

In This Issue:

From Everywhere For Everyone	2
Academic Conferences	4
Student Conference	5
The Word Among Us	6
Library News	7
Day Of Peace Photos	8
Special Schedule addendum	
Fire Safety & Security Report addendum	

Birthday Corner:

SEPTEMBER

25	Sr. Kim Vo, MCV
27	Bao Nguyen
28	Mathew Kanjirathinkal
30	Bro. Hanh Nguyen, OCist



THE PRESIDENT

Fr. Tom Ascheman, SVD

Jesus - Extraordinary Communicator

Jesus is a great communicator! He is, after all, the Divine Word, God’s communication in the flesh. The Gospel from last Sunday (Mark 9:30-37) recalls an instance of Jesus’ extraordinary communication skills. Consider the situation...

Jesus traveled south from the highlands of Caesarea Philippi to his home-base of Capernaum, about 20 miles away, on the shore of the Sea of Galilee. That’s about the same distance from Epworth to Dubuque. As he walked with his disciples he returned to an earlier hard teaching: the Son of Man would suffer betrayal, rejection, torture and death. On the third day, he will rise again. The disciples still didn’t get it – perhaps they didn’t want to understand. The teaching was too painful, it didn’t match their hopes.

The disciples hoped for the dawning of God’s Kingdom, but without the pain and terror that Jesus was talking about. Rather than sharing their fears and doubts directly with him, they argued about who was the greatest, the most honorable of them. They imagined themselves in the positions of honor in the new Kingdom. Their arguments make me think of how some people work for presidential candidates as they dream about positions of honor and power in the new administration. Or maybe, the disciples were like adult children accompanying a parent to hospice care in preparation for imminent death. What do they talk about along the way? Who is going to get the car, the jewelry, the house, etc.

Evidently, Jesus’ message was not getting through to the disciples. To make his point more effectively, he did three things. *First*, he gathered them together at the house in Capernaum, and embarrassed them by asking about their discussions along the road. *Second*, he sat down and gathered



the twelve around. This was going to be a true “come to Jesus” moment. In Jesus’ time, a teacher sat down in order to impart an official message. (In our time in the USA, an important teaching is more likely to be expressed when a professor stands up to make a point.) *Third*, and I think most importantly, Jesus presented an object lesson. Maybe it would be better to say Jesus gave a “living” lesson. He took a child in his arms and said, who welcomes a child, welcomes me.



Two points about Jesus’ cultural context help make his lesson powerfully clear.

To start with, in Jesus’ time and culture, a child might be well-loved, but children did not have a high honor status. Today, many cultures emphasize the safety of children in an emergency, but that was not so for 1st century Palestine. Mediterranean cultures, even into medieval times, held that in case of a fire, an honorable man should first try to rescue his father, then his mother, then his wife, and only afterwards his young children and slaves! Save the most honorable first! Next, children lived a precarious existence at that time. Up to 30% of live births resulted in infant mortality. The children that survived were still vulnerable to disease. Only 40% survived past the age of sixteen!

As Jesus took a child in his arms, he identified himself with the child. He was telling the twelve that soon, when he would be betrayed and abandoned, his own honor would be as minimal as that of a child. He also told his listeners, very bluntly, that he was going to die. According to Mark’s Gospel, the disciples did get the message, eventually.

Here at DWC, when we are at our best, we are very effective communicators. Even when our language skills are incomplete, our living and working together speaks clearly to people who may be afraid of folks different from them. When people come to visit us, they notice that we are gathered from everywhere; we are even more diverse than the flags we fly out in front of the College. While our masses and banquets do show our intercultural face, the cleanup after events is what stuns many visitors. They see everyone pitching in and working together, mostly with joy and good humor. In those moments, many are able to glimpse at the College the dawning presence of the Kingdom of heaven.



FROM EVERYWHERE
FOR EVERYONE

Communication

St. Arnold Janssen was a determined and accomplished communicator. He worked as a teacher, preacher, writer and publisher. But his most lasting lessons were imparted in organizing intercultural missionary communities. He originally envisioned a community of **German-speaking** priests, brothers and sisters who would put their lives at the service of the Divine Word, under the guidance of the Holy Spirit. Soon enough his vision expanded dramatically.

St. Joseph Freinademetz joined the new mission house in 1878, three years after the foundation. He was from the Tyrolean Alps of the borderland between Italy and Austria. His home language was Ladin, and he learned Italian in primary school. At ten years of age he had learned German in order to attend higher elementary school. Later, he would learn Latin, Greek and French during his seminary studies. Eventually he would also learn Cantonese and Mandarin Chinese! No wonder his motto was, ***the language that everyone understands is love!***

As the Society grew, St. Arnold established mission houses in Vienna, Austria (St. Gabriel) and in Nysa, Silesia (Holy Cross). The candidates accepted at those houses included men from Austria, Poland, Hungary, and Slovakia, adding to the first candidates from the Netherlands, and various German speaking states.

Even before the foundation, St. Arnold envisioned a multi-national and intercultural missionary community. He wrote in February 1875 to officials in Rome:

“I believe that we will not succeed unless we found a religious congregation. But I am reluctant to multiply such societies, especially one with a national character – which today is so often the enemy of God.”

As St. Arnold’s vision matured, the Society and the Arnoldus family became an ***object lesson in love of neighbor***. The SVD constitutions have a lovely line in the Prologue:

“We propose to make the goodness and kindness of God visible in our life and service. As a community of brothers from different nations and languages, we become a living symbol of the unity and diversity of the church...”





VICE PRESIDENT FOR ACADEMIC AFFAIRS

Dr. Joshua Young

The Season of Academic Conferences

Academic research is an important component of being an effective teacher and scholar. Many disciplines and associations begin holding their annual academic conferences shortly after the academic year has started and many DWC teachers will be participating in some of those upcoming conferences, even this week! Participating in such conferences and presenting academic research furthers the mission of DWC by advancing our understanding of our world and helps us teach future missionaries.

For this reason, DWC financially supports faculty participating in such conferences with an annual \$1,500 stipend for conference travel. All faculty are encouraged to identify professional development opportunities for themselves and to apply for funding. Faculty are also encouraged to collaborate with students and provide opportunities for students to attend conferences with them, preferably as presenters themselves. To those already taking advantage of these opportunities, enjoy your conferences, and we look forward to hearing about all you learn!



Assessment Bites by Dr. Yasmin Rioux

Faculty Evaluations of Spring 2024 Signature Assignments are now complete! Thank you for the faculty evaluator's time and energy. Your work is invaluable in the Institution's efforts to maintain high-quality assessment procedures that ensure excellent student learning opportunities. What is next? I will create the PLO/CC reports and upload and email these within the next week.

Moving forward with our 5-year assessment plan, we will gather the following fall 2024 signature assignments at the end of this semester. These will then be assessed during the spring 2025 semester:

Signature assignments collected during the fall 2024 semester:

- CORE 3 Intercultural Competence via ANT 163 Cultural Anthropology Paper
- IDS – AA – 1; CF – PTH – 1; CF – PTH 2 via PHI 320 Medieval Research Paper



VICE PRESIDENT FOR FORMATION/DEAN OF STUDENTS

Fr. Tuan Hoang, SVD

Student Conference

A reminder that there will be student conference on Thursday, September 26th, 2024 at 1:00 p.m. in the main chapel. Mr. Josh Bird and Ms. Grace Morgan from RISE Counseling will be here to present information on Self Identify, and to introduce their services to the student body. All students are required to attend.

Piano Recital

Dr. Evelyn Dias, Assistant Professor of Music at Divine Word College, will be performing a piano recital honoring the 150 years of the foundation of the Society of the Divine Word and the Arnoldus Family. The concert will be this Thursday, September 26th, 2024 beginning with a reception at 6:30 p.m. in the hallway by the chapel, followed by the performance in the main chapel at 7:00 p.m. It is important for all students, especially the SVD candidates and the SVD in temporary vows, to attend the recital to learn more about the history of the SVDs and to enjoy the entertainment.

I am also attaching to the LOG a special schedule for that day, which will be posted on the bulletin board later in the week.



World Mission Sunday Preparation

We are a month away from the biggest event of the year at Divine Word College, and that is to celebrate World Mission Sunday. We are all aware of our calling to be missionary disciples by spreading the Good News to everyone we encounter in our daily lives. This is not a celebration celebrating Divine Word College and the Divine Word Missionaries, but it is a celebration of our life and call as Jesus' disciples.

I have met with the Student Senate and the coordinators of the three student associations of the college. I am also asking you to cooperate with them as we are in the process of preparation for the celebration. There are still some things that you can help us with individually or as a small group for the preparation:

- We need more chefs to sign up to cook a cultural meal for the Taste of DWC that will happen after the World Mission Sunday mass. I have extended the date until Monday, September 30th, 2024. Please sign up as soon as you can.
- I sent an email last week about the Arnoldus Family Mission project. If you were affiliated with the works of the SVDs and/or SSps in your home country or in the United States in any way, we would like you to send some information and a photo (if any) to Sister Anna Trang Mai, IHM about your involvement with members of the Arnoldus Family. This will be part of the exhibition that we will display in the hallway for our guests to see and enjoy.

Students for Life – Cemetery of the Innocents

Every year the Students for Life at Divine Word College raises awareness for the right to life to end abortion. There will be three events to raise this awareness – a display of crosses on the front hill, pray for life at Holy Hour each month, and participating in the March for Life in January. This Saturday,

September 28th, 2024, we will install the cross display in front of Divine Word College. We will join Tony and Jeanita Grebner and students from local Catholic High Schools to erect the cross for life. Fr. Stephen Nguyen, SVD posted a sign-up sheet on the student bulletin board for those who want to join. The activity will begin at 9:00 a.m. Please join us to show your support.

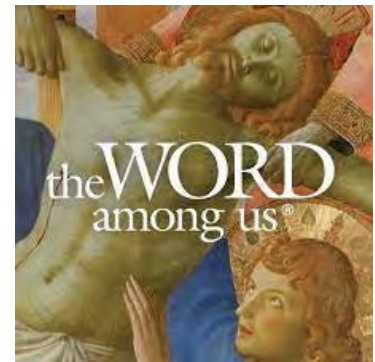


VICE PRESIDENT FOR ADMISSIONS

Len Uhal

The Word Among Us

The October issue of *The Word Among Us* has arrived. Vocation Office staff will put a copy of the new issue in student mailboxes this week. There are a few extra copies in the vocation office and we placed some issues in Spanish in the Queen of the America's Chapel on the lower level. Please remember to pray for the generous benefactor that makes this resource possible for people in formation all around the country.



VICE PRESIDENT FOR OPERATIONS

Steve Winger



Fire Safety And Security Report

The 2023 Annual Fire Safety and Security Report is reported annually by October 1st. This federally required report complies with the Jeanne Clery Disclosure of Campus Security and Crime Statistics Act and contains statistics for the previous three years concerning reported crimes that occurred on campus, in certain off-campus buildings or property owned, leased, or controlled by Divine Word College. This report also includes institutional policies concerning campus security, such as policies regarding sexual assault, alcohol, and other drugs.

The full report is available at the end of this issue of The LOG.

 Matthew Jacoby Library

opac.dwci.edu

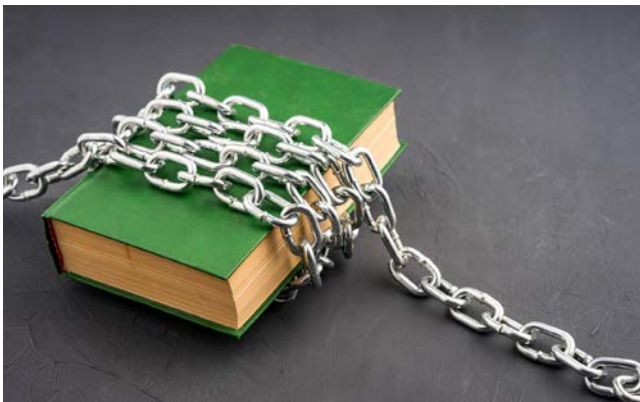
Student Library Research Session

Do you have an upcoming research paper or project? Learn more about how to find and access scholarly books and journals in the library. Special attention will be on the library's newest eBook and journal database: Project Muse. This will be a hands-on session using the lab computers. You are welcome to bring your personal laptop.

What: Find scholarly sources in the library

Where: Computer Lab

When: 3:00 - 4:00 p.m. Monday, October 7th



Banned Books Week and Hispanic Heritage Month

Libraries around the world are highlighting Banned Books Week and Hispanic Heritage Month.

Banned Books Week was launched in 1982 in response to a sudden surge in the number of challenges to books in libraries, bookstores, and schools. This year's Banned Books week is September 22 - 28th, 2024. The theme of this year's event is Freed Between the Lines. See what books topped the [Most Challenged Books list](#) for 2023.

[Hispanic Heritage Month](#) is a month-long celebration of Hispanic and Latino history and culture. This year's Hispanic Heritage Month is from September 15th to October 15th. To celebrate Hispanic Heritage Month with a book, check out Boston University's [book list](#) or stop by the library to browse the Hispanic Heritage Month book display.

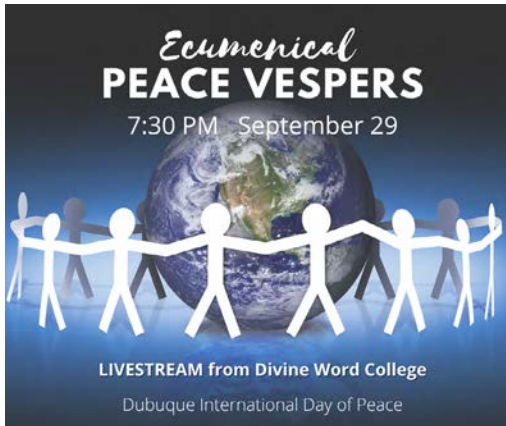
Save the Date! History Expo

The Divine Word College Archives will have an exhibit at the upcoming Dubuque Area History Expo. The Expo is a celebration of local history and community. This free event is on Sunday, Oct. 20th, from 1:00 to 4:00 p.m. at Steeple Square in downtown Dubuque. Complete details are available online at rivermuseum.org/expo.



Campus Read

Join the Campus Read! This year's title is *The Enigma of the Return* by Dany Laferrière. It chronicles the main character's journey back to Haiti after living in Canada for 33 years. The first event is on Friday, October 4th from noon to 1:00 p.m. in the Pour House. We will discuss the historical context and Part I of the book. Email Liz Winter (ewinter@dwci.edu) if you still need a copy of the book.



International Day of Peace

On Thursday, Sept. 19th, the Dubuque International Day of Peace committee hosted a panel discussion entitled “Environment Justice: Ways to Navigate This Changing World.”

This event took place at Loras College at 7:00 p.m.

DWC will host Peace Vespers on Sunday, Sept. 29th at 7:30 p.m. Sr. Michelle Balek, OSF will be the reflector for this special service.

See all area events relating the International Day of Peace posted on the bulletin boards.

Day of Peace Photos

Divine Word College was well represented at “Environmental Justice: Ways to Navigate This Changing World,” a panel discussion held at Loras College in Dubuque. The event was organized by the Dubuque International Day of Peace, which presents several activities and events in September each year to bring attention to creating peace in our world.



DIVINE WORD COLLEGE

SCHEDULE

THURSDAY, SEPTEMBER 26, 2024

6:30 AM	Breakfast
7:30 AM	Morning Prayer
8:00 AM	Eucharist
9:00 AM	Classes
11:40 AM	Early Lunch (Employees & Students)
11:50 AM	Lunch (Everyone)
1:00 PM	Student Conference – <i>Self-Identify</i> (Main Chapel - All students are required to attend)
5:00 PM	Evening Prayer
5:15 PM	Supper
6:30 PM	Reception
7:00 PM	Piano Recital – <i>Piano Recital in Honor of 150 Years of the Society of the Divine Word</i> (Main Chapel)



Divine Word College

2023 Annual Fire Safety and Security Report

OVERVIEW

The Higher Education Opportunity Act, the Clery Act, and the Violence Against Women Reauthorization Act require colleges and universities to prepare, publish, and distribute to all students and employees an annual report pertaining to the college's security policies, procedures and programs.

DISCLOSURE OF CRIME STATISTICS

These acts require colleges and universities to:

- Publish an annual report containing three years of crime statistics and campus policy statements
- Disclose crime statistics for the campus, public areas near campus, and certain non-campus facilities
- Provide campus alerts related to certain crimes that occur on or near campus and pose a potential threat to students, employees, and visitors
- Disclose in a public campus crime log any reported crime occurring on campus
- Publish an annual fire safety report containing three years of fire incidents on campus
- Publish an annual report containing the College's fire safety policies and procedures

A copy of this report is appended and also available on the College website at www.dwci.edu.

CAMPUS SAFETY

Divine Word College is a private institution of higher education. The Administration of Divine Word College is assisted by the Emergency Planning Committee in providing for the welfare and safety of the College community. The Emergency Response Team consists of the College President, the Rector of the SVD religious community, the Dean of Students, the Vice President for Operations and the Director of Maintenance.

EDUCATIONAL PROGRAMMING

In addition to specific policies and procedures in the Student Handbook and Divine Word College Policy Handbook, the College also provides opportunities for additional education on campus safety. The College contracts with Vector Solutions to assign various webinars that students, faculty and staff are required to view each academic semester. These webinars include fire safety, sexual abuse/assault awareness, alcohol and drug awareness, active shooter, and Clery Act, etc.

STUDENT HOUSING FACILITIES

The main College building has sixty (60) dormitory rooms, located on the first and second floor. Megan Hall is a separate building on the College campus, which houses residents on three floors, with thirty-eight (38) dorm rooms. The Arkfeld residence has two floors, with fourteen (14) rooms.

Fire alarms in these three buildings are connected to Per Mar Security Company, which directly contacts the Epworth Fire Department if an alarm is activated.

SECURITY OF CAMPUS FACILITIES

All properties are locked twenty-four hours a day, requiring a key or code to enter. The receptionist opens the door to the main building for visitors, who are asked to sign in and to wear a visitor's badge while in the building

Most classrooms, faculty offices, conference rooms, computer labs, dorm rooms, and the library can be locked from the inside.

The College has interior video cameras to the keyed entrance doors of the main College building, Megan Hall, and the Arkfeld house. Exterior video cameras monitor the main entrance of the College building, the student dorm area parking lot, and the rear of the main building and parking lot.

2023 Divine Word College Annual Fire Safety and Security Report

COLLEGE LAW ENFORCEMENT

College personnel do not have law enforcement authority. In the case of any crime or medical emergency, the College calls 911 to contact the Dubuque County Sheriff. The College works with the Epworth Chief of Police should a crime take place. In the event of a medical emergency, the College calls 911 for assistance from the Epworth Fire Department and ambulance service.

FIRE SAFETY POLICIES/EVACUATION

At the beginning of each academic year, through the orientation program, the Dean of Students distributes information and emergency guidelines to all students, explaining the evacuation process. Emergency procedures are included in the College handbooks for students, faculty, staff, and religious community members. During an evacuation, all individuals should exit the building via the nearest exit.

Fire and tornado drills are held once each academic semester.

FIRE SAFETY REPORT

The College Emergency Planning Committee maintains a fire log recording fires, drills, and evacuation drills. The College also documents all fires.

There were no fires reported for the **2021 - 2023** reporting period.

STUDENT DORM REGULATIONS – FIRE SAFETY

All room furnishings and decorations must meet the requirements of the state and College fire and safety standards and regulations. Please note the following information:

- Cooking is limited in all student rooms.
- Electrical appliances, such as coffee makers, microwaves, hot pots and fans are permitted.
- Cooking appliances, such as toasters, corn poppers, frying pans, sandwich grills, hot plates, and waffle irons are **prohibited** because of fire safety. The College reserves the right to remove unauthorized or dangerous appliances.

- Electric heaters can be used, but only with the permission of the Dean of Students.
- Students may not burn candles in their rooms.
- No cloth or other flammable materials are permitted to be hung in the doorway in such a manner as to block movement in or out.
- Room decorations and wall hangings, such as sheers, flags, fish-netting and macramé items, etc. are not to be draped or hung from the ceiling at any time.
- Live Christmas trees and wreaths are not allowed in the rooms. Only fireproof artificial trees may be used in dorm rooms. Spray snow may not be used to decorate windows or any other part of the room.

SMOKING POLICY

Divine Word College is a tobacco-free campus. In compliance with the Iowa Smokefree Air Act (HF-2212 142 D.1), and to protect the health of our students, faculty, staff and visitors, Divine Word College prohibits the use of tobacco products on its campus. Campus includes all College buildings, grounds, parking lots, College vehicles (regardless of location), athletic fields, dock areas and personal or commercial vehicles while on the DWC campus.

TIMELY WARNING

In the event that a crisis arises either on or off campus that, in the judgment of the College President, Dean of Students, or Rector of the religious community, constitutes an ongoing threat, a college-wide warning will be issued. The College President will determine the content of the notification and who will be the recipients.

The College President will make the official notification by email, phone calls, and/or the public address system.

MISSING STUDENT NOTIFICATION

Students must inform the Dean of Students if they plan to be away from the College for any length of time or overnight and must be granted approval for the absence. The student must leave a phone number where they can be reached.

2023 Divine Word College Annual Fire Safety and Security Report

During registration for courses, students are asked to register a contact person for emergency situations in the Registrar's Office. The information is confidential and available only to authorized personnel and local law enforcement officials in furtherance of an investigation.

If a student or employee believes a student is missing, they are instructed to report the missing student to the College President or Dean of Students immediately. If it is determined that the student is missing, local law enforcement officials will be called immediately. The College President will then inform the student's contact person.

DRUG-FREE COLLEGE/WORKPLACE

In compliance with the Drug-Free Work Place Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989, Divine Word College prohibits the unlawful possession, distribution or dispensing of drugs and alcohol by students and employees on College property or as any part of College activities.

All Divine Word College community members are responsible for abiding by the College policy and guidelines found in the Student Handbook and the Divine Word College Policy Handbook, available on the College website at www.dwci.edu.

The policy for students includes:

- In accord with the Iowa Code, students of the legal age (21 years of age and older) may drink alcoholic beverages. To sell or give or otherwise provide a person under the legal age with alcoholic beverages is prohibited.
- The consumption of alcoholic beverages is limited to specific areas of the College.
- Alcohol is not permitted in any areas unless permission is granted by the Dean of Students.

Counseling for any drug or alcohol problem and/or violation is available at the College Counseling office for students and employees. In addition, counseling is available from Substance Abuse Services Center, Dubuque, IA or the Turning Point at MercyOne, Dubuque, IA.

REPORTING INCIDENTS

The prompt reporting of crimes or suspicious behavior is encouraged. If students or employees receive criminal or emergency information, they should contact College officials promptly.

Individuals who are considered Campus Security Authorities (CSAs) under the Jean Clery Act include the following members:

- College President
- Dean of Students
- Human Resource Representative
- Vice President for Academic Affairs
- Rector of the SVD religious community
- Formation Directors

Who Are Not CSAs?

- Faculty who do not have responsibilities outside of the classroom.
- Contracted College Counselors
- Spiritual Directors or pastoral counselors

Crimes of the following nature must be reported:

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

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

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

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

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

Burglary: The unlawful entry of a structure to commit a felony or theft. This includes unlawful entry with the

2023 Divine Word College Annual Fire Safety and Security Report

intent to commit a larceny or felony; breaking and entering with the intent to commit larceny; housebreaking, safecracking, and all attempts to commit any of the aforementioned.

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

Domestic Violence: Domestic violence is defined as felony or misdemeanor behavior with a current or former spouse, domestic or intimate partner, someone who shares custody of a child, someone who cohabitates, or someone who is situated as a spouse.

Dating Violence: Dating violence is defined as the intentional use of physical, sexual, verbal, or emotional abuse by a person to threaten, harm, intimidate, or control another person in a dating relationship. Dating violence does not include acts covered under the definition of domestic violence.

Stalking: A course of conduct directed at a specific person that would cause a reasonable person to feel fear/significant emotional distress. Stalking behaviors may include but are not limited to:

- Non-consensual communication including in-person communication, telephone calls, voice messages, text messages, email, social networking site posts, websites, or any other undesired communication.
- Following, pursuing, waiting or showing up uninvited at a workplace, place of residence, classroom or other locations frequented by a victim.
- Trespassing; vandalism; non-consensual touching; gathering information about a victim from family, friends, co-workers and/or classmates.

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. These include *Rape, Fondling, Incest, Statutory Rape.*

Hate Crimes, liquor law violations and arrests, drug law violations and arrests, and weapons violations and arrests are also reported under the Clergy Act.

SEXUAL MISCONDUCT POLICY AND GRIEVANCE PROCEDURES (Taken from the Divine Word College Policy Handbook)

Divine Word College is a Catholic college seminary that reflects the values and heritage of the Society of the Divine Word. The College is committed to creating and maintaining a safe and respectful environment for all of its students, employees and visitors. Any form of harassment and sexual misconduct by members of the Divine Word College community will not be tolerated. This policy refers not only to a supervisor's actions with subordinates, or to a professor's/professional staff's actions with students, but also applies to actions between co-workers, co-students, and others with whom students and workers interact during the course of their education or employment at Divine Word College. Disciplinary sanctions will be taken up to and including termination of College employees and expulsion of students.

Divine Word College strives to provide equal employment opportunity, equal educational opportunity, nondiscrimination in programs/services and use of facilities, and an affirmative action program.

TYPES OF MISCONDUCT

Harassment. Harassment consists of unwelcome conduct, whether verbal, physical, or visual, that is based on a person's protected status, such as sex, color, race, religion, national origin, age, physical or mental disability, sexual orientation, gender identity or other protected group status. The College will not tolerate harassing behavior that affects tangible job benefits, that interferes unreasonably with an individual's work performance, or that creates an intimidating, hostile, or offensive working or educational environment for members of the Divine Word College community.

Harassment is not always intentional, and does not have to be intentional to be illegal. It is the behavior that counts, not the identity of the participants. A person can feel harassed even if he or she is not the intended target of the behavior. While not all harassing behavior meets the standard of illegal conduct, any workplace harassment is inappropriate and will not be tolerated. Someone who feels harassed or is aware of incidents of harassment at Divine Word College, has a right and a responsibility to communicate and address the situation.

Sexual Harassment is defined under this policy as severe, persistent or pervasive and objectively offensive unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct or communication of a sexual nature that limits or denies a person's ability to participate in or benefit from the College's education programs or activities, or creates a hostile working environment when:

- Submission to, or rejection of, the conduct is made either explicitly or implicitly a term or condition of an individual's employment or education;
- The conduct has the effect of unreasonably interfering with a person's work, professional or educational performance, productivity, physical security, participation in living arrangements, extracurricular activities, academic or career opportunities, services or benefits – or of creating an intimidating, hostile, or offensive learning or work environment.

Examples of sex discrimination and sexual misconduct may include, but are not limited to the following examples of unwelcome acts:

- **Verbal:** Insults, threats, jokes or derogatory comments based on gender; sexual innuendo or suggestive comments; sexual propositions or advances; pressure for sexual favors; corruption of a minor; importuning or public indecency.
- **Nonverbal:** Posting of sexually suggestive or derogatory pictures, cartoons or drawings; making suggestive or insulting noises, leering, or whistling; making obscene gestures; corruption of a minor; importuning; voyeurism or public indecency.
- **Physical:** Touching, pinching, squeezing, patting or brushing against the body; impeding or blocking normal work or movement; coercing sexual intercourse or assault, rape or sexual battery; sodomy or assault with an object; corruption of a minor; importuning; public indecency; felonious penetration including oral penetration, penetration with a body part, or penetration with an object no matter how slight; or prostitution.
- **Social Media:** Posting sexually explicit photos or harassing comments on social media sites.

Sexual Abuse. Iowa law, Code 709.1 (1992), defines sexual abuse as any sexual act between any persons

including non-consensual sexual intercourse (rape); non-consensual sexual contact (sexual assault and sexual exploitation) by either one when the act is performed with the other participant in any of the following circumstances:

- The act is done by force or against the will of the other. If the consent of the other is procured by threats of violence toward any person or if the act is done while the other is under the influence of a drug-induced sleep, or is otherwise in a state of unconsciousness or the act is done against the will of the other.
- When the victim is incapable of giving consent because he or she suffers from a mental defect or incapacity or lacks the mental capacity to know the right and wrong of conduct in sexual matters.
- The other person is a child (under age 18 and not married).

Sex Act. Iowa law defines "sex act" as follows: The term sex act means any sexual contact between two or more persons by penetration of the penis into the vagina or anus; contact between the mouth and genitalia or by contact between the genitalia of one person and the genitalia or anus of another person; contact between the finger or hand of one person and the genitalia or anus of another person, . . . or by use of artificial sexual organs or substitutes therefore in contact with the genitalia or anus. Iowa Code 701.17 (1992)

Consent is informed, through mutually understandable words, which indicate a willingness to participate in mutually agreed upon sexual activity. At any time during consensual sexual activity, a person may refuse to continue further with any sexual activity. From the point of refusal; previous consent is rendered invalid.

Stalking. Divine Word College is determined to provide an atmosphere free of violence for all members of the college community. The college does not tolerate stalking, and will hold students or employees who engage in stalking behaviors accountable and will report them to local authorities.

Victims of stalking have the right to learn the outcome of their case, including any recommended sanctions against the accused.

2023 Divine Word College Annual Fire Safety and Security Report

The College is committed to supporting victims of stalking by sending referrals to community-support services. This policy applies to all members of the College community.

The College defines stalking as a course of conduct directed at a specific person that would cause a reasonable person to feel fear/significant emotional distress. Stalking behaviors may include but are not limited to:

- Non-consensual communication including in-person communication, telephone calls, voice messages, text messages, email, social networking site postings, instant messages, postings of pictures or information on websites, written letters, gifts or any other communications that are undesired and/or place another person in fear
- Following, pursuing, waiting or showing up uninvited at a workplace, place of residence, classroom or other locations frequented by a victim
- Surveillance and other types of observation, whether by physical proximity or electronic means
- Trespassing
- Vandalism
- Non-consensual touching
- Direct physical and/or verbal threats against a victim or a victim's loved ones
- Gathering information about a victim from family, friends, co-workers and/or classmates
- Manipulative and/or controlling behaviors such as threats to harm oneself or threats to harm someone close to the victim, defamation or slander against the victim.

Dating Violence. Dating violence is defined as the intentional use of physical, sexual, verbal, or emotional abuse by a person to threaten, harm, intimidate, or control another person in a dating relationship. Violent behavior is unacceptable in the College community and should be reported.

Domestic Violence. Domestic violence is defined as felony or misdemeanor behavior with a current or former spouse, domestic or intimate partner, someone who shares custody of a child, someone who cohabitates, or someone who is situated as a spouse. (Section 4002(a) of the Violence Against Women Act of 1994 (42 U.S.C. 13925(a).) (Roommates are not considered a domestic

relationship unless they are involved in a relationship defined as domestic above.) Violent behavior is unacceptable in the College community and should be reported.

PROTECTION AND SAFETY TIPS

- Educate yourself about the realities of sexual assault. Knowledge can be a powerful tool in abuse prevention.
- Argue against dangerous gender roles and stereotypes that can lead to and perpetuate sexual violence.
- Trust your instincts. Pay attention and listen to your "inner voice" that tells you when something is wrong or feels unsafe.
- Communicate physical and sexual boundaries clearly and assertively. Your body belongs to you. You never lose the right to say "no" and can withdraw your consent in a sexual situation at any time.
- Be cautious when choosing to use alcohol or drugs, as they can increase the risk of sexual violence.
- Stay in well-lit areas when walking at night. Walking alone is not recommended. If a person must walk alone then he/she should let someone at the destination know when to expect him/her.
- Locks to cars and living areas should be in working order and always used.
- Be aware if someone suspicious is in a residence hall or walking around outside, call the Dean of Students or another College officer.
- Know that sexual assault is never the victim's fault, regardless of the situation they were in.

REPORTING SEXUAL ABUSE/ASSAULT

Anyone who believes he/she is the victim of sexual abuse at Divine Word College should immediately contact the Dubuque County Sheriff at 911 and the President of the College or appropriate administrator.

- The victim has the right to choose to remain anonymous or keep a report confidential when reporting an incident.
- Do not wash, douche, shower or launder your clothes after an assault, as such could result in destroying evidence.

2023 Divine Word College Annual Fire Safety and Security Report

- Report to a hospital emergency room as soon as possible for treatment and evaluation.
- Cooperate with police and College officials who will contact you for information to proceed with the case.
- Contact the contracted College Counselor to receive assistance and access to counseling resources from a trained advocate. Victims of sexual abuse are referred to the Riverview Center in Dubuque, Iowa (563-557-0310) or the nearest Emergency Room at Finley Hospital (563-582-1881) or MercyOne Hospital (563-589-9666).
- In compliance with Title IX Law, a person accused of assault while residing at the College may be relocated or may be asked to leave the College pending investigation of the complaint as all students have the right to housing free of sexual or physical intimidation,
- If allegations of sexual assault are demonstrated, appropriate action for the complaint will be taken, up to expulsion or termination of employment (title VII, Pub. L. 88-352, 78 Stat.253 (42 U.S. C 2000e et sez.)
- The College has a number of Campus Security Authorities (CSAs). These individuals, by law, must report any incident for the College to be in compliance with the Jeanne Cleary Act. Mandatory reporters include but are not limited to the President, Dean of Students, Vice President for Operations, Vice President for Academic Affairs, and the Rector of the SVD religious community.

Retaliation. It is prohibited to retaliate against anyone reporting or thought to have reported sex discrimination/sexual misconduct behaviors or who is a witness or otherwise is involved in sex discrimination/sexual misconduct proceeding. Such retaliation is a serious violation of the policy and will be investigated as an independent act of sex discrimination. Encouraging others to retaliate also violates this policy. Examples of retaliation include, but are not limited to:

- Unfair grading, evaluation or assignments
- Unfair changes to conditions of employment
- Information being withheld or made difficult to obtain
- Ridicule (public or private)
- Oral or written threats or bribes

Official allegations of harassment or discrimination are to be made in writing to the appropriate administrator as

The fact that someone did not intend to sexually harass an individual is not necessarily a defense to a complaint of sex discrimination. Regardless of intent, it is the duration, effect and characteristics of the behavior that determine whether the behavior constitutes sex discrimination. Harassing conduct may be disciplined even if the complaining person is not the intended target of the conduct.

This policy covers all members of, and visitors to, Divine Word College and those otherwise associated with the College including but not limited to: administrators, faculty, staff (administrative, professional and hourly), students, vendors, contractors, and volunteers.

Security Awareness. Divine Word College safety and security policies are reviewed with all students during the orientation period when school begins in the fall and with new students arriving for the spring semester. Policies are also reviewed with new employees. All College policies are available in the Student Handbook and Divine Word College Policy Handbook. Information is also disseminated on area workshops regarding safety, security and sexual abuse.

Reporting. Individuals who believe they have been harassed or discriminated against and wish to file a formal complaint should address their concerns to the appropriate administrative official at the College as set forth below.

- A Faculty Member reports to the Vice President for Academic Affairs
- A Staff Member reports to the Human Resource representative
- A Student reports to the Dean of Students
- A Vice President reports to the President

If the complainant feels uncomfortable going to their appropriate administrator above, or the appropriate administrator is the subject of the harassment or discrimination allegations, the complainant should direct the complaint to one of the other appropriate administrators.

soon as possible and not later than thirty (30) calendar days from the date of the alleged harassing or

2023 Divine Word College Annual Fire Safety and Security Report

discriminatory event. The complaint must include the following information: 1) name, address and telephone number of the complainant; 2) the nature of the complaint; 3) date(s) and location(s) of the alleged occurrence(s); 4) evidence on which the complaint is based; and 5) and the redress sought by the complainant.

Supervision. In extreme cases where the safety of individuals, the protection of property, or the continuity of the educational process may be in danger, the appropriate administrator, in consultation with the President, can decree the immediate suspension of an individual or individuals. In these cases, the individual must respond to the charges within 72 hours of notification, or waive his/her right to further appeals process.

Investigation. The appropriate administrator will have twenty (20) calendar days in which to conduct an investigation of the complaint. The appropriate administrator may act as investigator or may arrange for another individual to act as the investigator in the matter. The purpose of the investigation is to establish (1) whether there is reasonable basis for believing the alleged and a violation of the policy has occurred, and (2) the factual circumstances surrounding the claim.

Divine Word College will engage with a qualified organization or individual in the Dubuque area to investigate and conduct hearings in a manner that “protects the safety of victims” and “promotes” accountability.

The investigator will interview the complainant, the person against whom the complaint is made, and may interview any other persons believed to have pertinent factual knowledge. A copy of the College’s anti-harassment policy and complaint procedure will be provided to both complainant and accused. At all times, the investigator will take steps to maintain strict confidentiality to the fullest extent practicable. The parties and any notified administrator of the College or supervisor will maintain strict confidentiality as well.

The investigation will afford the person against whom the complaint is made an opportunity to respond to the allegations of the complaint. The investigator will be in communication with the complainant until the complaint is resolved. The complainant will be informed of general actions taken but will not be informed of specific conversations held with the person against whom the complaint is made.

Both the complainant and the accused have the same right to have an advocate present during the interviews. This would be a person of the student or employee’s choosing.

The standard of evidence used by the investigator is preponderance of evidence standard of proof. This means that the College resolves complaints based on what they believe is more likely than not to have happened.

Determination of Facts. Upon the expiration of the twenty (20) calendar day period the investigator will have an additional ten (10) calendar days to produce a written report summarizing the findings of fact. This report will be provided to the appropriate administrator of the College or supervisor and to the Title IX Coordinator, currently the Vice President for Operations. The Title IX Coordinator will review the report within ten (10) days and determine appropriate sanctions if any. Both parties involved will then be notified concerning the determination of facts and any sanctions imposed.

Sanctions. Sanctions may include, but are not limited to, written reprimand of the person against whom the complaint is made, suspension or dismissal of the person against whom the complaint is made, a change of grade or other academic record, a change of course section, a change of reporting line for an employee, or any other appropriate sanction(s) under the circumstances. If the sanctions are imposed this report will become part of the personnel file of the individual against whom the complaint is made.

DIVINE WORD COLLEGE

2023 Divine Word College Annual Fire Safety and Security Report

CAMPUS SAFETY AND SECURITY REPORT

Reporting date: October 1, 2024

Divine Word College publishes the following annual security report as required by the Crime Awareness and Campus Security Act of 1990 Section-204-Disclosure of Campus Crime Statistics.

This report discloses crime statistics for the campus, public areas near campus, and certain non-campus facilities reported to campus security authority or local police agencies for the past three calendar years ending December 31, 2023:

	2021	2022	2023
Murder/Non-negligent manslaughter	0	0	0
Negligent manslaughter	0	0	0
Sex offenses - Forcible	0	0	0
Rape	0	0	0
Fondling	0	0	0
Sex offenses - Non-forcible	0	0	0
Incest	0	0	0
Statutory rape	0	0	0
Robbery	0	0	0
Aggravated assault	0	0	0
Burglary	0	0	0
Motor vehicle theft	0	0	0
Arson	0	0	0
Domestic violence	0	0	0
Dating violence	0	0	0
Stalking	0	0	0
Weapons: carrying, possessing, etc.	0	0	0
Drug abuse violations	0	0	0
Liquor law violations	0	0	0
Unfounded crimes	0	0	0
FIRES	0	0	0
Megan Hall-115 1 st Street SW	0	0	0
Leonard House-309 First Street SW	0	0	0
Arkfeld House-204 South Center Avenue	0	0	0
Main Campus-102 Jacoby Drive SW	0	0	0

You can access the most recent statistics for Divine Word College reported to the Department of Education at <http://ope.ed.gov/security/index.aspx>.