



CONCORDIA
UNIVERSITY
CHICAGO

2026 Annual Security & Fire Safety Reports



DEPARTMENT OF PUBLIC SAFETY

ABBREVIATIONS

CHTR: Campus Hazing Transparency Act
CHO: Conduct Hearing Officer, Student Services
DoE: Department of Education (Federal)
DPS: Department of Public Safety
FBI: Federal Bureau of Investigation
FERPA: Family Educational Rights and Privacy Act
HEOA: Higher Education Opportunity Act
ID: Identification card
SCHA: Stop Campus Hazing Act
RA: Resident Assistant
RAD: Rape Aggression Defense System
RD: Resident Director
RFFD: River Forest Fire Department
RFPD: River Forest Police Department
NFPA: National Fire Protection Association
OERM: Operations & Emergency Response Manual
SI: Special Investigation Report (DPS report)
WSCDC: West Suburban Consolidated Dispatch Center (9-1-1)

ANNUAL SECURITY REPORT

I. PREAMBLE

Concordia University Chicago is committed to creating an environment that will be conducive to the academic, social, and spiritual needs of students and employees. A serious interest in the safety of the campus community has resulted in the development of appropriate policies and the formation of a security staff that is competent and professional.

In 1990, the Federal Government passed Public Law 101-542. This law requires colleges and universities receiving federal funding to disclose the reported instances of criminal activity on their campuses. This document has been produced in compliance with this law. The security report provided in this document is intended to share important information that reflects Concordia University Chicago's commitment to the safety of students and employees, and to the safety of the entire campus.

II. POLICY

Procedures and Facilities for Reporting Criminal Actions and Other Emergencies.

The Department of Public Safety [DPS] is primarily responsible for compliance with these laws, their implementation on the campus, and required reporting to federal agencies. All campus students and employees should report any crime to DPS at X3039 or (708-209-3039) or dial 9-1-1 in an emergency for an immediate connection to the River Forest Police Department [RFPD] 9-1-1 dispatch center, West Suburban Consolidated Dispatch Center (WestCom). For non-urgent concerns, contact DPS by dialing "0" or "708-771-8300", or make a personal appearance at the campus Switchboard [DPS Dispatch], Addison Hall Pillars, which is serviced 24 hours a day, every day of the year.

As appropriate, and when the victim/survivor is unable to make such a report, DPS will contact RFPD or other law enforcement agencies having jurisdiction, unless the victim refuses the assistance of RFPD or other law enforcement agencies having jurisdiction, and provide institutional report generation services, including a Special Investigation Report [SI] when required. The contents of and distribution of SI's shall remain restricted to those employees on a "need-to-know" basis, except for the gathering of objective data elements from SI's for campus statistic collection and analysis.

All crimes that are reported to a campus security authority (including, but not limited to, the DPS Officers, the Dean of Students, and the Residence Hall Directors and Assistants) and fall under a category which is reportable in this document, shall be reflected in the statistics. Crimes disclosed to a licensed counselor or a pastor (including Ministers of the Gospel) during a counseling session are exempt from the reporting requirement and are not included in this document. However, pastors and counselors may encourage individuals to report any crimes to a Campus Security Authority, DPS, or Title IX.

All DPS responses will be in compliance with the current procedures as documented in the current edition of the Department of DPS Operations and Emergency Response Manual [DPS OERM].

Campus Law Enforcement

DPS employs full-time, part-time, and student staff. Both dispatch and patrol positions on campus are staffed 24 hours a day, every day of the year. DPS is an unarmed prevention, detection, and informational agency with the authority to enforce university policy but is dependent upon the RFPD and other authorities having jurisdiction for regular and emergency services including, but not limited to, arrest and criminal prosecution authority. All members of DPS staff, including current student patrol and dispatch officers, shall be considered representatives of the university administration. They may undertake and shall be responsible for undertaking all duties assigned to them, through the procedures contained in the DPS OERM. Where necessary or appropriate, they will work with the RFPD and other law enforcement agencies having jurisdiction, whether requested by DPS, a campus person, the public, or RFPD. In order to respect the wishes of all victim / survivors, the University does not have any written memorandum with RFPD or state law enforcement agencies.

Unless stated otherwise, disciplinary decisions for policy violations and other disciplinary matters will be decided by the following departments or individuals. If the individual accused of a policy violation or crime is a student, disciplinary action will be handled through Student Services. If the individual accused of a policy violation or crime is a university employee, disciplinary action will be handled by the Director of Human Resources. If the individual accused of a policy violation or crime is an employee, agent, or representative of a university vendor or contractor, or is unaffiliated with the university (general public), disciplinary action will be handled by the Vice President for Administration, Institutional Administration. University officials shall assist and support any survivor, victim or victims to contact the RFPD or authority having jurisdiction for crimes reported to DPS regardless of their affiliation with the university. The university will, upon written request, disclose to the alleged victim / survivor of a crime of violence or a non-forcible sex offense, the report on the results of any disciplinary proceeding conducted against a member of the university community who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this statement.

Concordia University Chicago disciplinary proceedings may be instituted against a student or employee charged with conduct that potentially violates both the criminal law and university policy (that is if both possible violations result from the same factual situation) without regard to the pendency of civil or criminal litigation in court or criminal arrest and prosecution. This disciplinary action will be taken separate to and without consideration of any other legal or civil action taken against the individual by any law enforcement agencies, victims, or effected parties. Proceedings under the disciplinary process may be carried out prior to, simultaneously with, or following civil or criminal proceedings. Determinations made or sanctions imposed under university policy shall not be subject to change because criminal charges arising out of the same facts giving rise to violation of University policy were dismissed, reduced, or resolved in favor of or against the criminal law defendant.

Furthermore, when a student or employee is charged by federal, state, or local authorities with a violation of law, Concordia University Chicago will not request or agree to special consideration for the individual because of his or her status as a student or employee. If the alleged offense is also being processed under the university disciplinary process, the university may advise off-campus authorities of the existence of the university disciplinary process and of how such matters are typically handled within the community. The university will attempt to cooperate with law enforcement and other agencies in the enforcement of criminal law on campus (provided that the conditions do not conflict with campus rules or sanctions, FERPA or any other local, state, or federal laws). Individual students and employees of the university community, acting in their personal capacities, remain free to interact with governmental representatives as they deem appropriate.

Security and Access to Campus Facilities

Generally, campus public buildings shall only permit individuals in these buildings during regular and specially announced building availability schedules. Exceptions shall be any faculty member or other staff or student employee performing assigned duties, or students who have received advance permission to utilize specialized facilities outside public building hours. Others shall not be permitted in public buildings after scheduled closing and before reopening. Persons not complying with these requirements may be prosecuted for trespassing.

Generally, student residence halls are not open to the public at any time unless advance special event announcements have been made, as approved by the Dean of Students. Exterior doors shall be locked at all times and require a student's ID who lives in the building to unlock the door. Individual floors in all residence halls shall be locked at all times. The suites in Concordia Hall shall also be locked at all times. These two patterns of residence halls are referred to as "floors and/or suites" later in this policy.

Visitors may be present on any floor or in any suite only upon receipt of a personal invitation and being personally accompanied by a resident of that floor or suite. Male visitors may only be present during intervisitation periods announced for the female floor being visited. Female visitors may only be present during intervisitation periods announced for the male floor being visited. Persons not complying with these requirements may be prosecuted for trespassing.

When routine maintenance needs to be conducted in an occupied residence hall room, advance notification will be made to the student(s) through Residence Life, Housing, or the department conducting the maintenance, unless the request for service originated from the student. When routine maintenance needs to be conducted in an occupied floor or suite, no advance notice

shall be given but will be conducted during the intervisitation hours. If immediate repairs are needed anywhere in an occupied residence hall, they will be completed as soon as possible, and advance notification will be given when possible.

Residence Life and DPS patrols shall not make advance notification but will adhere to the intervisitation policies after the “final rounds” are conducted at the conclusion of intervisitation, unless a call for service is received or an emergency situation exists.

Tampering with Life-Safety/Security Equipment

Tampering with, removing, damaging, altering, or in any other way compromising the function and/or purpose of security and life-safety equipment on campus shall be punishable by fines and/or other penalties which will be determined by the appropriate disciplinary officer and decided on a case-by-case basis. Life-Safety equipment shall include fire detection and suppression equipment, closed-circuit video and recording hardware, door latching and locking mechanisms, facility and campus signage, and any other device or object deemed by DPS to be serving the function of protecting persons or campus property. (reference 720 ILCS 5/ Criminal Code of 2012, revised).

Timely Warnings, Emergency Notifications, Emergency Response, and Evacuation Procedures

DPS will issue a timely warning for any serious incident that constitutes an ongoing or continuing threat to the campus when there are enough details known about the crime to provide useful information to the campus. Such crimes include, but are not limited to homicide, sexual assault, robbery, aggravated assault, burglary, motor vehicle theft, arson and at times other suspicious activity or crimes. The information in timely warnings will usually include: the approximate time of the offense, the location of the offense, a short description of the offense, a description of the offender, who to contact if someone has additional information about the offense, suggestions to protect oneself and property, and to contact DPS or RFPD if they suspect a crime is in progress. The names of survivors/victims or identifying location to survivor/victim are not included in timely warnings. Timely warnings are usually sent out via email and posted on bulletin boards around the campus. Timely warnings are not mandated with respect to crimes reported to a pastoral or professional counselor.

DPS will respond to all reports of emergencies or dangerous situations on campus and will coordinate a response with RFPD and the River Forest Fire Department [RFFD] as necessary. RFPD and RFFD will disseminate information to the surrounding areas if necessary. Confirmation of a state of emergency situation will be determined by the Director of Public Safety, Vice President for Administration, Institutional Administration, Sr VP for Finance & CFO, or member of the Emergency Response Team (ERT), or public safety staff member. A state of emergency situation can be, but is not limited to, a fire, an active shooter, a bomb threat, a power outage, a tornado warning, a loss of drinking water, or an outbreak of a contagious disease. Upon confirmation of a state of emergency or dangerous situation involving an imminent threat to the health or safety of the campus, an emergency notification will be sent without delay, unless issuing a notification will compromise efforts to assist a survivor/victim or to contain, respond to, or otherwise mitigate the emergency. The Director of Public Safety, Vice President for Administration, Institutional Administration, Assistant Vice-President for Information Technology, Senior Vice-President or Finance & CFO, or Member of the ERT based on known facts, will determine the appropriate portions of the campus to receive the notification, determine the content, and when to utilize it. Emergency notifications are sent via text and email. The notification systems are tested at least annually. Test / drill history can be provided by the Director of Public Safety upon written request.

Concordia University Chicago offers Emergency Guides, containing evacuation procedures and other emergency information, placed in all classrooms, offices, and all residence hall rooms. The CUChicago emergency system uses CUChicago email, cellular text messaging, Guardian RAVE communications and Smartphone APP and/or social media. Guardian RAVE emergency notification APP also provides CUC information. Information includes the following types of urgent situations.

- Health risk
- Safety risk
- Closure of facility
- Cancellation or rescheduling of a course

All employees and students are automatically opted into the system but can set their individual contact preferences via the [Concordia Connect](#) portal. It is the responsibility of the individual to provide and maintain a current and accurate cellular phone number.

The cellular phone numbers provided for this emergency communication service (ECS) (a) will not be published in any directory, (b) will not be disclosed to anyone outside the University, and (c) will not be used for routine University communication with the individual.

Parents and visitors to campus can download the Rave Guardian APP at <https://www.cuchicago.edu/rave> or by texting 226787 and entering CUCFamily or thru an App store.

The Rave Guardian App contains preloaded emergency messages, resources, warnings, and “All Clear” messages. Emergency warnings and “All Clear” messages are issued by the Emergency Response Team (ERT) or the DPS staff. Incident updates are issued by the Emergency Response Team (ERT).

< Home Resource Documents	
CUC Gold File Comprehensive resource guide for students, faculty and staff.	CUC - Suspicious Mail and Packages Emergency Guide
Online Reporting Forms Access online forms to report sexual misconduct, student of concern, discrimination/harassment and non-academic misconduct.	CUC - Fire Emergency Guide
CUC - Non-Emergency Info Emergency Guide	CUC - Hazardous Materials Emergency Guide
CUC - Sexual Assault Emergency Guide	CUC - Evacuation Emergency Guide
CUC - Violent Crime in Progress Emergency Guide	CUC - Evacuating Persons with Disabilities Emergency Guide
CUC - Medical and Mental Health Emergency Guide	CUC - Utilities Emergencies Emergency Guide
CUC - Emergency Contacts Emergency Guide	CUC - Weather Emergencies Emergency Guide
CUC - Bomb Threat and Explosions Emergency Guide	CUC - Emergency Communications Emergency Guide
CUC - Calling 911 Emergency Guide	CUC - Emergency Planning and Training... Emergency Guide
CUC - Lockdown Emergency Guide	
CUC - Behavioral Intervention/Care Team Emergency Guide	

Campus partners such as Sodexo Food Service, Slingshot (bookstore), National Management Resources (Physical Plant and Housekeeping), construction contractors, Northern Illinois District – The Lutheran Church – Missouri Synod, Grace Lutheran School and Church, Walther Lutheran School, Oak Park River Forest High School, or Temple Har Zion maybe included in campus emergency or operational alerts.

Fall and Spring Semester lock down drills are announced to campus for informational reasons and to prevent possible adverse reactions or false rumors. System testing is not typically announced. “Test” or “Drill” is specifically noted in the message. Drills are completed with the message “Lockdown drill all clear”. Test and drill times vary between the hours of 8AM and 8PM. Lockdown drills are also communicated to the police department, fire department, and WestCom 9-1-1 Center. Tests and drills are also training sessions for Emergency Response Team (ERT) member review.

There are a variety of circumstances that necessitate the complete evacuation of a building, buildings, or campus. DPS is charged with the task of evacuating buildings when necessary and coordinating a response with the ERT, Executive Council, RFPD and RFFD as necessary. Under certain circumstances there is enough time to conduct an orderly evacuation. When this is the case, DPS will inform all occupants via word of mouth by going to each room and all areas in the building. The building will be secured, and the evacuated will be moved to a safe location. Under certain circumstances there is not enough time to conduct a discreet evacuation. When this is the case, DPS will activate the building’s fire alarm system, or DPS or the ERT will activate the Rave Guardian System to complete evacuation and if it is safe to do so, enter the building and go to each room and all areas in order to verify all occupants have evacuated. The building will be secured, and the evacuated will be moved to a safe location.

A fire and evacuation drill is conducted in all of the residence halls each year during the fall semester. Additional drills will be conducted if necessary. These drills help familiarize students with evacuation routes and procedures they learned during orientation and/or floor events. Evacuees should follow directions and receive information from DPS officers and Residence Hall staff. These drills allow for the evaluation of evacuation patterns, training procedures, public education, emergency response, and coordination of efforts.

Drills are coordinated in advance with DPS and the Housing Director. Drills are generally performed between 10PM and 6AM to maximize resident student involvement. Fair weather is generally favored to maximize positive participation. Housing assigns resident staff to confirm proper room and floor evacuation with few exceptions (modesty of showers). DPS completes an entire Residence Hall drill simultaneously by activating a pull station in each building. The drill is completed upon confirmation that the individual residence hall has evacuated, and the building’s fire alarm is reset. Housing sends a thank you email the morning following the drill.

Missing Students

A student is considered missing if the student is an on-campus resident or attending approved university travel, has not been seen by other students, faculty, staff or chaperones, and someone makes a report with Student Services, DPS, or the Risk Management Coordinator. Once reported, attempts will be made to contact and track down the student. If the student cannot be located within 24 hours of the last known contact with the student, Student Services and DPS will contact the student’s emergency contact and file a missing person report with RFPD or local jurisdiction when traveling. The student’s parents or guardian will also be contacted if the student is under 18 and is not emancipated.

Any employee of the University who receives a missing student report must immediately forward that information to DPS and Student Services. Students may designate an alternative contact other than the general emergency contact if so desired. Contact information will remain confidential and only given to authorized campus officials and RFPD or local jurisdiction in the event the student is reported missing.

Informational Programs on Crime Prevention and Security Procedures/Practices

DPS practices and procedures that assist the campus community to become informed, and other campus crime awareness programs, will be announced by DPS through the Student Planner / Student Handbook

(<https://webserv.cuchicago.edu/files/forms-repository/handbooks/student-handbooks/2025-2026%20Student%20Handbook.pdf>) and General Employee Handbook, email, flyers, and floor events. In addition, special

presentations, bulletins, and posters will be made periodically based on current circumstances. Close communications on current neighborhood security issues shall be maintained with RFPD and others. In addition, frequent appropriate notifications shall be made by DPS to alert individuals to their individual responsibility for their own security and the security of others as a concerned member of a caring Christian community. DPS and other institutional personnel shall encourage witnesses, students, employees, and visitors to promptly report an actual or suspected crime to DPS for investigation. DPS shall call upon the RFPD and other law enforcement agencies having jurisdiction when the survivor/victim seeks police, the potential felony crime is in progress, injury or life threat is possible, or when appropriate to protect the campus community and neighborhood.

As part of the Weeks of Welcome (new student orientation), DPS completes a presentation for all new incoming students. The presentation has included, when available, guests from RFPD, RFFD, and West Suburban Consolidated Dispatch Center [WSCDC], to address personal safety and security, awareness, and current practice and procedures. Additional information on these topics are sent via email to student and staff distribution lists during the fall and spring semesters. Anyone can stop by the Switchboard located in Addison Hall or the adjacent DPS office (AD 140) to speak with a full-time staff member and get additional information, such as: upcoming presentations, safety tips, counseling services, local hospitals, local taxi or rider share services, property registration guidelines, assistance with filing a police report, and more.

Crime prevention shall receive emphasis by the development and presentation of programs emphasizing techniques that can be utilized by individuals. This emphasis shall be made through targeted posters, bulletins, notices, and workshops, seminars, and other programs that emphasize such prevention. In addition to responding to specific needs that may be identified from time to time, one or two general programs shall be presented each year. These emphases shall include topics of interest to students and employees.

Alcoholic Beverages, Illegal Drugs Use, and Smoking

The purchase, sale, possession, or consumption of any alcoholic beverages on university property, in university-owned vehicles (consumption and open containers are not permitted in the passenger compartment), or at off-campus university-sponsored events, is strictly prohibited. An exception to this would be an event that has a Vice-President's approval. The purchase, sale, use, possession, or distribution, without prescription, of any controlled substance, drug, narcotic, sedative-hypnotic drugs such as barbiturates, psychedelic drugs such as LSD, sympathy mimetic drugs such as amphetamine and codeine, and marijuana, and paraphernalia for the use thereof on university property, in university-owned vehicles, or at off-campus university sponsored events is strictly prohibited.

The use of smoke-producing products, including but not limited to cigarettes, cigars, cigarillos, mini-cigars, e-cigarettes, tobacco alternative vapor or vaping products and hookahs is prohibited on all properties owned or leased by the University. All forms of smoking are prohibited and may be subject to confiscation and/or disposal as per the *Smoking policy*.

Alcohol, Drug, and Sexual Violence Education

Students are required to complete alcohol, drug, sexual misconduct / violence, and hazing education courses annually through online modules approved by Concordia University Chicago. These modules are designed to reduce the risk of abuse and increase safety for young adults. Additional courses or educational programs can be assigned by Student Services for student policy violations. These courses, in addition to Residence Life staff and counseling services, will help students make better life decisions and overcome abuse or addiction.

Public Crime Log

DPS maintains a daily crime log that is kept at the University Switchboard and available for inspection to the public at all times. The Public Crime Log records all crimes reported to DPS, including the nature, date, time, and general location of each crime, and the disposition of the complaint, except where disclosure of such information is prohibited by law or such disclosure would jeopardize the confidentiality of the survivor/victim. Information will also be kept confidential when there is clear and

convincing evidence that the release of such information would jeopardize an ongoing criminal investigation or the safety of an individual, until such time as damage is no longer likely to occur as a result of the release of information. All crimes that occur on campus shall be recorded here within two business days from the time the initial report was made to DPS. If new information about an entry into a log becomes available to DPS, the new information is recorded in the log not later than two business days after the information becomes available to DPS.

Monitoring Off-Campus Student Organizations

Concordia University Chicago does not recognize any off-campus student organizations and therefore makes no attempt to monitor and record any crime statistics in this category.

Student Code of Conduct

The Student Code of Conduct and the Student Code of Conduct Procedures are detailed in the Student Planner and Student Handbook. Student Code of Conduct applies to both on & off campus as well as through electronic communications. The full document will be provided upon written request and is publicly available in the Student Planner, via written request to Student Services, or the Student / Staff Portal at <https://webserv.cuchicago.edu/files/forms-repository/handbooks/student-handbooks/student-code-of-conduct.pdf>.

General

This comprehensive policy statement will be emailed to all students and employees of record within the time period mandated by the United States Department of Education. In addition, it shall be made available, upon request, to any applicant for enrollment or employment. Additionally, as of September 1, 1992, annual statistics shall be compiled, printed, and provided to all students and employees, in addition to any applicant for enrollment or employment who requests such a report. Appropriate reference shall also be made to this policy in future editions of the Student Planner, Student Handbook, Staff Handbook, and the Faculty Handbook. An electronic copy can be found at the following link, under “Annual Security Report”: <https://www.cuchicago.edu/general-information/public-safety/> or <https://www.cuchicago.edu/globalassets/documents/concordia-experience/public-safety/annual-report/asr-afr-2026.pdf>

This policy shall be retroactive to August 1, 1991.

[Special Note #1: The above policy remains silent on the policy of releasing student names to local law enforcement officials. At the time of adoption, there is conflict of interpretation and intent between state and federal judges and the U. S. Department of Education relative to the institution's responsibilities and limitations in this matter. Until clarification is forthcoming via new regulations or litigation, should the university face such a dilemma it will seek legal advice from university legal counsel.]

[Special Note #2: This policy has been edited to reflect changes in certain referenced publications, department name changes, position name changes, and identification of offenses.]

III. CAMPUS SEXUAL ASSAULT EDUCATIONAL PROGRAM & PROCEDURE

Concordia University Chicago is committed to educating its students and employees about sexual misconduct, sexual assault, dating violence, domestic violence, and stalking awareness, prevention, and intervention. It has assigned this responsibility to the Title IX Director, Director of Public Safety, Director of Human Resources, Director of Residence Life, and the Dean of Students. In addition to providing educational programs to the Concordia University Chicago Community, online training modules approved by Concordia University Chicago, Student Services and Human Resources provide crisis intervention, advocacy, and referral services to sexually assaulted students and employees. External referral services are distributed via the “Gold Folder” to faculty and staff with folder posting in residence hall floor areas.

Educational programs will be provided to all incoming students and employees, which shall include: Safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of sexual assault, dating violence, domestic violence, and/or stalking against a person other than themselves; and information on risk reduction to recognize warning signs of abusive behavior and how to avoid potential attacks. Optional educational programs will also be provided to returning students and employees.

Concordia University Chicago will not tolerate sexual misconduct, sexual assault, dating violence, domestic violence, or stalking. Sexual assault can include any form of actual or attempted sexual activity perpetrated upon a person without the consent of that person and against that person's will. Sexual assault can include rape, sexual assault, aggravated criminal sexual assault, criminal sexual abuse, fondling, and criminal transmission of HIV, and others (IL Revised Code, Chapter 38). Consent is "a freely given agreement to the act of sexual penetration or sexual conduct in question and a person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent (720 ILCS 5/11-1.70(c))." The Department of Education (DoE) includes Sexual Consent means actively agreeing to be sexual with someone and lets them know that sex is wanted. Additionally, a person cannot consent to sexual activity if that person is unable to understand the nature of the activity or give knowing consent due to any of the following: the person is incapacitated due to the use or influence of alcohol or drugs; the person is asleep or unconscious; the person is underage; or the person is incapacitated due to a mental disability. Furthermore, the following do not constitute consent: a person's lack of verbal or physical resistance or submission resulting from the use or threat of force; a person's manner of dress; a person's consent to past sexual activity; or a person's consent to engage in sexual activity with another person. Concordia University Chicago also will not tolerate retaliation against any person who exercises his or her rights or responsibilities under this policy. Concordia University Chicago will recognize and enforce orders of protection, no contact orders, restraining orders, or similar lawful orders issued by itself or a criminal, civil, or tribal court by the most suitable means available. These measures remain confidential to university staff that may be contacted for violations and requests for enforcement.

Additionally, such activities are a direct violation of the University's policies as stated in various policies, the Student Code of Conduct, the Student Planner, and manual publications of the University. These activities may also be in violation of the University policy on sexual harassment. When there is reason for Concordia University Chicago to believe a violation of this kind has occurred, protective measures can be offered to the survivor/victim, and disciplinary action can be pursued. Such disciplinary action will include one or more of the following: a warning, restriction and/or loss of privileges, discretionary sanctions, notification to parents or guardians, confiscation, restitution, monetary fines, work reassignment, residential hall reassignment, residential hall probation, residential hall suspension, residential hall expulsion, university probation, disciplinary probation, university suspension, university expulsion, revocation of admission and/or degree, withholding degree, termination and/or dismissal from Concordia University Chicago. Protective measures can include, but are not limited to, relocation of living, learning, dining, transportation and/or working arrangements, restrict contact between the individuals (University no-contact order), and banning the offender from entering a part or entirety of the campus.

In the event a member of the University community is a survivor/victim of sexual assault, dating violence, domestic violence, or stalking the following steps should be taken as necessary. A survivor/victim also has the right to decline to notify such authorities and may choose to seek additional information from a confidential advisor who is trained to provide emergency and ongoing support to survivors/victims. A confidential advisor will not, and is not allowed by law, report an incident to another authority unless the survivor/victim requests assistance in the reporting process. Additional information can be found at:

<https://cuchicago.edu/experience/campus/public-safety/title-ix/>

- If a sexual assault, dating violence, domestic violence, or stalking incident occurs on campus, report the incident to the Title IX Director, an Assistant Title IX Coordinator, DPS, Residence Life, or Human Resources. All University employees, excluding confidential advisors, are required to report the incident to the Title IX Director, who will proceed with an investigation of the incident. If a sexual assault, dating violence, domestic violence, or stalking incident occurs off campus, immediately report the incident to the local police department by dialing 911. Upon request, RFPD and campus authorities will assist Concordia University Chicago students and employees in filing a police report with the proper police agency. Situational details, most importantly names, will be restricted to a need to know basis, however, most investigations will require, but are not limited to, the coordination efforts of the Title

IX Director and Assistant Title IX Coordinators, the Director of Public Safety, either the Director of Residence Life or Director of Human Resources, a male and female investigator, hearing officials, and any witnesses.

- Obtain medical treatment for injuries, sexually transmitted diseases, and pregnancy at the emergency room of any local hospital. A medical exam to preserve evidence of sexual assault for use in court can be performed but must be done within 72 hours of a sexual assault. It is important to preserve evidence that may be necessary to the proof of sexual assault, domestic violence, dating violence, or stalking, or in obtaining an order of protection. To preserve as much evidence as possible, a sexually assaulted person should not perform any personal hygiene until the medical examination is completed.
 - Seek counseling through Student Services, Concordia University Chicago's Counseling Center, survivor advocacy, or other public & private counseling centers. A listing of counseling services is available from the Office of the Director of Residence Life and Dean of Students. Additional written information concerning the survivor's/victim's rights and options will be provided.
 - Anyone, including witnesses, bystanders, and third parties are encouraged to report and can file a report electronically at: www.cuchicago.edu/sexualmisconductreport. This process allows for anonymous and confidential reporting. Anonymous submittals however lack a method to request additional information by Title IX investigators, Conduct Meeting Officers, DPS, or police.
- When the alleged perpetrator of sexual misconduct, a sexual assault, dating violence, domestic violence, or stalking incident is also a member of the University community, the survivor/victim may also seek recourse within the University disciplinary systems. Disciplinary proceedings will be conducted by officials who receive annual training on issues related to sexual misconduct/assault, dating violence, domestic violence, and stalking, and how to conduct an investigation and disciplinary proceeding that protects the safety of the survivor/victim and promotes accountability. Such complaints should be made to the following University officials:
 - If the reported assailant is a student, complaints should be filed with Student Services, who will undertake an investigation that may result in disciplinary action in accordance with University policies. The Crime Awareness and Campus Security Act of 1990 encourages the University to report incidents of sexual assault to the police. However, the name of the survivor/victim/assaulted person will not be provided in reports of this kind, unless requested by the survivor/victim. Students requiring changes in living or academic situations as a result of sexual misconduct, a sexual assault, dating violence, domestic violence, or stalking incident can contact Student Services for assistance.
 - If the reported assailant is a university employee, complaints should be filed with the Director of Human Resources, who will undertake an investigation that may result in disciplinary action in accordance with University employment policies. Staff requiring a change in working situation as a result of sexual misconduct, a sexual assault, dating violence, domestic violence, or stalking incident can contact the Director of Human Resources.
 - If the reported assailant is an employee, agent, or representative of a university vendor or contractor, complaints should be filed with the Associate VP For Operations, Dean of Administration, who will undertake an investigation that may result in contract review, suspension, or termination in accordance with University policies and applicable law.
- Once a complaint is filed, a preliminary investigation will take place and if a determination is made that a violation of policy may have occurred, the complainant and respondent will be given Title IX written rights for reference, the University will initiate disciplinary proceedings, which includes assisting and interviewing the survivor/victim, identifying, and interviewing any witnesses, identifying and interviewing the accused, and contacting and cooperating with law enforcement (when applicable). Both the accused and the accuser are entitled to a prompt, timely, fair, and impartial disciplinary proceeding, and to the same opportunities to have others present during a campus disciplinary proceeding. If during any portion of this process either party chooses to have legal counsel, the party must notify the

overseeing official in writing at least seven calendar days in advance. If this advance notice deadline is not honored, the University may delay the procedure until the time limit has been met. Both the accused and the accuser shall be simultaneously informed in writing of: the outcome of the disciplinary proceeding; the procedure for appeal; any change in the results that occurs prior to the time the results become final; and when the results become final. The alleged assailant may be found guilty or not guilty depending on the evidence and strength of the case. The standard of evidence used will be a preponderance of the evidence, which means the accused can be found guilty if the accused's actions are more likely than not a violation of policy. Punitive action for the accused found guilty of sexual assault, dating violence, domestic violence, or stalking can vary and may range from a warning, restriction and/or loss of privileges, notification to parents or guardians, confiscation, restitution, monetary fines, work reassignment, residential hall reassignment, residential hall probation, residential hall suspension, residential hall expulsion, university probation, disciplinary probation, university suspension, university expulsion, revocation of admission and/or degree, withholding degree, termination and/or dismissal from Concordia University Chicago. This process does not preclude the survivor/victim from pursuing legal action against the alleged perpetrator.

- When a sexual assault or misconduct, dating violence, domestic violence, or stalking incident is reported to a University employee, it is crucial that the survivor/victim decide which action, if any, is to be taken. Employees should assist the survivor/victim in the following ways:
 - Employees should refer the survivor to the Title IX Director, Director of Public Safety, Director of Residence Life, or Director of Human Resources for assistance and information about medical treatment, police reporting, counseling, and survivor advocacy.
 - A University employee, whose position requires reporting incidents of this nature to the police, should immediately advise the survivor of her/his requirements to do so. It is imperative that the confidentiality of the information reported by the survivor and that person's identity is maintained in accordance with applicable law.
 - Should any University employee, except confidential advisors, be informed of a sexual assault, dating violence, domestic violence, or stalking incident, they must contact the Title IX Director, to report the incident.
 - If the survivor/victim is under the age of eighteen, or is a mentally challenged person of any age, employees must advise that person that, in accordance with the Illinois Revised Code, the Department of Child and Family Services will be notified of the incident and the name of the survivor. Employees should report the incident and name to the Dean of Students. The Dean of Students will be responsible for reporting the necessary information to the Department of Child and Family Services per the Abused and Neglected Child Reporting Act.

The University recognizes that an individual who has been using alcohol or drugs at the time of an incident of sexual assault, dating violence, domestic violence, or stalking may be hesitant to make a report because of potential disciplinary consequences. To encourage reporting, the University has determined that an individual who reports these incidents will not be subject to disciplinary action by the University for personal consumption of alcohol or drugs at or near the time of the incident, provided that any such violations did not/do not endanger the health or well-being of any other individual. The University may, however, initiate an education discussion or pursue other educational remedies regarding alcohol or other drugs.

Sex Offender Registration

In accordance with the "Campus Sex Crimes Prevention Act" of 2000, which amends the Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, the Jeanne Clery Act, and the Family Educational Rights and Privacy Act of 1974, the Concordia University Chicago DPS is providing a link to the Illinois State Police Sex Offender Registry. This act requires institutions of higher education to issue a statement advising the campus community where law enforcement information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice of each institution of higher education in the State at which the person is

employed, carries a vocation, or is a student. Registry information provided under this section shall be used for the purposes of the administration of criminal justice, screening of current or prospective employees, volunteers or otherwise for the protection of the public in general and children in particular. Unlawful use of the information for purposes of intimidating or harassing another is prohibited and willful violation shall be punishable as a criminal offense. The Illinois State Police is responsible for maintaining this registry. Concordia University Chicago does not maintain a public sex offender registry. Follow the link below to access the Illinois State Police website, <https://isp.illinois.gov/Sor/Disclaimer>.

IV. Hazing

In accordance with the Stop Campus Hazing Act (SCHA), the Annual Security Report (ASR) must track and include statistics on all reported hazing incidents. Beginning July 1, 2025, the act requires statistics for hazing incidents occurring within Clery geography and reported to Campus Security Authority (CSA), statistics reflect reports received, regardless of whether an investigation occurred, whether findings were substantiated, or what the disciplinary outcome was, and include student groups with two or more enrolled members, whether or not the school officially recognizes the organization.

Statistics reported in the Campus Hazing Transparency Report may differ from other incidents in the ASR. Hazing statistics include incident reports that meet the federal definition of hazing in Section 485(f) (6) (A) of the Higher Education Act of 1965 (20 U.S.C. 1092(f) (6) (A)).

The Campus Hazing Transparency Report (CHTR) requirements.

- **What is Hazing?**

Hazing is any act that causes or is likely to cause physical or psychological harm or distress to a student in connection with joining or participating in a group, team, or organization. This includes behaviors that are humiliating, degrading, or abusive, whether done with or without consent.

- **How to Report Hazing**

If you witness or experience hazing, you can report it:

Confidentially: counseling.services@CUChicago.edu.

Anonymously or formally: [Hazing Reporting Form](#)

Reporting to DPS: 708-209-3039 or at Switchboard, Addison Hall

Reporting to a Resident Assistant or Resident Director (Department of Residence Life)

Reporting to the Dean of Students Office

- **Investigative procedures**

The Title IX Coordinator, Conduct Meeting Officer (CMO), or designee will contact all alleged victims, offenders, or witnesses reported for interviews and allegations. Additional departments and staff will be contacted to support the investigative operations to aid in the full finding of facts to determine results from unfounded to all means of sanctions or to support reporting for criminal investigation. Concordia and criminal investigations may run concurrently as independent investigations and may have different, or the same outcomes based upon different legal procedures. The CMO will contact parties concerning Student Code of Conduct process, charges, and resolution hearing date, time, and location.

- **Criminal and Institutional Consequences**

Hazing is a federal and Illinois (720ICLS 5/12C-50) crime and can lead to criminal prosecution, including misdemeanor (local or state) or felony (state or federal) charges.

Concordia consequences include disciplinary action, sanction, suspension or expulsion, for individuals and organizations involved.

All reports are taken seriously and investigated in accordance with university policies.

- **Prevention & Intervention**

You can help prevent hazing by:

- Speaking up if something feels wrong
- Refusing to participate in any activity that may harm others
- Supporting fellow students in reporting unsafe behaviors
- Intervening as a bystander to stop the inappropriate behavior or activities.

Federal and State Reference

Federal

- (4) Definition of hazing. — Section 485(f)(6)(A) of the Higher Education Act of 1965 (20 U.S.C. 1092(f)(6)(A)) is amended by adding at the end the following:
138 STAT. 2598
- “(vi) The term ‘hazing’, for purposes of reporting statistics on hazing incidents under paragraph (1)(F)(iv), means any intentional, knowing, or reckless act committed by a person (whether individually or in concert with other persons) against another person or persons regardless of the willingness of such other person or persons to participate, that—
- “(I) is committed in the course of an initiation into, an affiliation with, or the maintenance of membership in, a student organization; and
- “(II) causes or creates a risk, above the reasonable risk encountered in the course of participation in the institution of higher education or the organization (such as the physical preparation necessary for participation in an athletic team), of physical or psychological injury including—
- “(aa) whipping, beating, striking, electronic shocking, placing of a harmful substance on someone’s body, or similar activity;
- “(bb) causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or other similar activity;
- “(cc) causing, coercing, or otherwise inducing another person to consume food, liquid, alcohol, drugs, or other substances;
- “(dd) causing, coercing, or otherwise inducing another person to perform sexual acts;
- “(ee) any activity that places another person in reasonable fear of bodily harm through the use of threatening words or conduct;
- “(ff) any activity against another person that includes a criminal violation of local, State, Tribal, or Federal law; and
- “(gg) any activity that induces, causes, or requires another person to perform a duty or task that involves a criminal violation of local, State, Tribal, or Federal law.”

Illinois

(720 ILCS 5/12C-50)

Sec. 12C-50. Hazing.

(a) A person commits hazing when he or she knowingly requires the performance of any act by a student or other person in a school, college, university, or other educational institution of this State, for the purpose of induction or admission into any group, organization, or society associated or connected with that institution, if:

- (1) the act is not sanctioned or authorized by that educational institution; and
- (2) the act results in bodily harm to any person.

(a-1) It is not a defense to a prosecution under subsection (a) that the person against whom the hazing was directed consented to or acquiesced in the hazing.

Concordia University Chicago has no reported hazing incidents from the initiation of violation tracking July 1, 2025, through the end of the reporting period December 31, 2025, at midnight of January 1, 2026.

V. CAMPUS CRIME STATISTICS

Gathering and Reporting of Statistics

Statistics are reported in three categories: all reportable incidents that occurred on campus property (including residential facilities), all reportable incidents that occurred in campus residential facilities only (a subset of the first listing), all reportable incidents that occurred on off-campus property used for educational purposes, and all reportable incidents that occurred on adjacent public property. Statistics are reported for the calendar year in which the incident was reported. The University submits these statistics to the United States Department of Education on an annual basis.

For the purpose of this report, on-campus property shall be defined as any building or property owned or controlled by the University at 7400 Augusta St. River Forest, IL, including residence halls, administrative /classroom buildings, athletic areas, support buildings, and parking facilities. Additional adjacent property owned or controlled by the university includes: 946 Clinton (President's House). A section of the River Forest Park District parking lot during the hours of Monday through Friday 8:00am to 5:30pm is adjacent non-campus leased property. The parking lease agreement ended September 14, 2023. The River Forest Park District fields are public property bordering campus accessible without barriers. ** Grace Lutheran Church & School is not owned or controlled by Concordia University.

On campus Residential is a subset of the campus property category which only includes statistics for campus residence halls. Non-campus property shall be defined as any building or property owned or controlled by the University outside of 7400 Augusta St. River Forest, IL, and used in direct support of, or in a manner related to, the University's educational purposes, excluding the areas defined as campus property. Public property shall be defined as the bordering streets of campus and the village sidewalks up to the opposite side of the street from the University.



DPS shall be responsible to gather, analyze, and report statistics for the campus on a cumulative three-year basis for arson, criminal homicide-manslaughter by negligence, criminal homicide-murder and non-negligent manslaughter, robbery, aggravated assault, burglary, motor vehicle theft, forcible sex offenses and non-forcible sex offenses, domestic violence, dating violence, and stalking. DPS shall also be required to gather, analyze, and report statistics for the campus on a cumulative three-year basis for hate crimes motivated by bias against one's race, gender, religion, sexual orientation, gender identity, ethnicity, national origin, or disability. Hate crimes for criminal homicide-murder and non-negligent manslaughter, robbery, aggravated assault, burglary, motor vehicle theft, forcible sex offenses, non-forcible sex offenses, domestic violence, dating violence, stalking, larceny, simple assault, intimidation, and vandalism will be included. This analysis shall incorporate appropriate data from the RFPD, and other law enforcement authorities, if relevant. The offices of the Vice President Student Success / Dean of Students and the Senior Director of Human Resources shall assist and cooperate in gathering this data and reporting such data to DPS in a timely manner.

DPS shall be responsible to gather, analyze, and report statistics on a cumulative three-year basis for liquor law violations, drug law violations, and weapons law violations that result in arrest, citation, or summons, as well as on-campus disciplinary referrals for liquor law violations, drug law violations, and weapons law violations. The offices of the Vice President for Student Success and the Director of Human Resources shall assist and cooperate in gathering this data and reporting such data to DPS in a timely manner.

Crime Definitions from the FBI Uniform Crime Reporting Handbook and/or Violence Against Women Act

Note: Department of Education definitions are included for reference with "(DoE)" denoted. Concordia University utilizes, "The FBI's Hierarchy Rule requires [ing] that law enforcement agencies report only the single, most serious offense during a criminal incident that involves multiple offenses" unless the Clery Act provides exceptions.

Weapon Law Violations - The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Drug Abuse Violations - Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous nonnarcotic drugs (barbiturates, Benzedrine).

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

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

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

Criminal Homicide-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 or persons by force or threat of force or violence and/or by 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 usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary - The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft - The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned including joyriding.)

Sexual Assault - Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

Rape - The penetration, no matter how slight, of the vagina or anus, with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.

Fondling - The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.

Incest - Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Statutory Rape - Sexual intercourse with a person who is under the statutory age of consent.

Domestic Violence – Includes felony or misdemeanor crimes of violence committed by:

- a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common,
- a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner,
- a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or
- any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Dating Violence – Violence committed by a person:

- who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - The length of the relationship.
 - The type of relationship.
 - The frequency of interaction between the persons involved in the relationship.

Stalking - A course of conduct directed at a specific person that would cause a reasonable person to fear for her, his, or others' safety, or to suffer substantial emotional distress.

Stalking – Refers to repeated (two or more occasions) visual or physical proximity, nonconsensual communications, or verbal, written, or implied threats by an individual that leads to fear for personal safety or substantial emotional distress. (DoE)

Larceny - The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Constructive possession is the condition in which a person does not have physical custody or possession but is in a position to exercise dominion or control over a thing.

Simple Assault - The unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones or loss of consciousness.

Intimidation - To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Vandalism - To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Unfounded - A reported crime that was investigated by law enforcement authorities and found to be false or baseless.

State of Illinois definitions required by the Department of Education (DoE)

Sexual Harassment – Refers to behaviors with sexual connotations that interfered with an individual’s academic or professional performance, limited the individual’s ability to participate in an academic program, or created an intimidating, hostile, or offensive, social, academic, or work environment. (DoE)

Sexual Misconduct – Refers to physical contact or non-physical conduct of a sexual nature in the absence of clear, knowing, and voluntary consent. Examples include sexual or gender-based harassment, stalking, dating violence, and sexual violence. (DoE)

Illinois does not provide a clear definition of *Dating and Domestic Violence*. Illinois defines a committed relationship as: A committed relationship can be any of the following:

- Marriage or civil union
- Domestic partnership or cohabitation
- Steady or serious relationship
- Other ongoing relationship involving physical or sexual contact (DoE)

CLERY CRIMES REPORTED

[illegible]

Disciplinary Referrals for:	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Weapons Violations	1	3	2	0	1	1	0	0	0	0	0	0
Drug Abuse Violations	16	18	17	16	15	13	0	0	0	0	0	0
Liquor Law Violations	42	12	51	42	11	48	0	0	0	0	0	0

[illegible]

HATE CRIMES REPORTED

All On-Campus property				On-Campus Residential			Public Property			Non-Campus Property		
Incidents of:	2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025
Arson	0	0	0	0	0	0	0	0	0	0	0	0
Murder/Non-Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Rape	0	0	0	0	0	0	0	0	0	0	0	0
Forcible Fondling	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	1*	1**	0	1	0	0	0	0	0	0	0
Vandalism	0	2**	1**	0	2	0	0	0	0	0	0	0
*Gender Bias **Racial Bias												
Hate crimes categories: Race, Gender, Gender identity, Religion, Sexual orientation, Ethnicity, National origin, Disability												

V. DEPARTMENT CONTACT INFORMATION & ADDITIONAL RESOURCES

Student Services

Location: West Annex, 1st Floor

Phone: 708-209-3005

Dean of Students

Kathy Gebhardt

Location: West Annex 100

Phone: 708-209-3498

Email: Kathy.Gebhardt@cuchicago.edu;

or dos@CUChicago.edu

Associate Dean of Students

Gary Ireland

Location: West Annex 103

Phone: 708-209-4071

Email: Gary.Ireland@cuchicago.edu

Director of Residence Life

Alexander Coile (hired February 2025)

Location: West Annex 133

Phone: 708-209-3505

Email: Alexander.Coile@cuchicago.edu

Director of Campus Counseling Services

Christopher Johnston

Location: West Annex 130B

Phone: 708-209-3229

Email: Counseling.Services@cuchicago.edu

Title IX – Sexual Misconduct

Title IX Coordinator, Assistant Dean

Tenial Whitted

Location: West Annex 105

Phone: 708-209-4112

Email: Tenial.Whitted@cuchicago.edu

Information:

<https://www.cuchicago.edu/general-information/public-safety/title-ix/>

Reporting Sexual Misconduct:

https://cm.maxient.com/reportingform.php?ConcordiaUniversityChicago&layout_id=2

Confidential Advisors, On Campus

Christopher Johnston
Title: Dir. of Campus Counseling Services
Location: West Annex 130B
Phone: 708-209-3229

Simeon Raddatz
Title: Campus Chaplain
Location: Kretzmann Hall 270
Phone: 708-209-3470

Frances Szeto
Title: Instructor of Deaconess Studies, Deaconess Program
Location: Kretzmann Hall, #272
Phone: 708-209-313
July 15, 2025

(Kristin Wassilak to July 14, 2025)

Public Safety

Location: Addison Hall 140
Switchboard – Main: 708-771-8300
Main Office: 708-209-3233
Urgent: 708-209-3039
Emergency: 9-1-1 (routed to River Forest Police)

Director of Public Safety

David Witken
Location: Addison Hall 152C
Phone: 708-209-3629
Email: David.Witken@cuchicago.edu
Web: <https://www.cuchicago.edu/general-information/public-safety/>

River Forest Police Department

Address: 400 Park Ave, River Forest, IL 60305
Phone: 708-366-7125
Emergency: 9-1-1
Web: <https://www.vrf.us/departments/departments/3>

Confidential Advisors, Off Campus

Pillars Community Health
Main Phone/24 -hour crisis line: 708-745-5277
Fillmore Center
Address: 6918 Windsor Ave, Berwyn, IL 60402

Carl Bartolucci Center
Address: 6415 Stanley Ave, Berwyn, IL 60402
Website: <https://pillarscommunityhealth.org>
Resilience / RAINN
Chicago Rape Crisis Hotline: 312-443-9603
Address: 444 N. Michigan Avenue, Suite 970, Chicago, IL 60601
Phone: 312-443-9603
[Resilience \(ourresilience.org\)](https://ourresilience.org)

ICASA – Illinois Coalition against Sexual Assault
Phone: 217-753-4117
Address: 100 N 16th St, Springfield, IL 62703
Website: www.icasa.org

RAINN – Rape, Abuse, & Incest National Network
Phone: 800-656-4673 (HOPE)
Address: 1220 L Street NW Suite 505, Washington DC 20005
Website: <https://rainn.org>

Human Resources

Location: Addison Hall 128
Phone: 708-209-3512

Interim Director of Human Resources

John Thaelke, Chief Financial Officer
Location: Addison Hall 136G
Phone: 708-209-3046
John.Thaelke@cuchicago.edu

ASR Director Reference, 2025
(Peg O'Brien to 7/17/2026)
(Anthony Ribaud to 8/19/2025)
(Meredith Gorniak to 1/10/2025)

Local Hospitals – Emergency Departments

Gottlieb Memorial Hospital

Address: 701 W. North Avenue, Melrose Park, IL 60160

Main Phone: 708-681-3200

<https://www.loyolamedicine.org/location/gmh>

Loyola University Medical Center

Address: 2160 S. 1st Avenue, Maywood, IL 60153

Main Telephone: 708-216-9000

<https://www.loyolamedicine.org>

Rush Oak Park Hospital

Address: 520 S. Maple, Oak Park, IL 60304

Main Telephone: 708-383-9300

<https://www.roph.org/>

West Suburban Hospital – Closed March, 2026

ANNUAL FIRE SAFETY REPORT

I. PREAMBLE

Concordia University Chicago is committed to creating an environment that will be conducive to the academic, social, and spiritual needs of students and employees. A serious interest in the safety of the campus community has resulted in the development of appropriate policies and the formation of a security staff that is competent and professional.

The Higher Education Opportunity Act [HEOA] (Public Law 110-315) became law in August 2008, requiring all United States academic institutions to produce an annual fire safety report outline fire safety practices, standards, and all fire-related on-campus statistics. This document has been produced in compliance with this law. The fire report provided in this document is intended to share important information that reflects the University's commitment to the safety of students and employees, and to the safety of the entire campus.

II. POLICY

Fire Safety Education and Training

It is the policy of Concordia University Chicago to provide students, employees, and visitors with the safest possible environment, free from potential fire hazards. The primary goal of the University's Fire Prevention Program is to recognize hazardous conditions and take appropriate action before such conditions result in a fire emergency. This goal is accomplished by (1) conducting periodic fire safety inspection of all University buildings, and (2) increasing the fire safety awareness of employees and students by conducting periodic training on basic fire safety.

Regarding Fire Safety Inspections, fire and life safety features of the buildings shall be in compliance with all applicable standards of the National Fire Protection Association [NFPA] and adopted by the State of Illinois and the local authority having jurisdiction. The Department of Public Safety [DPS] conducts fire safety inspections of all University buildings in conjunction with the River Forest Fire Department [RFFD]. Some buildings may be inspected more frequently as deemed necessary. A copy of the completed Fire Inspection Report for each building is kept with DPS. For each deficiency the individual responsible for that area is responsible for correcting the deficiency. A follow-up inspection will be done to verify correction of all deficiencies once notification has been received.

Basic fire safety instruction is provided to all students living in Residence Halls at the beginning of each academic year. A representative from RFFD discusses fire safety with all new students during orientation. Parts of the Campus Awareness Programs coordinated by DPS are dedicated to fire safety education with a RFFD representative on scene, when available. Additional training is provided periodically, coordinated by DPS, and by the request from individual departments. Fire exit drills will be conducted as follows: (1) Early Childhood Center: one/month; (2) Residence Halls: one/academic year; (3) Public buildings: one/calendar year.

Specific Fire Prevention Related Policies

To minimize the potential for fires at Concordia University Chicago, it is the policy of the University to prohibit the use of the following items in any University owned or operated facility indoors, unless in accordance with other University policies and procedures, by the University authority having jurisdiction, or in a location designed for such items (such as kitchen appliances in a University kitchen): portable space heaters, barbecue grills, George Foreman style grills, hibachis, smokers (gas, electric, charcoal) and other similar type products, any open flame device or object including candles, incense sticks and related accessories, non-university owned microwaves, toasters, hot plates, slow cookers, deep fryers, electric skillet, electric woks, griddles, sandwich makers/grills/paninis, toaster ovens, rice cookers, coil style heating appliances, and other similar type products, halogen lamps, ceiling/wall tapestries, live Holiday trees or non-fire retardant artificial Holiday trees.

All decorations, including ornaments, decorative lights, Holiday trees, power strips and extension cords, must be of fire-resistant or non-combustible material, U.L. rated, and approved for use. They shall not be hung or posted on any fire protection equipment (fire hose cabinets, fire extinguishers, sprinkler heads and piping, smoke detectors, fire alarm pull boxes etc.), on or near exits, on or near exit or emergency lights, on or near any other protective or operating feature provided by the University, or in any manner that could present a fall or trip hazard, or impede egress. Electric lights or electrically operated ornaments shall not be used on metal, aluminum or any other similar metal, which could induce an electric shock. Only heavy-duty extension cords (temporary usage for less than 90 days), UL approved power strips (daily usage especially with built in breaker) and decorative lights in good condition (free from damage or exposed wiring) shall be used for decorations and must be unplugged at the end of each day. Extension cords or decorative lights may not be routed under rugs or carpets, through doorways, or in any manner that could present a fall or trip hazard, impede egress, or increase fire risk. All applicable items are required to be removed immediately after the event or prior to the University's annual holiday closure.

The Housing Agreement discloses, "As new technology presents itself, Residence Life may determine at any time that appliances not on this list raise a reasonable threat to the safety of the community and facility and may prohibit additional items as needed."

Electronic transportation devices are addressed in a separate policy. Electronic transportation devices shall be stored in Resident Hall rooms, offices, the Brohm Bike Room, or on bicycle racks. E-transportation devices shall only be charged in the owner's presence with original UL approved charging equipment. Lithium batteries shall be monitored for excessive heat or bulging which are signs of battery failure. E-transportation devices stored in hallways and egresses shall be impounded by DPS. The owner of the vehicle will have conduct charges submitted to review proper actions and potential e-transportation penalties up to and including removing the e-transportation device from campus.

Artificial snow and other decorative sprays should be used with extreme caution; they shall not be used in laboratory and/or clinical settings. Avoid spraying around exits, exit signs or any of the fire protection equipment (fire hose cabinets, fire extinguishers, sprinkler heads and piping, fire alarm pull boxes, smoke detectors, etc.).

Open burning is not allowed on university property. Open burning as defined by the University is any open/exposed flame or combustion that produces heat, light or smoke, and has the potential to cause a fire. Examples of open burning are, but not limited to, candles, incense, bonfires (unless approved by the Director of Public Safety within the Zoar fire pit), campfires, and pyrotechnics. Barbecue grills are allowed as long as they are operated in a safe manner and attended at all times. Hot coals shall be disposed in authorized containers, extinguished, or cooled overnight. The following are also not allowed on university property but are not limited to: flammable/combustible liquids (for recreational/personal use), fireworks, firecrackers, rockets, flares, sparklers and other similar type products.

Procedures and Policies in the Event of a Fire

Should the fire alarm sound, all occupants are required to leave the building according to the state law and village ordinances. Occupants must leave the building via the nearest available safe exit. If the alarm sounds at night, all students should turn on their room lights, close windows, take a blanket, and immediately evacuate 100 feet from the building away from the fire department route into the building in which the fire alarm is sounded, going outdoors or to another, safe, building on campus, and await further instructions from DPS, RFFD, or Residence Hall staff members. Those students in buildings other than that in which the fire is located shall remain on the alert, ready to evacuate, if necessary. No person shall return to the building after leaving because of a fire alarm until instructed to do so by DPS, Residence, RFFD, or Residence Life.

For every fire alarm, DPS and RFFD are automatically informed through the building's fire system. DPS coordinates with RFFD's responding units to ensure a timely arrival to the effected building. If necessary, DPS will assist evacuees into other areas of campus for the duration of the fire alarm. DPS will coordinate with the River Forest Police Department and RFFD in the investigation of each fire incident.

Please report all fires, even those that have been extinguished without activating the fire alarm system, to DPS at (708) 209-3039. Dispatch staff will immediately notify on-duty staff to investigate. Building fire alarms or 9-1-1 may also be activated by any person for a true or perceived emergency. Once emergency agencies, Switchboard will notify on-call DPS, Physical, Plant, Housing staff to support emergency operations. DPS may activate the ERT or Executive Council when potential life-threatening emergencies or injuries may occur.

Public Fire Log

DPS maintains an open fire log that is kept at the University Switchboard and available for inspection to the public at all times. All fires that occur in CUC campus student housing shall be recorded here within two business days from the time the initial report was made to DPS. In instances where the release of this information would jeopardize a criminal investigation, the information will be kept confidential until such time as no damage is likely to occur as a result of the release of information

III. FIRE SAFETY EQUIPMENT

Student Housing Fire Safety Systems

Four residence halls (David-Jonathan, Kohn-Lindemann, Mary-Martha/Trusheim, and Concordia Hall) are completely covered by an integrated fire alarm system, which are monitored 24 hours a day, 365 days a year. The fire alarm system is also equipped with battery backup that is designed to automatically activate whenever there is a power loss. These back up batteries will continue to operate life safety systems including all fire safety equipment, sprinkler systems, emergency exit doors and emergency lighting.

Krauss Hall has an integrated fire alarm system, which is monitored 24 hours a day, 365 days a year in all hallways and common spaces. Krauss Hall resident rooms have local smoke detection with audio devices. All residence halls have fire sprinklers approved by the River Forest Fire Department meeting State of Illinois and NFPA requirements.

A (one all residence hall simultaneous) fire and evacuation drill is conducted in all of the residence halls each year during the fall semester. Additional drills will be conducted if necessary. These drills help familiarize students with evacuation routes and procedures they learned during orientation and/or floor events. Evacuees should follow directions and receive information from DPS officers and Residence Hall staff. These drills allow for the evaluation of evacuation patterns, training procedures, emergency response, and coordination of efforts.

The following properties were owned (sold March 30, 2022) by Concordia University Chicago and managed by Hearthstone Realty, 7977 Lake Street, River Forest, IL 60305. Battery-operated smoke detectors were provided within the rental agreement.

- 7221-7229 Thomas Street
- 1037-1039 Bonnie Brae

Definitions of Fire Safety Systems and Equipment

Monitored Fire System - The devices used for the detection of a fire within the building are monitored by DPS and a Central Station Monitoring contractor 365 days a year. Occupants of the building are alerted to a fire alarm via audible horns/sirens and visual strobe lights.

Pull Stations - The building is equipped with pull stations at all floor exits and main building exits.

Full Sprinkler System - The building is equipped with sprinklers in all common areas and individual rooms.

Smoke Detectors - The building is equipped with smoke detectors in all common areas and individual rooms.

Heat Detectors - The building is equipped with heat detectors in the areas containing mechanical and/or electrical equipment, laundry facilities, and kitchen ovens.

Ansul System - The building is equipped with an ansul fire suppression system at each kitchen stovetop.

Fire Extinguishers - The building is equipped with a fire extinguisher on every floor.

Emergency Guide/Map - Each individual room or suite contains an Emergency Guide which lists basic emergency information including what to do in case of a fire alarm, and an evacuation route map.

Fire Drills – The number of evacuation exercises conducted in the residence hall during the previous academic year.

RESIDENCE HALL FIRE SAFETY SYSTEMS AND EQUIPMENT

Residence Hall	Monitored Fire System	Pull Stations	Full Sprinkler System	Smoke Detectors	Heat Detectors	Ansul System	Fire Extinguishers	Emergency Guide/Map	# of Fire Drills
Concordia Hall	X	X	X	X	X	X	X	X	1
David-Jonathan	X	X	X	X	X		X	X	1
Kohn-Lindemann	X	X	X	X	X		X	X	1
Krauss Hall 3 rd floor	X	X	X	X*	X		X	X	1
Mary Martha-Trusheim	X	X	X	X	X		X	X	1

* Each individual residence hall room within Krauss Hall contains a standard household battery operated smoke detector with an audible alarm instead of a monitored smoke detector. The entire building has common space monitored smoke detector system meeting NFPA requirements. Manual pull station at each floor exit.

IV. CAMPUS FIRE STATISTICS

Gathering and Reporting of Statistics

DPS shall be responsible to gather, analyze, and report statistics on a cumulative three-year basis for fires in each on-campus student housing facility. For the purpose of this report, the HEOA defines a fire as, “any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.” Such examples include a trash can on fire, a grease fire, arson, or a gas stove fire. Situations where only sparks or smoke exist, such as burnt popcorn in a microwave, do not constitute a fire.

Statistics are reported in multiple categories. For the purpose of this report, Total Fires is the number of times a fire existed, regardless of size, length of time, or if the fire system was activated. Cause of Fire is defined as the factor or factors that give rise to a fire. This category will first list if the cause was unintentional, intentional, or undetermined, and then give a brief reason the fire began. Total Injuries are the number of people who received treatment for fire-related injuries, contacted paramedics at the scene and refused further aid or transport to a medical facility, or were transported to a medical facility for treatment or refusal of further treatment. The HEOA defines a fire-related injury as, “any instance in which a person (students, employees, visitors, firefighters, etc.) is injured as a result of a fire, including an injury sustained from a natural or accidental cause, while involved in fire control, attempting rescue, or escaping from the danger of the fire.” Total Deaths is the number of fire-related deaths, which is defined by the HEOA as, “any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire; or dies within one year of injuries sustained as a result of the fire.” Cost of Damages is the estimated value of the total loss of property, including personal property, that was damaged by fire and related damages such as smoke, water, and fire suppression chemicals.

RESIDENCE HALL FIRE STATISTICS

Residence Hall	Year	Total Fires	Cause of Fire	Total Injuries	Total Deaths	Cost of Damages
Concordia Hall	2023	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2025	0	N/A	N/A	N/A	N/A
David-Jonathan Halls	2023	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2025	0	N/A	N/A	N/A	N/A
Kohn-Lindemann Halls	2023	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2025	0	N/A	N/A	N/A	N/A
Krauss Hall 3 rd floor	2023	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2025	0	N/A	N/A	N/A	N/A
Mary Martha Trusheim Hall	2023	0	N/A	N/A	N/A	N/A
	2024	0	N/A	N/A	N/A	N/A
	2025	0	N/A	N/A	N/A	N/A