



Lincoln University

Interim Annual Security Report For 2016

Introduction

Lincoln University presents this report to the university community so that it can be used as a guide for exercising safe practices both on and off campus. The University has established a practice where this report is sent to every enrolled student through his or her lincolnucaf.edu e-mail. In addition, this interim report is sent to current faculty, administrators, and staff members through their Lincoln e-mail. Lincoln's Annual Security Report (ASR) can also be found on Lincoln's website. Normally, Lincoln's Annual Security Report should be published and distributed by October first of each year. However, Lincoln is providing this report that will cover calendar year 2016 and was sent to all student, faculty, and staff e-mails on August 28, 2017. A follow-up interim report for 2016 will follow that will include crime data for the years 2014 and 2015. Lincoln will be distributing a 2017 ASR by October 1, 2017 that will encompass years 2015, 2016 and the first seven months of 2017.

Lincoln University is committed to having a culture that promotes safety and security for all members of the University community that includes students, staff, faculty, and visitors. This report is prepared by the Lincoln University administration.

This report will provide the Lincoln community with information on safety and security on each of the three buildings (main building, library, DI lab) that encompass the Oakland campus. Inside you will find information on how to report a crime, suspicious activity, and safety hazards.

This report is provided is intended to be in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act), the Higher Education Opportunity Act (HEOA), and the Violence Against Women Reauthorization Act of 2013 (VAWA). VAWA has amended the Clery Act to require institutions to compile statistics, policies, procedures, and programs for incidents of domestic violence, dating violence, sexual assault, and stalking.

Lincoln encourages you to read this information and think of how it can help you and the Lincoln community prevent and protect yourself against crime. For more information or questions regarding this document please contact the Administrative Vice-President's office. Thank you for taking time to review this information and helping to make the Lincoln University a safer community.

Reporting a Crime

To prevent crime and to have a safe environment on campus, the University encourages you to report all crime, suspicious activity, and hazard situations immediately. You can report these



incidents to staff members stationed at the entrance to our three buildings who screen everyone who enters these buildings. In addition, you can report these types of incidents to Student Services, the Registrar's Office, the Admission's Office, or any other administrative office.

Reporting to the Oakland Police Department

A person reporting a crime has the right to report the crime to the Oakland police department. If it is an emergency, dial 9-1-1. The 9-1-1 system has language translators than can provide assistance. If it is a non-emergency, please use the online crime reporting system at www.oaklandpolice.com and/or the non-emergency telephone number 510-777-3333 for assistance.

Confidential Reporting

If you are the victim of a crime and do not want the University to take action or you do not want to involve the police, you may want to consider making a confidential report. The purpose of a confidential report is to maintain confidentiality, while taking steps to ensure the future safety of yourself and others. With such information, the University can keep an accurate record of the number of incidents involving students, employees, and visitors; determine where there is a pattern of crime with regard to a particular location, method, or assailant; and alert the campus community to potential dangers. Reports filed in this manner are counted and disclosed in the annual crime statistics for the institution, and when they involve allegations of sexual harassment (including sexual violence) are made available to the University's Title IX Coordinator, which is Dr. Michael Guerra, Administrative Vice-President.

Upon written request, Lincoln University will disclose to the alleged victim of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted by the institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

Crime Warnings

The Clery Act requires that a timely warning be issued for any Clery Act crime that occurs on or near campus that has been reported to campus security authorities or local police agencies and is considered by the institution to represent a serious or continuing threat to students and employees. For Lincoln University; the Director of Student Services, the Dean of Students, and the Administrative Vice-President are the primary staff members responsible for campus security issues relating to the safety and security of people. Clery Act crimes include: murder; manslaughter; sex offenses; robbery; aggravated assault; burglary; arson; motor vehicle theft; domestic violence; dating violence; and stalking. Warnings may be issued for other types of crimes as well, although these are not required by law. Crimes reported to pastoral and licensed professional counselors are exempted from the timely warning requirements.



The President of Lincoln University or his designee will determine what situations warrant the issuance of a timely warning. The determination will be made on a case-by-case basis. Factors to be considered include: the nature of the crime; the continuing danger to the campus community; and the possible risk of compromising law enforcement efforts.

Once the President or his designee decides to issue a timely warning, a message to the University community will be sent that includes the following information: information about the crime, the location, suspect information (if known), and recommended actions to be taken.

Reporting Missing Students

If any member of the University community believes a student has been missing, he or she should immediately notify student services at 510-628-8034 and/or the Oakland police department. For purposes of this policy, a student is considered missing when the student's whereabouts are unknown and unexplained for a period of time that would be regarded as highly unusual or suspicious by persons familiar with the student's plans, habits, or routines.

General Evacuation Procedures

Prior to an actual emergency, you should become familiar with the location of the emergency exits where you have classes or areas you visit while on campus. You should determine the nearest exit to your location, the safest route to follow, and alternate exits. Building evacuation routes are posted in campus buildings. Leave the immediate area, but remain available to emergency personnel. If time permits during an evacuation, secure your workplace and take personal items such as keys, purse, medication, and glasses. In case of fire or other dangerous conditions, evacuate immediately leaving personal items behind. If you have a physical disability and you need assistance evacuating, ask for help and/or have some report to responding emergency personnel that you require assistance.

Access to the Library, DI Lab, and Main Building

Lincoln University maintains private property status. However, access to the University grounds and administrative buildings (during business hours) is generally not restricted after being checked-in by staff.

Crime Statistics

The procedures for preparing this special annual disclosure of crime statistics included reporting statistics to the University community obtained from the Oakland Police Department (OPD). For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year the crime was reported. For this interim report, crime statistics for 2016 were obtained through a public records request to the Oakland police department records division.



Lincoln University requested crime statistics for the following geographic locations that encompass our campus and for public part of the street that are considered “on campus” for our reporting purposes:

- 401 15th Street, Oakland CA 94612, Main Campus Building;
- 420 15th Street, Oakland CA 94612, the Library;
- 1446 Franklin Street, Oakland CA 94612, DI Lab;
- 400 Block (odd and even) of 15th Street, Oakland CA 94612;
- 1400 Block (odd and even) of Franklin Street, Oakland CA 94612.

Based on the data provided by the Oakland police department, here is a summary of what was provided to Lincoln:

Total Number of Police Related Incidents Reported during 2016:

- For 401 15th Street: 2.
- For 420 15th Street: 3.
- For 1446 Franklin Street: 0.
- For 400 Block (odd/even) of 15th Street: 27.
- For 1400 Block (odd/even) of Franklin Street: 28.

The tables below list the reported crimes to the Oakland police department for the addresses of Lincoln’s three properties. Please note that there were no crime reports for the DI Lab located at 1446 Franklin Street. As you review the data, be mindful of the date and time of the reported incidents. Many of the below mentioned incidents occurred on days when classes were not in session and one or two hours after the university closed for the evening, or one or two hours before the university opens for the day.

Table 1: 2016 Crime Data reported with an address of 401 15th Street – Main Campus Building

Report #	Occurred (Date and 24-hour time)	Homicide (Yes/No)	Domestic Violence (Yes/No)	Statute	Description	Uniform Crime Reporting Code (UCR)	Reported to Lincoln University Staff (Yes/No)
16-912273	9/14/16, 2135	No	No	PC594(A)	Vandalism	Vandalism	No
16-058100	10/31/16, 2106	No	No	PC459	Burglary-Auto	Larceny-Theft (Except Motor Vehicle)	No

Table 2: 2016 Crime Data reported with an address of 420 15th Street - Library

Report #	Occurred (Date and 24-hour time)	Homicide (Yes/No)	Domestic Violence (Yes/No)	Statute	Description	Uniform Crime Reporting Code (UCR)	Reported to Lincoln University Staff (Yes/No)
16-900280	01/06/16, 0000	No	No	PC459	Burglary-Forcible Entry	Burglary-Forcible Entry	No
16-013753	03/10/16, 1800	No	No	PC459	Burglary-Forcible Entry	Burglary-Forcible Entry	No



16-035649	07/04/16	No	No	PC459	Burglary-No Force	Burglary-Unlawful Entry-No Force	No
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As table one and two depict, there were a total of five crime related incidents reported to the Oakland police department. All of them were related to property and they did not involve any form of violence against a person. In addition, the time frame of the reported crime indicates the crimes did not occur while classes were in session, and since the university does not have a parking facility, the auto burglary occurred on the public street in front of the university.

Table 3: 2016 Crime Data for the 400 Block (odd/even) of 15th Street

Report #	Address	Occurred (Date and 24-hour time)	Homicide (Yes/No)	Domestic Violence (Yes/No)	Statute	Description	Uniform Crime Reporting Code (UCR)
16-030083	400 15 th Street	6/4/16, 2345	No	No	Found Property	Found Property	
16-059088	400 15 th Street	11/6/16, 1220	No	Yes	PC423(H)	Battery-Spouse/Ex Spouse/ Date/Etc	Assault-Other Assaults-Simple, Not Aggravated
16-067502	400 15 th Street	12/23/16, 1800	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-067502	400 15 th Street	12/23/16, 1700	No	No	PC459	Burglary-Forcible Entry	Burglary-Forcible Entry
16-068085	400 15 th Street	12/27/16, 1745	No	No	PC211	Robbery-Firearm	Robbery-Firearm
16-912273	401 15 th Street	9/14/16, 2135	No	No	PC594(A)	Vandalism	Vandalism
16-058100	401 15 th Street	10/31/16, 2106	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-905274	402 15 th Street	4/21/16, 2200	No	No	PC594(A)	Vandalism	Vandalism
16-057552	405 15 th Street	10/28/16, 1247	No	No	VC10851(A)	Vehicle Theft-Auto	Motor Vehicle Thefts- Autos
16-021193	415 15 th Street	4/21/16, 1301	No	No	PC470	Forgery	Forgery & Counterfeiting
16-023809	415 15 th Street	4/15/16, 0000	No	No	MP	Missing Person	
16-039451	415 15 th Street	7/25/16, 1502	No	No	SC Unexplained Death	SC Unexplained Death	Suspicion
16-914360	415 15 th Street	1/7/16, 0900	No	No	PC470	Forgery	Forgery & Counterfeiting
16-059796	415 15 th Street	11/9/16 2244	No	No	PC26350(A)(2) PC25850(C)(6)	Carry/Expose Unloaded Handgun in Public/Vehicle & Misd-Carry Loaded Handgun: Not Registered Owner	Weapons-Carrying, Possessing, Etc.
16-059802	415 15 th Street	11/9/16, 2306	No	No	PC244.5(B)	Assault With Stun Gun/Taser	Assault – Other Dangerous Weapon
16-912955	417 15 th Street	9/24/16, 0230	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-001192	419 15 th Street	11/22/16, 1900	No	No	PC459	Burglary-Forcible Entry	Burglary-Forcible Entry



16-900280	420 15 th Street	1/6/16, 0000	No	No	PC459	Burglary-Forcible Entry	Burglary-Forcible Entry
16-013753	420 15 th Street	3/10/16, 1800	No	No	PC459	Burglary-Forcible Entry	Burglary-Forcible Entry
16-035649	420 15 th Street	7/4/16, 0918	No	No	PC459	Burglary-No Force	Burglary-Unlawful Entry-No Force
16-006759	425 15 th Street	2/4/16, 1730	No	No	PC459	Burglary-Forcible Entry	Burglary-Forcible Entry
16-903169	425 15 th Street	1/14/16, 1305	No	No	PC530.5	Use Another's Personal Identification To Obtain Credit/Etc.	Fraud
16-001363	449 15 th Street	1/8/16, 1216	No	No	WI5150	Mental Illness	
16-905187	449 15 th Street	4/19/16, 1505	No	No	PC594(A)	Vandalism	Vandalism
16-054783	449 15 th Street	10/14/16, 1543	No	No	PC664/459	Attempted Burglary	Burglary-Attempted Forcible Entry
16-009464	483 15 th Street	2/20/16, 2244	No	No	PC211	Robbery-String Arm (Hands, Fists, Feet, Etc.)	Robbery-Strong Arm (hands, Fists, Feet, Etc.)
16-910279	14 th & 15 th Street	8/14/16, 0645	No	No	PC530.5	Use Another's Personal Identification To Obtain Credit/Etc.	Fraud

Table 4: 2016 Crime Data for the 1400 Block (odd/even) of Franklin Street

Report #	Address	Occurred (Date and 24-hour time)	Homicide (Yes/No)	Domestic Violence (Yes/No)	Statute	Description	Uniform Crime Reporting Code (UCR)
16-906403	1400 Franklin Street	5/14/16, 0035	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-906536	1400 Franklin Street	5/19/16, 2230	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-032737	1400 Franklin Street	6/19/16, 0145	No	No	PC242	Battery	Assault-Other Assaults-Simple-Not Aggravated
16-057960	1400 Franklin Street	10/31/16, 0130	No	No	PC211 PC242	Robbery-Strong Arm (Hands, Fists, Feet, Etc.) & Battery	Robbery-Strong Arm (Hand, Fists, Feet, Etc.)
16-059759-014	1400 Franklin Street	11/9/16, 1800	No	No	PC243(B) PC148(C)	Battery On A Peace Officer/Emergency Personnel/Etc. & Remove/Etc. Peace Officer/Etc. Firearm: Special Circum.	Assault-Hands, Fists, Feet, Etc.- Aggravated Injury & Assault-Firearm
16-007486	1404 Franklin Street	2/9/16, 2200	No	No	WI5150	Mental Illness	
16-902473	1404 Franklin Street	3/7/16, 2030	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-906221	1404 Franklin Street	3/28/16, 1400	No	No	PC484	Theft	Larceny Theft (Except Motor Vehicle Theft)
16-907987	1404 Franklin Street	6/22/16, 1500	No	No	PC594(A))	Vandalism	Vandalism



16-910137	1404 Franklin Street	7/10/16, 1300	No	No	PC484	Theft	Larceny Theft (Except Motor Vehicle Theft)
16-910349	1424 Franklin Street	7/17/16, 0200	No	No	VC20002(A)(2)	Hit & Run Property Damage: Notify Owner/Etc. Requirements	
16-908439	1430 Franklin Street	7/2/16, 0350	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-057670	1441 Franklin Street	10/28/16, 2230	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-003369	1445 Franklin Street	1/19/16, 1745	No	No	OP	Operations Plan	All Other Offenses (Except Traffic)
16-064486	1445 Franklin Street	12/6/16, 1640	No	No	PC647(B)	Disorderly Conduct: Prostitution	Prostitution & Commercialized Vice
16-917600	1445 Franklin Street	12/26/16, 1930	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-007210	14 th Street & Franklin Street	2/8/16, 0000	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-008870	14 th Street & Franklin Street	2/15/16, 2200	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-010458	14 th Street & Franklin Street	2/25/16, 1814	No	Yes	DD	Domestic Dispute	
16-015099	14 th Street & Franklin Street	3/21/16, 2238	No	No	PC594(A)	Vandalism	Vandalism
16-017430	14 th Street & Franklin Street	4/3/16, 0050	No	Yes	DD	Domestic Dispute	
16-020618	14 th Street & Franklin Street	4/18/16, 2200	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-021704	14 th Street & Franklin Street	4/24/16, 0200	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-032354	14 th Street & Franklin Street	6/16/16, 2345	No	No	PC245(A)(1)	Force/Assault With a Deadly Weapon: Knife GBI	Larceny Theft (Except Motor Vehicle Theft)
16-040788	14 th Street & Franklin Street	8/1/16, 2330	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-041115	14 th Street & Franklin Street	8/3/16, 2300	No	No	PC459	Burglary-Auto	Larceny Theft (Except Motor Vehicle Theft)
16-910937	14 th Street &	8/21/16, 1400	No	No	PC594(A)	Vandalism	Vandalism



	Franklin Street						
16-060376	14 th Street & Franklin Street	11/13/16, 1056	No	No	Found Property	Found Property	

Table 5: 2016 Crimes reported directly to LU Student Services

Nature (classification)	Case Number	Date/Time Reported	Date/Time Occurred	General Location
Assault with a deadly weapon	15-6260	3/10/2016	1/1/2016	Alameda, CA
Simple Assault	162893791	10/16/2016 12:59	10/15/2016 23:30	San Francisco, CA
Robbery	16-044154	8/22/2016 15:03	08/20/2016 8:10AM	Oakland, CA

Based on this data, Lincoln University wants to remind students that they attend school in an urban environment, and they should be aware of their surroundings at all times.

Community Crime Prevention

When considering Lincoln University’s crime prevention efforts, we know the Lincoln University campus encompasses one four-story building where nearly all of the students attend their classes, and two smaller buildings that house the DI laboratory and one classroom and the library plus two classrooms. This fact along with having less than 850 total students and approximately 100 full-time and part-time faculty and staff members is also a factor to consider. Keeping this in mind, crime prevention at Lincoln is a community effort involving students, faculty, and staff who provide the sets of eyes and ears for detecting and reporting suspicious activity or emergency situations.

Lincoln’s crime prevention efforts include having staff members screening everyone who comes into the three buildings from the entrance. In addition, many parts of the buildings are alarmed and have video surveillance recording. Also, the exit doors in the buildings do not allow the doors to be opened from the outside or street side. Additionally, staff workers periodically walk through the facilities checking for actual or potential safety issues and suspicious activity. This includes conducting a room-by-room check when the last class ends in the evening. While all of Lincoln’s crime prevention efforts work toward preventing crime, keep in mind that Lincoln University does not have a separate or designated campus security unit or department. Our staff



members are not trained or licensed as private security officers. As such, all non-emergency or non-life-threatening incidents that would be reported to a campus security department should be reported to any Lincoln University staff member. Any emergency, potentially life-threatening, or violence/physical acts or threats against a person should be reported directly to the Oakland police department using 9-1-1.

Downtown Oakland Business District Association Ambassadors

Lincoln University is an active member of the Downtown Oakland Business District that is a designated Community Benefit District. This association has an Ambassador program that is available to anyone free of charge, which is described as: “The Safety and Maintenance Ambassador Program is the flagship program of the Downtown Oakland and Lake Merritt-Uptown Community Benefit Districts. Our program consists of 25 full-time, highly visible Ambassadors that circulate throughout Downtown Oakland providing essential security, maintenance and hospitality services. Our staff works daily to improve our neighborhood by creating a cleaner, safer and more hospitable downtown for all to enjoy.” According to their website, their safety activities involve the following:

- Patrol on foot and bicycle
- Provide a high level of pedestrian engagement
- Provide a reassuring presence to reinforce positive perceptions of the neighborhood
- Provide safety escorts to tenants, residents and visitors
- Deter and proactively address low level quality of life crimes
- Document activities and track chronic issues for strategic follow up
- Build productive and collaborative relationships with local property owners, businesses, security personnel, and the Oakland Police Department to create a safer and more hospitable downtown

Lincoln University encourages all community members to program the Ambassador telephone number listed below into their phones, and/or obtain information about their program and contact information through their website at <http://downtownoakland.org/SERVICES>. The information is also available on Lincoln’s student information bulletin boards on campus and directly from student services. Their services can be used during their business hours for escorts to your vehicle that is parked within the district and to/from public transportation so do not hesitate to call for their services. Their hours and contact information are below:

The Safety and Hospitality Ambassador Program

Hours of Operation: Monday-Friday 7:00 am-10:00 pm, Saturday 12:00 pm-12:30 am
For Ambassador assistance, call 510-898-8592

Crime Prevention Suggestions

With no intent to victim blame and recognizing that only rapists are responsible for rape, the



following are some strategies to reduce one's risk of sexual assault or harassment (taken from Rape, Abuse, & Incest National Network, www.rainn.org)

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don't know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab money. Don't allow yourself to be isolated with someone you don't trust or someone you don't know
7. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
8. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find out a way out of a bad situation.
9. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately (local authorities can be reached by calling 911 in most areas of the U.S.).
10. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you've left your drink alone, just get a new one.
11. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don't drink from the punch bowls or other large, common open containers.
12. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they've had, or is acting out of character, get him or her to a safe place immediately.
13. If you suspect you or a friend has been drugged, contact a law enforcement immediately (local authorities can be reached by calling 911 in most areas of the



U.S.). Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).

14.If you need to get out of an uncomfortable or scary situation here are some things that you can try:

15.Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.

16.Have a code word with your friends or family so that if you don't feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.

17.Lie. If you don't want to hurt the person's feelings it is better to lie and make up a reason for you to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: needing to take care of a friend or family member, not feeling well, having somewhere else you need to be, etc.

18.Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?

19.If you and/or the other person have been drinking, you can say that you would rather wait until both of you have your full judgment before doing anything you may regret later.

Hate Crimes

The University strives to foster a safe and healthy learning environment that embodies diversity and inclusion of all members of its community. The Hate Crime statistics are separated by category of prejudice. The numbers for most of the specific crime categories are part of the overall statistics reported for each year. The only exceptions to this are the addition of Simple Assault, Intimidation, and any other crime that involves bodily injury that is not already included in the required reporting categories. If a Hate Crime occurs where there is an incident involving intimidation; destruction, damage, or vandalism of property; larceny; simple assault or other bodily injury, the law requires that the statistic be reported as a hate crime even though there is no requirement to report the crime classification in any other area of the Annual Security Report.

Note: A hate or bias related crime is not a separate, distinct crime, but is the commission of a criminal offense that was motivated by the offender's bias. For example, a subject assaults a



victim, which is a crime. The assault will be classified as a hate/bias crime if proven that the offender was motivated to commit the offense because of his/her bias against the victim's race, ethnicity, national origin, religion, sexual orientation, gender, gender identity, or disability.

Stalking

Repeated conduct directed at a student or staff member (e.g., following, monitoring, observing, surveilling, threatening, communicating or interfering with property), of a sexual or romantic nature or motivation, that would cause a reasonable person to fear for their safety, or the safety of others, or to suffer substantial emotional distress is misconduct and may be criminal.

Alcohol & Drug-Free Prevention

Lincoln University complies with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Campuses Act Final Regulations of 1990. Lincoln has a standard of conduct that prohibits the unlawful possession, use, or distribution of unlawful drugs and alcohol by students and employees on Lincoln University property (Main Campus, DI Lab, or Library) or a part of campus related University activities.

The University will impose disciplinary sanctions on employees and students that ranges from educational and rehabilitation efforts up to and including expulsion or termination of employment and referral for prosecution by the police for violations of the law. These laws impose legal penalties for both misdemeanor and felony convictions. Criminal penalties for convictions can range from fines and probation to denial or revocation of federal benefits (such as student loans or immigration status) to incarceration (county, state or federal prison), and the forfeiture of personal and real property. All members of the Lincoln University of community have the right and responsibility to pursue his or her academic endeavors in a safe, effective, drug-free environment. For those Title IV students receiving federal financial aid, a student must not have been convicted of an offense involving the possession or sale of illegal drugs that occurred while the student was enrolled and receiving Title IV aid.

Lincoln University's Alcohol Policy adheres to local, State, and Federal laws regarding the purchase, sale and consumption of alcohol, including those prohibiting the consumption of alcoholic beverages by persons under the age of 21 on campus and at University-sponsored events. Abuse of alcohol and drugs can have a significant negative impact on one's professional, academic, personal, and family life. Students, staff and faculty work collaboratively in developing educational programs that will encourage responsible adult behavior. The practice of students accepting responsibility for compliance with federal and state laws with Lincoln University's Alcohol and Drug Policies nurtures mature adult behavior.

At the beginning of the Lincoln University's academic year in August (August to July), the University notifies employees and students of their responsibility to adhere to the alcohol and drugs policy. In addition, Lincoln requires new students to attend a new student orientation session at the start of their academic program where they are informed of Lincoln's alcohol and



drug-free policy and their personal responsibility to behave within this policy. Lincoln also provides new employees with training on complying with this policy.

The Office of the Dean of Students is tasked with administrative oversight and enforcement of this policy at the student level under the Administrative Division. This includes education, prevention, and enforcement activities. Additionally, the Director of Student Services maintains a record of all reported drug and alcohol related incidents that occur on campus or at off-campus activities.

A biennial review is conducted to determine its effectiveness and implement changes to the program if necessary and ensure that the disciplinary sanctions listed are consistently enforced. For further information, please contact the Administrative Vice-President through Lincoln University's general number at (510) 628-8010 or visit the Administrative Vice-President's office on the main campus.

Fire Safety and Prevention

Lincoln University publishes this fire safety report as part of its annual Clery Act Compliance. This report contains information regarding the fire safety practices and standards for Lincoln, including statistics concerning the number of fires, the cause of each fire, the number of injuries and deaths related to a fire, and the value of the property damage caused by a fire. There were no reported real fires or reported false fire alarms form 2016.

Lincoln University takes fire safety seriously and has posted fire evacuation plans throughout Lincoln facilities.

Smoking is prohibited in campus buildings. In accordance with California State law and Oakland city ordinances smoking is not permitted within 30 feet of entrance to any University building. Those found in violation may be subject to a \$250 fine of the Oakland police issue a citation.

In the Event of a Fire

Fire alarms alert community members of potential hazards and LU community members are required to follow the warning and evacuate the building immediately upon hearing a fire alarm.

Lincoln University Sexual Harassment Prevention Policy (Interim)

It is the policy of Lincoln University to keep the Lincoln community as a place of work and study free from sexual harassment. Sexual harassment is prohibited on campus and in all University programs. The University does not tolerate sexual harassment and will take immediate action against any University employees, officers, and students who violate this policy. This policy is applicable regardless of the complainant's or respondent's sexual orientation, sex, gender identity, gender expression, age, race, nationality, class status,



hierarchical position within the university community, ability or religion. This form of discrimination may also contribute to the creation of a hostile work or academic environment based on sex and thus constitute or contribute to sexual harassment. Harassment that may not be sexual, but still contributes to a hostile work or academic environment, may also violate Lincoln University's other non-discrimination policies.

The University is committed to protecting victims of sexual harassment, sexual assault, and any form of gender-based harassment; and will not retaliate against individuals because they report sexual harassment or take part in the investigation of sexual harassment complaints. If the University learns that any employee or student has engaged in retaliation, that individual will be disciplined. The University, however, may act against individuals who make intentionally false sexual harassment complaints

Members of the Lincoln University community, guests and visitors have the right to be free from sexual and gender-based violence and harassment. All members of the campus community are expected to conduct themselves in a manner that does not infringe upon the rights of others. The University believes in a zero-tolerance policy for sexual misconduct. This policy has been developed to reaffirm these principles and to provide recourse for those individuals whose rights have been violated.

Students who believe they have been subjected to sexual misconduct are encouraged to report these incidents. When an allegation of misconduct is brought to an appropriate University official, the University will respond promptly, equitably and thoroughly to stop the discriminatory behavior, remedy its effects, and prevent its recurrence.

This policy is intended to define University expectations and to establish a mechanism for determining when those expectations have been violated. Consistent with its commitment to addressing sexual misconduct, the University complies with Title IX of the Higher Education Amendments of 1972, which prohibits discrimination based on sex or gender in education programs or activities. Sexual misconduct, as defined in this policy, constitutes sex and/or gender discrimination prohibited by Title IX and other applicable federal and state laws.

Annual Security Report Preparation and Publication Procedures

Lincoln University has established a procedure for gathering data and preparing the annual security report, which is a team effort. The Administrative Vice-President leads a team that has representatives from the Office of the President, the Provost's Office, the Lincoln University Student Association, the Lincoln University Faculty Association, and includes the Dean of Students, the Director of Student Services. This team is tasked with helping to collect and interpret the data to help organize and publish a report. The Administrative Vice-President's Office is responsible for producing and distributing the report. Crime data is obtained through a public records request to the Oakland police department.

