. It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could or probably would result in a serious potential injury if the crime were successfully completed.

Arson is 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, etc.

Dating violence is violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim and the existence of such relationship shall be 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.

Domestic violence is 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.

Drug abuse violations are defined as the violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadones); and dangerous non-narcotic drugs (barbiturates, benzedrine).

Hate crimes are committed against a person or property which is motivated, in whole or in part, by the offender's bias. Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity or national origin.

Liquor law violations are defined as the violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Motor vehicle theft is the theft or attempted theft of a motor vehicle.

Murder and non-negligent manslaughter is the willful (non-negligent) killing of one human being by another.

Negligent manslaughter is the killing of another person through gross negligence.

Robbery is 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.

Sex offenses are defined as any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape** is 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. This definition includes any gender of victim or perpetrator.
- **Fondling** is 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** is sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory rape** is sexual intercourse with a person who is under the statutory age of consent.

Stalking is 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.

Weapons violations are defined as the violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

Definitions of Geography

As specified in the Clery Act, the following property descriptions are used to identify the location of crimes on and around PAFA's campus.

On-Campus Buildings or Property

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and
2. Any building or property that is within or reasonably contiguous to the area identified in the above paragraph, that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as a food or retail vendor).

Non-Campus Buildings or Property

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution; or
2. Any building or property owned or controlled by an institution that is used in direct support of or in relation to the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

For PAFA's non-campus property (as defined above):

Stiles Hall

325 N 15th Street
Philadelphia, PA 19102

Public Buildings or Property

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

The Pennsylvania Academy of the Fine Arts crime statistics do not include crimes that occur in privately owned homes or businesses within or adjacent to the campus boundaries.

Security Awareness and Crime Prevention Programs

Security awareness and crime prevention programs encourage students and employees to be aware of their responsibility for their own security and the security of others. The Safety and Security Department in cooperation with other PAFA departments, is responsible for presenting security awareness and crime prevention programs to the campus community on an ongoing basis.

CRIME PREVENTION SEMINARS

These interactive presentations are given during student and employee orientations and are also available to any group upon request. They provide vital information on how to reduce the likelihood of being a crime victim.

CENTER CITY SHUTTLE PROGRAM

The program consists of a shuttle van providing transportation to nearby public transportation hubs, Stiles Hall and around Center City Philadelphia at (10:15 p.m. & 11:15 p.m.), Monday through Friday.

SECURITY SURVEYS

These surveys are conducted on a regular basis with other members of the PAFA community. The primary goal of these surveys is to identify areas of the campus that may present vulnerabilities to one's safety. The Security Department works with the operations department to address concerns noted in the surveys.

Campus Crime Statistics

Criminal Offenses

Offense	Year	On Campus	Non-Campus Property Stiles Hall	Public Property
Murder / Non-negligent Manslaughter	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Negligent Manslaughter	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Rape	2018	1	0	0
	2019	0	0	0
	2020	0	0	0
Fondling	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Incest	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Statutory Rape	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Robbery	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Aggravated Assault	2018	0	0	0
	2019	0	0	0
	2020	0	0	1
Burglary	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Motor Vehicle Theft	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Arson	2018	0	0	0
	2019	0	0	0
	2020	0	0	0

Hate Crimes: None of the crimes listed above were bias motivated.

Hate Crimes 2018: 0 Hate Crimes 2019: 0 Hate Crimes 2020: 0

***Note:** Crime Statistics provided by PAFA security personnel, PAFA Campus Security Authorities and the Philadelphia Police Department.

****Note:** 2018 “Rape: Known Acquaintance” reported to the Philadelphia Police Department. This incident was not reported to a Campus Security Authority.

Violence Against Women Act (VAWA) Offenses

Offense	Year	On Campus	Non-Campus Property Stiles Hall	Public Property
Dating Violence	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Domestic Violence	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Stalking	2018	0	0	0
	2019	0	0	0
	2020	0	0	0

***Note:** Crime Statistics provided by PAFA security personnel, PAFA Campus Security Authorities and the Philadelphia Police Department. Statistics were requested from the Philadelphia Police Department for 2019; however, the statistics were not available.

Arrests and Disciplinary Referrals

Offense	Year	On Campus	Non-Campus Property Stiles Hall	Public Property
Liquor Law Violations (Arrests)	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Liquor Law Violations Referred For Disciplinary Action	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Drug Law Violations (Arrests)	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Drug Law Violations Referred For Disciplinary Action	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Illegal Weapon Possession (Arrests)	2018	0	0	0
	2019	0	0	0
	2020	0	0	0
Illegal Weapon Possession Referred For Disciplinary Action	2018	0	0	0
	2019	0	0	0
	2020	0	0	0

***Note:** Crime Statistics provided by PAFA security personnel, PAFA Campus Security Authorities and the Philadelphia Police Department. Statistics were requested from the Philadelphia Police Department for 2019; however, the statistics were not available.

PAFA Policies Related to Alcohol and Drugs

Alcohol and Drug Policies

PAFA prohibits the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance, by students or employees. In addition to any legal sanctions imposed for drug offenses, possession and use of drugs will result in disciplinary action by the Academy, and the loss of all financial aid.

The School's policy concerning the serving of alcoholic beverages: no alcohol may be served at any public or private student function on PAFA premises.

Note: PAFA does not have any off-campus locations of student organizations officially recognized by the institution.

Drug and Alcohol Abuse Programs

In an effort to maintain a drug-free school, PAFA reserves the right to refer any student who exhibits impaired judgment, deteriorating academic performance, or erratic behavior due to suspected drug or alcohol use to our Student Counseling Program for support. Students are expected to cooperate fully with all rehabilitation attempts. Additionally, students are required to notify the PAFA administration within (5) days after they are formally charged with violation of any state or federal criminal drug statute. Failure to comply with the terms of this policy will result in immediate suspension or dismissal.

Alcohol / Drug Abuse Hotline – 1-800-622-HELP

Student Counseling Program

Penn Behavioral Health
24 hours a day / 7 days a week
1-888-321-4433 (press 2 at the prompt)

All full-time degree program students and their dependents are eligible. There is NO CHARGE for the first eight visits. See the Dean of Students regarding subsequent visits.

The Penn Behavioral Health intake counselor will review your situation with you over the phone, and will make individualized arrangements for a face-to-face appointment with a counselor, best suited to your needs, preferences and location. This program is connected to an outstanding and wide-ranging network of professional therapists and providers throughout the region.

Workplace Violence

PAFA provides a safe workplace for all employees. To ensure a safe workplace and to reduce the risk of violence, all employees should review and understand all provisions of this workplace violence policy.

PAFA does not tolerate any type of workplace violence committed by or against employees. Employees are prohibited from making threats or engaging in violent activities. This list of behaviors, while not exclusive, provides examples of conduct that is prohibited:

- Causing physical injury to another person
- Making threatening remarks
- Aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress
- Intentionally damaging employer property or property of another employee
- Possession of a weapon while on company property or while on company business
- Committing acts motivated by, or related to, sexual harassment

Employees are directed to report all potentially dangerous situations to the Senior Vice President of Human Resources and/or the Vice President of Safety and Security.

Threats, threatening conduct, or any other acts of aggression or violence in the workplace will not be tolerated. Any employee determined to have committed such acts will be subject to disciplinary action, up to and including termination. Non-employees engaged in violent acts on the employer's premises will be reported to the proper authorities.

Preventing and Responding to Domestic Violence, Dating Violence, Sexual Assault, and Stalking

The Pennsylvania Academy of Fine Arts (PAFA) is committed to creating and maintaining a safe and non-discriminatory learning and work environment that is free from sexual and gender-based discrimination, harassment, and related misconduct. PAFA does not discriminate on the basis of sex, gender, or gender identity in any of its Programs or Activities. Moreover, recent regulatory guidance from the federal Department of Education indicates that “Title IX Misconduct” should be specifically defined and handled in a certain way.

The Policy Prohibiting Sexual and Gender-Based Discrimination, Harassment, and Related Misconduct (the “Policy”) prohibits the types of conduct listed below and defined in Section III (also referred to collectively as “Prohibited Conduct”):

1. **Sexual and Gender-Based Misconduct** (i.e., Sexual Assault; Sexual Exploitation, Non-Title IX Sexual Harassment; Gender-Based Harassment; Sex and/or Gender-Based Stalking; Dating Violence; Domestic Violence; and Sex- and Gender-Based Discrimination);
2. **Title IX Misconduct** (i.e., Quid Pro Quo Sexual Harassment; Severe, Pervasive and Objectively Offensive Sexual Harassment; Sexual Assault; and Sex-Based Dating Violence, Domestic Violence, and Stalking, as each is defined by and specifically articulated to be within the scope of Title IX);
3. **Intimidation**; and
4. **Retaliation.**
PAFA adopts this Policy with a commitment to: (1) deter, eliminate, and address the effects of Prohibited Conduct; (2) foster an environment where all individuals are well-informed and supported in reporting Prohibited Conduct; and (3) provide a prompt, fair, and impartial process pursuant to which alleged violations of this Policy will be evaluated.

This Policy is intended to meet PAFA’s obligations under Title IX of the Education Amendments of 1972 (Title IX); the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”), as amended by the Violence Against Women Reauthorization Act of 2013 (VAWA), with respect to its application to sex and gender-based misconduct; Title VII of the Civil Rights Act of 1964 (Title VII) with respect to its application to sex and gender-based misconduct; and other related and applicable law, including Pennsylvania’s Act 16 of 2019.

PAFA encourages students, faculty and staff to familiarize themselves with the Policy, including the procedures for addressing reports of Prohibited Conduct.

The Pennsylvania Academy of the Fine Arts' complete guidelines for Title IX and VAWA are accessible at the following link <https://www.oise-hr.pafa.org/title-ix-vawa>.

We invite you to ask questions, make recommendations, and do your part to foster an environment free of Prohibited Conduct.

PAFA's Title IX Coordinator is responsible for administering the Policy, including the procedures for resolving Formal Complaints. PAFA's Title IX Coordinator is Lisa Biagas, Vice President of Human Resources.

Dr. Biagas may be contacted at:

128 N. Broad Street
Samuel MV Hamilton Building
3rd floor, Room 357
Philadelphia, PA 19102
Telephone: (215) 972-2038
lbiagas@pafa.org or titleix@pafa.org

Sex Crimes Prevention Act

The federal Campus Sex Crimes Prevention Act requires institutions of higher education to issue a statement advising the campus community where information concerning registered sex offenders may be obtained. In Pennsylvania, this information is accessible at <http://www.pameganslaw.state.pa.us/>.

When viewing the information on this website, please be advised that:

The information contained on this website has been provided by the registrant and/or other entities.

Some of the information contained on this website may be outdated or inaccurate.

This website is not a comprehensive listing of every person who has ever committed a sex offense in Pennsylvania.

The only way to positively identify a person posted on the website as a sex offender is to compare the offender's fingerprints against the fingerprints taken at the time of arrest or incarceration.

If you have a reasonable belief that any of the information on this website is outdated or incorrect, please contact the Megan's Law Section of the Pennsylvania State Police toll free at 1-866-771-3170.