



**RECONSTRUCTIONIST
RABBINICAL COLLEGE**

Deeply rooted. Boldly relevant.

SECURITY REPORT

2020-2021 Academic Year

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I.

OVERVIEW

As required by federal regulations for all participating Title IV schools and to honor our commitment to the safest practices possible at Reconstructing Judaism, compiled below is the 2020-2021 safety report for the Reconstructionist Rabbinical College. Gathered in this report are statistics on all criminal reports filed on the campus and the surrounding area for the years 2018,2019, and 2020. The report also includes emergency procedures, safety information, and the best practices for reporting crimes committed on campus for both victims and bystanders as well as the procedures put in place to notify students about emergencies and criminal events on campus. The goal of this report is to provide an overview of the current state of security on our campus as well as to outline the best practices to ensure the safety and security of our campus and of all of our students.

II.

A. Crime Report

Criminal Offenses

Offense	2018		2019		2020	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Robbery/Theft	0	0	1	0	1	0
Aggravated Assault	0	0	0	0	0	0
Burglary	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0
Arson	0	0	0	0	0	0

VAWA OFFENSES (Violence Against Women Act)

Offense	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Domestic Violence	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

ARRESTS

Offense	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Weapons: carrying, possessing etc.	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0

DISCIPLINARY ACTIONS

Offense	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Weapons: carrying, possessing, etc.	0	0	0	0	0	0
Drug Abuse Violations	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0

B. Hate Crime Report

Criminal Offense	Occurrences of Hate Crimes									
	2018 total	Category of Bias for Crimes Reported in 2018								
		Race	Religion	Sexual Orientation	gender	Gender Identity	Disability	Ethnicity	National Origin	
Murder/ Non negligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0

Criminal Offense	Occurrences of Hate Crimes									
	2019 total	Category of Bias for Crimes Reported in 2019								
		Race	Religion	Sexual Orientation	gender	Gender Identity	Disability	Ethnicity	National Origin	
Murder/ Non negligent Manslaughter	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0	0



Criminal Offense	Occurrences of Hate Crimes								
	2020 total	Category of Bias for Crimes Reported in 2020							
		Race	Religion	Sexual Orientation	gender	Gender Identity	Disability	Ethnicity	National Origin
Murder/ Non negligent Manslaughter	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0
Statutory rape	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0	0	0	0
Larceny-theft	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0	0	0	0

III.

Procedures to Report Criminal Actions

Due to the size and nature of our College, we do not have a private security force for the reporting of crimes or other emergencies on campus. As stated in our Emergency Operations and Emergency Response plan, in the event of an emergency or to report a crime all students are encouraged to dial **911** or call the Cheltenham Police Department directly at 215.885.1600. All victims and bystanders are also encouraged to contact the Reconstructing Judaism emergency contacts listed in the Emergency Operations and Emergency Response Plan. The identity of anyone who reports a crime or an emergency will be kept confidential. Those contacts are:

Robert Chavez, Director of Operations

Rabbi Amber Powers, Executive Vice President

Both contacts can be reached through the phone system directory by calling 215.576.0800

IV.

Procedures to Notify Student Body on Criminal Statistics and Emergencies

In cooperation with the Cheltenham police department, Reconstructing Judaism is notified of all crimes reported on campus and in our surrounding area to be included in our safety report, compiled and released annually. A physical copy of the Safety Report can be viewed in the Student Lounge and the report is uploaded digitally and made available through our Populi system and our website. In the event of an emergency that requires the immediate notification of all students, faculty, and staff, everyone will be notified via text alert using our OneCallNow emergency notification system. In order to qualify for text alert, all students, faculty, and staff must text the word **alert** to 22300.

V. Campus Access and Surveillance

All entrances to the campus are locked at all times and can only be opened through the use of an approved Key fob, issued to all students, faculty and staff. In the event that a key fob is lost or stolen, report the issue immediately to Em Wilson, our receptionist and administrative assistant, at ewilson@reconstructingjudaism.org, so that the key fob clearance can be terminated and a new key fob can be issued.

For increased safety, the campus is monitored 24/7 through security cameras positioned around the perimeter of the building. All feed is archived by our Militia Hill Security System and is available for review by Administration in the event of a crime committed on campus.

VI. Drug and Alcohol Policy

As stated in the Student Handbook, RRC prohibits the unlawful possession, use or distribution of illicit drugs and alcohol by students on its property or as part of any of its activities.

Any student who violates the standards may be subject to immediate disciplinary sanctions consistent with local, state and federal law, up to and including immediate termination or expulsion, referral for prosecution and/or referral to a drug-abuse assistant or rehabilitation program. In deciding what action to take, RRC will take consider the nature of the violation, the student's current job assignment, the student's record with RRC and other factors relevant to the impact of the student's conduct upon RRC's activities. For a more detailed view of our Drug and Alcohol policy, please refer to the Student Handbook.

VII.

Statement of Policy Regarding Dating Violence, Domestic Violence, Sexual Assault and Stalking

A commitment to a harassment free environment is something that the faculty and staff take incredibly seriously within the Reconstructing Judaism community. To illustrate this, copied here in full is the section of the student handbook dealing with Sexual Harassment and Title IX policies.

XXVII. Harassment-Free Environment & Title IX Policies

Every member of our community has the right to work and study in a setting free of harassment. Reconstructing Judaism's Harassment-Free Environment and Title IX policies apply to all Reconstructing Judaism community members – board, faculty, students, employees and lay volunteers – including anyone located on or visiting campus. In the case of Title IX related offenses, the scope may include individuals present both on and off campus, whether or not at a College-sponsored event, and when at least one of the parties involved is a Reconstructing Judaism community member.

Title IX & Sexual or Gender-based Harassment

Reconstructing Judaism prohibits harassment on the basis of sex, sexual orientation, gender identity and gender expression. As an academic institution that receives federal funding, Reconstructing Judaism aims to be in compliance with Title IX. Prohibited under Title IX are the following offenses: sexual harassment, gender-based harassment, domestic and dating violence, stalking, rape & statutory rape, sexual exploitation and incest. While it is not possible to list all circumstances that may constitute sexual or gender-based harassment, certain conduct, if unwelcome, may constitute sexual or gender-based harassment depending upon the totality of the circumstances, including the severity of the conduct and its pervasiveness.

Affirmative Consent: Harassment applies to unwelcome conduct. Reconstructing Judaism is a proponent of affirmative consent, which is the best protection against allegations of unwelcome conduct. It is the responsibility of the person initiating or escalating physical or sexual activity to gain verbal consent, in advance, to confirm that their desired interaction is consensual. Without verbal affirmative consent, the ability to reasonably determine if consent was obtained or communicated is much more challenging. Complaints that may relate to the areas listed above fall under Title IX and should be submitted to the institution's Title IX coordinator. The human resources administrator also serves as the institution's Title IX coordinator. If the complaining party is uncomfortable speaking directly to the Title IX coordinator, they may have any support person of their choosing make a complaint on their behalf. If the coordinator determines that the complaint meets Title IX criteria, a Title IX trained investigator will undertake an investigation, which

may include discussion with the complaining party, discussion with the respondent, and discussion with any potential witnesses. Depending on the investigation's assessment of the severity of the conduct determined to have occurred, such action might include education, separation, a reprimand, suspension or termination. (See letter D in this section for more information regarding investigators and adjudication)

Interim Measures

Also known as accommodations, interim measures are available upon receipt of a report of sexual harassment, gender-based harassment, domestic and dating violence, stalking, rape & statutory rape, sexual exploitation and incest and prior to the resolution of a complaint, as appropriate. Available interim measures include, but are not limited to, restrictions on contact between a complainant and respondent ("no contact" orders); changes in academic situations; academic support; and escort services. If appropriate, the Title IX coordinator generally will offer interim measures upon receipt of a qualifying report. Individuals requesting additional interim measures or experiencing difficulty obtaining interim measures that have been approved should immediately contact the Title IX coordinator.

If the coordinator finds that the complaint is unqualified under Title IX definitions, the coordinator will inform the complainant that they may make use of the regular harassment reporting procedures. (See letter C in this section)

All members of the Organizations' staff and faculty are considered "Responsible Employees" under Title IX and are required to report knowledge of any incidents of sexual and gender-based harassment, sexual violence, domestic violence, dating violence and stalking to the Title IX coordinator, whether or not they are directly involved with the complaint.

A Responsible Employee (RE) must also inform a complainant of their rights under Title IX.

Rights under Title IX are as follows:

Before a person "reveals information that s/he may wish to keep confidential," an RE should make every effort to ensure that the complainant understands:

- the RE's obligation to report to the Title IX coordinator or other appropriate school officials (names and other relevant facts such as the date, time, and location)
- the option to request that the College maintain confidentiality/make no investigation, which the College will consider but cannot guarantee; and
- the option to report confidentially by speaking to their spiritual director, mental health professional or sexual assault resource center (this option is only available if disclosure has not already occurred)

If a complainant discloses to an RE prior to an RE's opportunity to inform the complainant of their rights under Title IX, the RE should do so immediately following disclosure.

An RE should also tell the complainant that the complainant is not obligated to file an official report or complaint with the Title IX coordinator, but that the coordinator will most likely reach out to them upon receipt of the information from the RE. The RE should also inform the complainant that the College prohibits retaliation.

Any questions regarding Title IX procedures, obligations or training should be directed to the Title IX coordinator/human resources administrator.

Reconstructing Judaism also prohibits harassment on the basis of race, color, age, disability, marital or partnered status, parental status, ancestry, national or ethnic origin, alienage and citizenship, status as a veteran, religion, or any other protected category.

Examples of such harassment could include (a) making inappropriate comments or remarks regarding one of the classes listed above (b) creating an intimidating, hostile or offensive environment by such conduct; (c) other unwelcome/inappropriate verbal or physical conduct such that they have the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or offensive work environment.

Any Reconstructing Judaism community member who believes that they have experienced this type of non-sexual or non-gender-based harassment, or a community member who has made a complaint that is found to be unqualified under Title IX, should report the conduct to the president, the executive vice president, the vice president for academic affairs or the human resources coordinator. If the complaining party is uncomfortable speaking to any of these people, they may designate a staff member, a member of the regular faculty or a member of the student body to make a formal complaint to one of these people on their behalf. An investigation of the complaint, including discussion with the complaining party, will be undertaken by the administration, and appropriate action will be taken by the human resources administrator in conjunction with executive leadership. Depending on the investigation's assessment of the severity of the conduct determined to have occurred, such action might include education, separation, a reprimand, suspension or termination.

Investigation and Adjudication

In some cases, investigation and adjudication will be conducted internally, meaning by trained staff members of Reconstructing Judaism. The Title IX coordinator/human resources administrator will strive to keep the complainant and respondent updated to the degree that it is possible and will aim to do so within a reasonable time frame.

The Organization reserves the right to use an external investigator at any time and may choose to do so because of conflicts of interest and/or the severity of the allegation.

Administrative Leave

In cases of a complaint against an employee of Reconstructing Judaism, depending on the nature of the complaint, the Organization reserves the right to place the employee on administrative leave, whether paid or unpaid, as allowed by law.

Confidentiality

Reconstructing Judaism is sensitive those wishing to keep complaints confidential. Though complete confidentiality cannot be guaranteed when it would impede a thorough investigation and adjudication, Reconstructing Judaism will effort to keep the circle of people who are involved in the investigation process as small as possible.

Anonymous Complaints

Reconstructing Judaism encourages those who feel they have been subject to a violation of the harassment-free environment or Title IX policies to make a formal complaint so that appropriate next steps can be taken. There are times, however, when a complainant may wish to make an anonymous complaint. This should be



done by way of letter without return address or other identifying information. Please note that Reconstructing Judaism may be limited in its ability to conduct an investigation and come to an appropriate resolution if it cannot determine the specifics needed to do so, which is the case with many anonymous complaints.

All complainants, regardless of the type of harassment, have rights that include consulting an attorney, reporting to police, and reporting to the EEOC or the OCR, if applicable. The process outlined in these policies in no way seeks to limit the freedom and constitutional rights of those involved with a harassment complaint.

Retaliation against any complainant, respondent or witness involved with a harassment complaint, and retaliation against such individuals for cooperating with an investigation of a harassment complaint, is prohibited and subject to disciplinary action.

VIII.

Statement on Neighborhood Protection and Safety

In accordance with the Adam Walsh Child Protection and Safety Act of 2006, Reconstructing Judaism is required to provide information on where a list of registered sex offenders in the area of the campus can be obtained. To view a list of registered sex offenders in Wyncote, PA, go to: <http://www.city-data.com/so/so-Wyncote-Pennsylvania.html>

IX.

Statement of Policy on Emergency Procedures

In the event of an Emergency Evacuation, maps with the closest possible exit are posted by doorways throughout the building. To build preparedness around Emergency Evacuations, Reconstructing Judaism holds evacuation drills once a semester to ensure everyone knows how to exit the building as quickly as possible. For a full list of emergency response and evacuation procedures, please check pages 3-7 of the Emergency Operations and Procedures plan.

To alert the student body in the event of an on campus emergency, our OneCallNow text alert system will be put into effect and provide students with emergency information and instructions. In the event of the campus entering a school “lock down” or “lock out” mode, everyone currently in the building will be notified through our phone intercom system.

All emergency alerts are handled and disseminated by Robert Chavez, Director of Operations, and Evan Hoskins, Administrative Assistant and Receptionist. They determine the wording and nature of the alerts, who will need to receive the alerts that are set out and disseminating the emergency situation alert to the local authorities and larger community.

The Emergency Response and text alert system will be tested at least once per calendar year. The testing may be announced or unannounced depending on what information is needed from the test.

X. Timely Warnings of Crime and Emergency Notification

All emergency notifications described above will be delivered in a timely and effective manner that ensures all receiving the message will be given enough time as possible to react, adjust, and plan accordingly.

In addition to emergency notifications, Reconstructing Judaism will also provide timely notifications on crimes, including criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, arson and other offenses which lead to arrest in order to aid in the prevention of similar crimes. These notifications will be confidential and withhold the names and identification of victims, in accordance with the Violence Against Women Act of 1994. These notifications do not include crimes reported to a pastoral or professional counselor.

In the event of an immediate threat to the health and safety of students or employees on campus, Reconstructing Judaism will follow our emergency notification procedures and is not required to issue an additional notification in a timely manner. However, Reconstructing Judaism will provide updates to the situation for the community as needed.