



**Annual Security Report
&
Campus Safety/Security
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Last Updated 11-02-2016

Creative Images is committed to providing a safe and secure environment for its artists, staff, clients, and visitors on college property and complying with the provisions of the “Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.”

Following are the crime statistics for the Vandalia campus for the past three years:

OFFENSE	2013		2014		2015	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Criminal Homicide						
Murder (includes non-negligent manslaughter)	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sex Offenses						
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Other Offenses/Crimes						
Robbery	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0
Simple assault	0	0	0	0	1	0
Burglary	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0
Larceny-theft	0	0	0	0	1	0
Arson	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0
Unfounded reports	0	0	0	0	0	0

Number of arrests made for the following crimes

ARRESTS	2013	2013	2014	2014	2015	2015
	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
Hate Crimes						
Larceny-theft	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0
Violence Against Women Act						
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0



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Referrals for Disciplinary Action	2013 On Campus	2013 Public Property	2014 On Campus	2014 Public Property	2015 On Campus	2015 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

Following are the crime statistics for the Centerville campus for the past three years:

OFFENSE	2013		2014		2015	
	On Campus	Public Property	On Campus	Public Property	On Campus	Public Property
Criminal Homicide						
Murder (includes non-negligent manslaughter)	0	0	0	0	0	0
Manslaughter by Negligence	0	0	0	0	0	0
Sex Offenses						
Rape	0	0	0	0	0	0
Fondling	0	0	0	0	0	0
Incest	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0
Other Offenses/Crimes						
Robbery	0	0	0	0	0	0
Aggravated assault	0	0	0	0	0	0
Simple assault	0	0	0	2	0	0
Burglary	0	0	0	0	0	0
Motor vehicle theft	0	0	0	0	0	0
Larceny-theft	0	0	1	2	0	1
Arson	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0
Unfounded reports	0	0	0	0	0	0



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Number of arrests made for the following crimes

ARRESTS	2013	2013	2014	2014	2015	2015
	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	1	0	0
Liquor law violations	0	0	0	0	0	0
Hate Crimes						
Larceny-theft	0	0	0	0	0	0
Simple assault	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0
Destruction/damage/vandalism of property	0	0	0	0	0	0
Violence Against Women Act						
Domestic violence	0	0	0	0	0	0
Dating violence	0	0	0	0	0	0
Stalking	0	0	0	0	0	0

Referrals for Disciplinary Action	2013	2013	2014	2014	2015	2015
	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

Types of Offenses Reported

The Clery Act requires our institution to disclose the following categories of crime statistics:

Criminal Offenses – this includes murder, non-negligent/manslaughter by negligence, sex offenses including rape, fondling, incest, and statutory rape; robbery, aggravated assault, burglary, motor vehicle theft, and arson.

Hate Crimes – this includes any criminal offense that manifests evidence that the victim was intentionally selected because of the perpetrator’s bias against the victim.

Violence Against Women – this includes any act of domestic or dating violence, stalking, and forcible sex with or directed toward a woman.



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Arrests and Referrals for Disciplinary Action for weapons: carrying, possessing, etc., drug abuse violations, and alcohol abuse violations (The Handbook for Campus Safety and Security Reporting, pp. 33-34).

Hate Crime Definitions

Race: A preformed negative attitude toward a group of persons who possess common physical characteristics, facial features, etc., genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind.

Religion: A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being

Disability: A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

Sexual orientation: A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation

Gender: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender

Gender Identity: A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity

Ethnicity: A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry

National origin: a preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth

Preparation of Crime Statistics Disclosure and Notification

The crime statistics report is prepared by the Financial Planning Department using crime statistics gathered from the local police department and disciplinary actions taken by the school for listed offenses. Notification is sent by email, with delivery confirmation



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request, to all students and staff and posted on our school website by October 1 of each year.

Policy Addressing Timely Warnings

In the event that a situation arises that constitutes an ongoing or continuing threat, a campus wide “timely warning” will be issued through our immediate notification system, OneCallNow. All students, upon enrollment, and staff, upon employment, are added to our OneCallNow directory. Generally, our General Manager or Campus Manager will call in the notification message. The warning may also be issued through email, phone calls, or mailed notices to students, faculty, and staff.

Campus Security and Access

Campus buildings are locked after evening classes by the evening educators and opened prior to morning classes by morning educators. Buildings remain locked when school is not in session. Also, an alarm system is utilized during non-business hours. Security cameras and emergency lighting are in place at both campus locations and maintained by our maintenance personnel. Creative Images does not maintain a separate campus security department, nor does it have any campus residences.

Prevention and Security Awareness Programs

Prevention and security awareness at Creative Images includes a training session required of all new employees on threat assessment and management. The same training session is made available to all students. At student orientation, students are informed of safety measures they can take for their own safety, as well as review of the resources available to them in crisis situations. As part of Creative Images’ ongoing commitment to the safety and security of its staff and students, a local police department official is brought in to give a presentation on prevention, security, and safety awareness, at least annually, to all students and staff.

Awareness programs

The term awareness programs refers to programs, campaigns, or initiatives that increase audience knowledge of the issues of sexual assault, domestic violence, dating violence and stalking and share information and resources to prevent interpersonal violence, promote safety, and reduce perpetration. These efforts can include campus communitywide mobilizations, as well as targeted audience-specific programming (including both students and employees). Awareness month campaigns, “Speak Outs,” rallies or marches, informational poster campaigns or resource websites, and educational programming that focus on sharing resources and information about these issues are examples of awareness programs that may be utilized, at least annually, at Creative Images.



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Sexual and Gender-Based Harassment Policy

Creative Images Institute of Cosmetology (CI) is committed to maintaining a safe and healthy educational and work environment in which no Student/Staff member of the Institute community is, on the basis of sex, sexual orientation or gender-identity, excluded from participation in, denied the benefits of, or subjected to discrimination in any school program or activity. Gender-based and sexual harassment, including sexual violence, are forms of sex discrimination in that they deny or limit an individual's ability to participate in or benefit from the programs.

This policy is designed to ensure a safe and non-discriminatory educational and work environment and to meet legal requirements of the Clery Act and Violence Against Women Reauthorization Act of 2013, which prohibits discrimination on the basis of sex, sexual orientation, and gender identity.

It is the policy of CI to provide educational, preventative and training programs regarding sexual or gender-based harassment; to encourage reporting of incidents; to prevent incidents of sexual and gender-based harassment; to make available timely services for those who have been affected by discrimination, and to provide prompt and equitable methods of investigation and resolution to stop discrimination.

This policy prohibits retaliation against a person who reports sexual harassment or sexual violence, assists someone with a report of sexual harassment or sexual violence, or participates in any manner in an investigation or resolution of a sexual harassment or violence report. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or education.

Gender-Based Harassment

Gender-based harassment is verbal, non-verbal, graphic, or physical aggression, intimidation, or hostile conduct based on sex, sex-stereotyping, sexual orientation, or gender identity, but not involving conduct of a sexual nature, when such conduct is sufficiently severe, persistent, or pervasive that it interferes with or limits a person's ability to participate in or benefit from the Institute's education or work program activities. For example, persistent disparagement of a person based on a perceived lack of stereotypical masculinity or femininity or exclusion from an activity based on sexual orientation or gender identity also may violate this policy.

A hostile work environment can be created by persistent or pervasive conduct or by a single severe episode. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment. Sexual violence including rape, sexual assault, domestic and dating violence, is a form of sexual harassment. In addition, the following conduct may violate this policy:

- Observing, photographing, videotaping, or ~~making other visual or auditory~~ records of sexual activity or nudity, where there is a reasonable expectation of privacy, without the knowledge and consent of all parties
- Sharing visual or auditory records of sexual activity or nudity without the knowledge and consent of all recorded parties or recipient (s)
- Sexual advances, whether or not they involve physical touching
- Commenting about or inappropriately touching an individual's body
- Requests for sexual favors in exchange for actual or promised job benefits, such as favorable reviews, salary increases, promotions, increased benefits, or continued employment
- Lewd or sexually suggestive comments, jokes, innuendos, or gestures
- Stalking

Sexual Harassment

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that tends to create a hostile or offensive work environment.

Violation of this policy may result in the imposition of sanctions up to, and including termination, dismissal, suspension or expulsion as determined by the Campus manager, Program Director, and/or General Manager.

Retaliation against an individual for raising an allegation of sexual or gender-based harassment, for cooperating in an investigation of such complaint, or for opposing discriminatory practices is prohibited. Submitting a complaint that is not in good faith or providing false or misleading information in any investigation of complaints is also prohibited.

Violence Policy

Creative Images Institute of Cosmetology prohibits any sexual violence, domestic violence, dating violence, sexual assault, rape, and/or stalking.

Violation of this policy may result in the imposition of sanctions up to, and including termination, suspension or expulsion as determined by the Campus Manager, Program Director, and/or General Manager.

Violence Against Women:

Sexual Violence

Sexual violence is defined as physical sexual acts engaged without the consent of the other person or when the other person is unable to consent to the activity. Sexual violence includes sexual assault, rape, battery, and sexual coercion; domestic violence; dating violence; and stalking.



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Domestic Violence

Domestic violence is defined as a felony or misdemeanor crime of violence committed against an adult or a minor who is a spouse or former spouse, cohabitant or former

cohabitant, or someone with whom the abuser has a child, has an existing dating or engagement relationship, or has had a former dating or engagement relationship.

Stalking

Stalking is defined as engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others; or suffer substantial emotional distress.

Dating Violence

Dating Violence is defined as violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.

Sexual Assault

Sexual Assault occurs when physical sexual activity is engaged without the consent of the other person or when the other person is unable to consent to the activity. Examples of sexual assault include Rape, Fondling, Incest, and/or Statutory Rape. The activity or conduct may include physical force, violence, threat, or intimidation, ignoring the objections of the other person, causing the person's intoxication or incapacitation through the use of drugs or alcohol, or taking advantage of the other person's incapacitation (including voluntary intoxication).

Incapacitation

Incapacitation is defined as the physical and/or mental inability to make informed, rational judgments. States of incapacitation include, but are not limited to, unconsciousness, sleep and blackouts. Where alcohol or drugs are involved, incapacitation is defined with respect to how the alcohol or other drugs consumed affects a person's decision-making capacity, awareness of consequences, and ability to make fully informed judgments. Being intoxicated by drugs or alcohol does not diminish one's responsibility to obtain consent. The factors to be considered when determining whether consent was given include whether the accused knew, or whether a reasonable person should have known, that the complaint was incapacitated.

Consent

Consent is informed. Consent is an affirmative, unambiguous, and conscious decision by each participant to engage in mutually agreed-upon sexual activity.

Consent is voluntary. It must be given without coercion, force, threats, or intimidation.

Consent means positive cooperation in the act pursuant to an exercise of free will.



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Consent is revocable. ~~Consent to some form of sexual activity does not imply consent to~~ other forms of sexual activity. Consent to sexual activity on one occasion is not consent to engage in sexual activity on another occasion. A current or previous dating or sexual relationship, by itself, is not sufficient to constitute consent. Even in the context of a relationship, there must be mutual consent to engage in sexual activity. Consent must be

ongoing throughout a sexual encounter and can be revoked at any time. Once consent is withdrawn, the sexual activity must stop immediately.

Consent cannot be given when a person is incapacitated. A person cannot consent if she/he is unconscious or coming in and out of consciousness. A person cannot consent if she/he is under the threat of violence, bodily injury, or other forms of coercion. A person cannot consent if his/her understanding of the act by a physical or mental impairment. Violation of this policy may result in the imposition of sanctions up to, and including termination, suspension or expulsion as determined by the Campus manager, Program Director, and/or General Manager.

Procedures for Reporting & Responding to Reports of Sexual Harassment/Violence

To report a crime, notify your Campus Manager (designated Campus Security Authority). Then call the local police department or 9-1-1 if an emergency. Creative Images encourages anyone who is the victim or witness to any crime to promptly report the incident to a Creative Images Campus Manager and the police. Confidential reports of crime may also be made to Miami Valley Crime Stoppers at 222-STOP or 1-800-637-5735. Upon request, your Campus Manager can assist you with completing your police report of the crime/offense.

All students and staff of Creative Images are encouraged to contact the Campus Manager (designated Campus Security Authority) if they observe or encounter conduct that may be subject to the policy. This includes conduct by employees, students, or third parties.

Reports of sexual harassment or sexual violence will be brought to the Campus Manager's attention. If the person to whom harassment normally would be reported is the individual accused of harassment, reports may be made to another manager or designated staff member.

The Campus Manager will gather all evidence from both victim and alleged perpetrator, write a statement as to what took place (event), review; identify everyone that was a witness to the event; obtain a written statement from every available witness; obtain a written representation from the alleged victim with date and signature; and obtain a written representation from the alleged perpetrator with date and signature.

The Campus Manager (and possibly other designated school official) shall review all written representations of the event (s), including but not limited to interviewing the alleged victim, the alleged perpetrator along with any and all available witnesses.



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Depending upon severity of offense, being low, medium, or high, potential victim always has the option/rights to contact local authorities and press charges or not.

Our Campus Manager (designated Campus Security Authority) participates in training from various outside organizations, at least once annually, with regard to prevention and awareness of student safety and crisis situations. Creative Images does not employ pastoral or professional counselors, but staff members may encourage students and/or staff to seek professional counseling, depending on the situation.

Levels of Offense

Low: Vague, indirect, implausible threat that lacks detail or realism.

Medium: More direct, concrete detail

High: Imminent, serious danger with a direct, specific offense.

If low offense, the Campus Manager would recommend counseling and outreach programs to help. If medium offense, the Campus Manager would recommend to call the authorities and report event(s). If high offense, the Campus Manager would either then decide to dismiss, suspend, or expel the alleged perpetrator, also followed by reporting to the proper authorities. The timeframe for these steps to be taken will be in a timely manner, but no later than 21 days.

Creative Images will provide prompt and effective response to reports of sexual harassment or sexual violence, which may include early resolution, formal Investigation, and/or targeted prevention, training or educational programs.

If an individual reports to the institute that the individual has been a victim of domestic violence, dating violence, sexual assault, or stalking, he/she shall be provided with a written explanation of the individual's rights and options, whether the offense occurred on-or-off campus or on any campus or university.

Upon a finding of sexual harassment or sexual violence, the institute may offer remedies to the individual (s) harmed by the harassment and/or violence consistent with applicable complaint resolution and grievance procedures. Such remedies may include referral to counseling and outreach programs offered. Disciplinary action will be recommended when the conduct is sufficiently severe, persistent, or pervasive that it alters the conditions of employment or limits the opportunity to participate in or benefit from educational programs.



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As part of CI's commitment to providing a working and learning environment free from sexual harassment and sexual violence, this policy shall be disseminated widely to the CI community through publication, website, new employee orientations, student orientations, and other appropriate channels of communication.

Privacy Policy/Voluntary Confidential Reporting

All reported offenses will be investigated. Creative Images encourages voluntary confidential reporting of any incident where a crime is involved. Confidential reporting allows the victim's identity to be protected, while at the same time, allows the college to ensure the protection and safety of the campus community, by keeping confidential records of these reports and alerting students and staff of any potential danger stemming from these reports. Violations of the law will be referred to law enforcement agencies.

Definitions:

Proceeding - the institution of a sequence of steps by which legal judgments are invoked
Result - something that occurs as a consequence of some action.

Creative Images shall protect the privacy of individuals involved in a report of sexual harassment, sexual violence, dating violence, stalking, gender-based harassment, and rape to the extent permitted by law and campus policy. A report of sexual harassment or sexual violence may result in the gathering of extremely sensitive information about individuals in the campus community. While such information is considered confidential, campus policy regarding access to public records and disclosures of personal information may require disclosure of certain information concerning a report of sexual harassment or sexual violence. In such cases, every effort shall be made to redact the records in order to protect the privacy of individuals. An individual who has made a report of sexual harassment or sexual violence may be advised of sanctions imposed against the accused when the individual needs to be aware of the sanction in order for it to be fully effective. (Such as restrictions on communication or contact with the individual who made the report). In addition, when the offense involves a crime of violence or a non-forcible sex offense, the Family Educational Rights and Privacy Act permits disclosure to the Complainant the final results of a disciplinary proceeding against the alleged accused, regardless of whether the campus concluded that a violation was committed. Information regarding disciplinary action taken against the accused shall not be disclosed without the consent of the accused unless permitted by law as noted above, or unless it is necessary to ensure compliance with the action or the safety of individuals.

How can people protect themselves against sexual violence?



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While you can never completely protect yourself from sexual assault and other violent crimes, you can take steps to reduce your risk of being victimized. Walking in groups, trusting your instincts, avoiding dangerous situations, not loading yourself down with packages and bags, and avoiding excessive drinking are some tips to help minimize your risk. But safety is also a community responsibility. For instance, if you are in a group setting and you see someone walking alone, ask that person to join your group. At

college, it is not just about how to be safe, it is also about how to work together to keep the campus community safe.

Bystander intervention

The term bystander intervention refers to safe and positive options that may be carried out by an individual or individuals to prevent harm or intervene in situations of potential harm when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the individual. Effective bystander intervention training prepares participants to recognize situations of potential harm, overcome barriers to intervening, identify safe and effective intervention options, and take action.

Bystander intervention occurs when one or more people step in at any given time or place to try to stop a harmful event. A person who takes action might identify with the person being afflicted by abuse or harassment. For example, a victim of sexual violence will be more likely to take action when he or she sees someone in a similar situation or if the person knows the victim (especially a friend or family member). Research confirms that these increase the likelihood of intervention. The important thing is to speak up and express your concerns. However, if the situation is unsafe, it's best not to intervene alone. Call 911 or find others to help.

Policy Addressing Criminal Activity Off Campus

Creative Images does not have any off-campus student organizations. Therefore, off-campus activity is not monitored.

Policy Addressing Alcoholic Beverages and Illegal Drugs

Creative Images prohibits the possession, use, and sale of all alcoholic beverages and/or illegal drugs on campus. Any and all alcohol/drug violations will be reported to the local police department. Also, all state laws relating to underage drinking will be strictly enforced. Please refer to our school's Drug and Alcohol Prevention Policy for further information and available resources for substance abuse programs.

Policy Addressing Sex Offenses and Offenders



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For a current list of registered sex offenders, students can go online to the following website of the Ohio Registry of Registered Sex Offenders: www.esorn.ag.state.oh.us .

If you are a victim of a sexual assault at this institution, your first priority should be to get to a place of safety. You should then obtain necessary medical treatment. The Creative Images staff strongly encourages a victim of sexual assault to report the incident in a timely manner. Time is a critical factor for evidence collection and preservation. An

assault should be reported directly to the local police and the Campus Manager (please see reporting procedures above).

Filing a police report will do the following:

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

If assistance is needed to report the incident, our staff will help in every way possible.

Creative Images does not have any on-campus services for sexual assault victims; however, the following off-campus services may be used, as well as the nearest medical facility:

National

- National Domestic Violence Hotline: 1-800-799-SAFE (7233) or 1-800-787-3224 | www.thehotline.org
- National Teen Dating Abuse Helpline: 1-866-331-9474 | www.loveisrespect.org
- Rape, Abuse and Incest National Hotline: 1-800-656-HOPE (4673) | www.rainn.org
- National Suicide Prevention Lifeline at 1 (800) 273-8255 | www.suicidepreventionlifeline.org

See more at: <http://www.joyfulheartfoundation.org/learn/domestic-violence/resources/hotlines-and-more-information#sthash.6lsVI9zL.dpuf>

ATHENS
My Sister's Place
P.O. Box 1158



Athens, OH 45701
Hotline: 800-443-3402
Phone: 740-594-8337

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Ohio Domestic Violence Network
4807 Evanswood Dr. Suite 201
Columbus, OH 43229
Hotline: (800) 934-9840
Phone: (614) 781-9651
Fax: 614-781-9652
Web: <http://www.odvn.org> Email: info@odvn.org

Ohio Domestic Violence Resource Center
Web: <http://www.ohioDVresources.org>

This site provides information on domestic violence and community resources available to help you stay safe and complete the court papers necessary to get legal protection.

www.ohiosexualviolencehelpline.com

Phone: 866-644-6435
24/7 confidential help

Ohio Legal Services
Phone: 1-866-529-6446
Web: <http://www.ohiolegalservices.org/>

Visit the website or call the phone number to find the Legal Services office nearest you.

Rahab's Hideaway
Web: <http://www.rahabshideaway.org/>

Assisting women escaping from prostitution and sexual exploitation. Services include maternal and pediatric health care, mental health services, child and youth development programs, education, and job training.

Project Women
24-Hour Crisis Hotline
1-800-634-9893
Office Location
525 East Home Road



Springfield, OH 45503
phone: 937-328-5308
fax: 937-328-5324

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Abuse & Rape Crisis Shelter
150 E. 6th Street
Franklin, OH
937-743-2790

Crisis Care
601 S. Edwin C. Moses Blvd.
Dayton, OH
937-223-1156

Crisis Care Administration
1 Elizabeth Place
Dayton, OH
937-224-4646

Warren County Abuse & Rape
27 East Drive
Dayton, OH 45419
937-425-1185