

# **MOUNT ANGEL ABBEY AND SEMINARY**

***1 Abbey Drive***

***Saint Benedict, OR 97373***



## **ANNUAL SECURITY AND FIRE REPORT 2020**

### **QUICK REFERENCE OF RESOURCES:**

Mount Angel Police Department Emergency: 911  
5 N. Garfield Street  
Mt. Angel, OR 97362

Mount Angel Police Department Non-Emergency: (503) 845-9294  
5 N. Garfield Street  
Mt. Angel, OR 97362

Mount Angel Fire Department Emergency: 911  
300 Monroe Street  
Mt. Angel, OR 97362

Mount Angel Fire Department Non-Emergency: (503) 845-2438  
300 Monroe Street  
Mt. Angel, OR 97362

Legacy Silverton Medical Center: (503) 873-1500  
342 Fairview Street  
Silverton, Oregon 97381

Silverton Hospital Urgent Care: (503) 873-4115  
335 Fairview Street  
Silverton, OR 97381

Oregon Sex Offender Registry Information: [sexoffenders.oregon.gov](http://sexoffenders.oregon.gov)

## **MOUNT ANGEL SEMINARY**

Mount Angel Seminary, an apostolate of the Benedictine monks of Mount Angel Abbey, is a school whose primary purpose is the human, spiritual, intellectual and pastoral formation of men for the Roman Catholic priesthood. The Seminary is comprised of a Graduate School of Theology, and a College of Liberal Arts, and, for seminarians requiring additional preparation to enter the Graduate School, a Pre-Theology program. In addition, the Graduate School of Theology offers theological education to qualified laymen and women. The Seminary's programs adhere to the norms established by the Holy See and the United States Conference of Catholic Bishops as stated in the Program of Priestly Formation.

### **THE PURPOSE OF THE ANNUAL SECURITY REPORT**

Mount Angel Abbey and Seminary is committed to provide a safe and secure environment. In compliance with the federal law known as the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act*, and amendments to that Act arising out of legislation regarding the *Violence Against Women Act* (VAWA) and Title IX, Mount Angel Seminary is required to disclose "statistics concerning the occurrence of certain criminal offenses reported to local law enforcement agencies or any official of the institution who is defined as a 'Campus Security Authority (CSA).'" Directives regarding crimes to be reported, officials designated to receive reports (CSAs), procedures for reporting, and policies are made available on an annual basis. Training of CSAs is done each year.

Information and statistics for crimes occurring on the campus geography of the Hilltop and adjacent public property are prepared annually in cooperation with the Mt. Angel Police Department. Copies of the Annual Security Report are made available to members of the Hilltop community and posted on the Seminary website.

Copies of this report will be made available to prospective students through the Seminary website. Copies of this report will be made available to prospective employees through the Office of Human Resources. The monastic community may obtain a copy of Mount Angel's Annual Security Report through the Office of the Prior. Interested parties may also obtain a copy from the Office of the Vice President for Administration.

This report is prepared to comply with the *Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act* and amendments.

### **ACCESS TO BUILDINGS**

Access to buildings is secured through the use of key-code locks that limit access to buildings, dormitory floors and offices. Residence areas in Anselm Hall, Aquinas Hall, and Subiaco Hall are secured 24 hours a day. Some facilities may have individual hours, which may vary due to the nature of the activity that occurs within. These buildings are secured according to schedules developed by the department responsible for the facility.

Custodial staff conduct regular inspections through the course of their daily duties to insure that exits are well-lit and safety lighting is functional.

## **CRIME REPORTING POLICY, PROCEDURES, AND RESPONSES**

Any person who knows of, or is the victim of, any action that is defined as a crime according to the Clery Act, Title IX and VAWA amendments, is highly encouraged to report a violation, or violations, to any of those identified below as a Campus Security Authority. All statements are voluntarily given and held in confidence in accordance with federal, state, and local regulations.

When circumstances warrant, efforts are made to provide timely notifications to the Hilltop community.

The campus disciplinary procedures are found in the Employee Handbook and the student Rule of Life.

### **EMERGENCY NOTIFICATION SYSTEM TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS**

The Hilltop utilizes SchoolMessenger, a multi-modal system (text, telephone, and email alerts), for issuing both timely warnings and emergency notification when warranted. Tests of the emergency notification system, in all three modes, are conducted on a regular basis. Information required by the Federal Government regarding timely warnings of COVID-19 have been posted on the website.

### **CSAS AND CAMPUS SECURITY AGENCY**

Mount Angel Abbey and Seminary has identified and made known to the Hilltop those officials who have significant responsibility for student and campus activities as Campus Security Authorities. These individuals are trained annually as to what to report and to whom. Mount Angel Seminary identifies the following as Campus Security Authorities: the President-Rector, Vice Rector, Deans, Formation Directors, the Director of Student Services, Director and Associate Director of Non-Seminarians, team coaches, athletic director, advisors to student groups, student Resident Assistants and the Vice President for Administration. In addition, those identified as Campus Security Authorities for the Hilltop are: the Abbot, Prior, Subprior, Procurator, Guest Master, Library Director, Human Resources Manager, and Department Directors and Managers.

Campus Security Authorities report allegations received as follows:

- 1) All allegations of a Clery/Title IX/VAWA crime where the alleged violator is a person other than the President-Rector or Vice President for Administration must be reported to the President-Rector and/or the Vice President for Administration.
- 2) All allegations of a Clery/Title IX/VAWA crime where the alleged violator is the Vice President for Administration must be reported to the President-Rector.
- 3) All allegations of a Clery/Title IX/VAWA crime where the alleged violator is the President-Rector must be reported to the Vice President for Administration.

The campus geography of Mount Angel Abbey and Seminary is identified to be the area of the Hilltop except for the cloistered areas of the Monastery and the private areas of the Guesthouse, which are normally restricted to guests.

Additionally, Mount Angel Seminary and Abbey has a contractual agreement with the Mt. Angel Police Department to conduct regular patrols of the geography. In 2019, the Mt. Angel Police Department conducted area checks of the Abbey and Seminary an average of 2-4 times per day.

In effect, the Mt. Angel Police Department acts as the "campus security agency". The cooperation and involvement of all on the Hilltop is essential. We encourage anyone who is a victim of, or witness to, a crime on or near campus to report it to a Campus Security Authority on campus or by calling the Mt. Angel Police Department at 503-845-9294.

The Hilltop does not have a residential law enforcement presence with the authority to make arrests but works with local law enforcement as described above. Campus Security Authorities do not possess arrest power. Criminal incidents are referred to the Mt. Angel Police Department. Crime victims, or those with knowledge of a crime having been committed, are encouraged to report in order to assure timely warnings, if deemed necessary for the health and safety of all, and to insure timely disclosure of statistics.

### **REPORTING OF MISSING PERSONS**

A person may be deemed missing if it is reported to Campus Security Authorities that the individual has been unreachable via personal contact, telephone, e-mail, or text for 24 hours or more. Upon determination that a person is missing, a report is made to the Mt. Angel Police Department by the appropriate Hilltop authority. The term "missing person" refers to any student, employee, resident, or guest of the Hilltop who is reported missing from the Hilltop after a period of 24 hours without notification of his or her whereabouts.

### **FIRE SAFETY**

When a person on the Hilltop discovers a situation requiring the immediate evacuation of a building, that person shall notify all persons in the building using the existing emergency alarm system. Fire alarms and extinguishers are found throughout the buildings. Evacuation and notification protocols in the event of a fire are found in the Rule of Life and in the green Mount Angel Abbey Guidelines for Emergency/Crisis/Reportable Incident Procedures (Emergency Guidelines) reference charts available in each building. Fire drills are conducted regularly through the office of the facilities manager.

### **DRUG AND ALCOHOL POLICY**

Mount Angel Abbey and Seminary encourages all members of its community (seminarians, students, employees, monks, faculty and staff) to embrace the highest values personally, professionally, and for society. The Hilltop is committed to preventing the use of illegal substances by any student or person employed by, or a resident of, Mount Angel Abbey and Seminary. Mount Angel Abbey and Seminary promotes responsible behavior regarding alcohol and legal addictive substances through policy, needs assessment, education, and referral for treatment.

The Hilltop has, on site, two counselors who are regularly available to meet with students. Mount Angel Abbey and Seminary makes available to each employee, seminarian, student, faculty, and staff member either in printed format or through the Office of Human Resources or the on-site counselors the following:

- The employee *Alcohol and Drug Free Policy* is found in the Mount Angel Abbey Employee handbook. The Drug Free Policy and the Mount Angel Seminary Drug and Alcohol Prevention Program (which is affixed to this report as an appendix) can be found in the Rule of Life, and the Mount Angel Seminary Academic Faculty Policies and Procedures handbook.
- A description of the health risks associated with the use of illicit drugs and the abuse of alcohol: [www.justice.gov/dea/druginfo/factsheets.shtml](http://www.justice.gov/dea/druginfo/factsheets.shtml).
- A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol can be found in the student Rule of Life, as well as this report.
- A description of any drug or alcohol assistance programs that are available.
- Violations of local ordinances or of state and federal laws regarding controlled substances and subsequent disciplinary responses are addressed in the Rule of Life and the Mount Angel Abbey Employee Handbook, as well as this report.

Mount Angel Abbey and Seminary provides information regarding support services and remedies through the Employee Assistance Program, the on-site counselors, and the Office of Human Resources.

Seminarians who consume alcoholic beverages provided for social functions on the Hill are not to drive Seminary or private vehicles afterward. When consuming alcohol while off the Hill, seminarians must have a designated driver who is not to drink any alcohol whatsoever during the entire outing.

#### SEMINARIAN/STUDENT SANCTIONS

1. Possession or use of cannabis or any unauthorized or illegal drugs and narcotics, on or off campus, are grounds for immediate dismissal from the Seminary.
2. Any student guilty of violating a local, state, or federal law pertaining to unlawful possession, use or distribution of illicit drugs and alcohol must notify the appropriate Seminary official in writing, no later than five (5) calendar days after conviction. Failure to comply with this notification requirement may result in immediate termination or dismissal.  
No later than thirty (30) calendar days after receiving notification of such conviction from a student, the Seminary shall:
  - a. Take action against the student to include any range of authorized disciplinary actions up to termination/dismissal; and/or
  - b. Require the student to participate satisfactorily in a drug abuse assistance or rehabilitation program approved by the Seminary; and
  - c. If the student is authorized to receive funds through the federal government at the time of the incident, the Seminary shall notify the agency which awarded the grant within ten (10) calendar days after receipt of notification from the student.
3. Mount Angel Seminary will review this policy periodically to determine its effectiveness and to ensure that sanctions are consistently enforced. This policy is promulgated in compliance with federal law. Where issues of suitability for priestly ministry are raised, the Code of Canon Law supersedes civil law. The Seminary reserves the right to implement changes at any time by approval of the President-Rector.

Those who are twenty-one (21) years of age or older may possess and use alcoholic beverages in moderation in Aquinas Hall. Mount Angel Seminary supports those who choose

not to drink alcohol and makes a point to include non-alcoholic beverages at Seminary-sponsored social functions. Moderation, good judgment, and discipline are to characterize the seminarian's use of alcohol at all times. Excessive or immoderate drinking is entirely inappropriate and will not be tolerated. Referral for alcohol or drug counseling can be arranged between a diocese or religious order and the Seminary, using on-site counselors as appropriate.

Consumption of alcoholic beverages by or providing alcoholic beverages to persons under the age of twenty-one (21) is a violation of Oregon State Law (*Oregon Revised Statutes 352.008, and OSSHE Administrative Rule 580-19-001*), and may result in the dismissal of all involved.

## **EMPLOYEE SANCTIONS**

The Mount Angel Abbey Employee Handbook describes in detail the policies and sanctions associated with its commitment to maintaining a safe and healthy work environment.

Any employee who is found to be in violation of the institution's drug and alcohol policy, or who refuses to submit to testing as required, or who refuses to cooperate or attempts to subvert the testing process will be subject to disciplinary action up to and including termination of employment. The Abbey and Seminary reserves the right to involve law enforcement officials for any conduct which it believes might be in violation of state or federal law.

If a professional assessment is made that an employee has a problem with alcohol or drugs, continued employment may be conditioned upon entering into, and completing, a treatment program (including follow-up recommendations). The Abbey will work with the employee to initiate an appropriate treatment program. The employee may also be required to sign and live up to the terms of a performance agreement if they voluntarily seek help before a performance problem arises in order to demonstrate their commitment to rehabilitation and staying drug and alcohol free.

## **LEGAL SANCTIONS**

The following are Federal penalties and sanctions for Illegal Possession of a Controlled Substance. Additional penalties are imposed for trafficking.

- 21 U.S.C. 844(a). First conviction: Up to one-year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.
- After one prior drug conviction: At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000, or both.
- After two or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000, or both. Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000, or both, if: 1st conviction and the amount of crack possessed exceeds five grams. 2nd crack conviction and the amount of crack possessed exceeds three grams. 3rd or subsequent crack conviction and the amount of crack possessed exceeds one gram. 21 U.S.C. 853(a)(2) and 881(a)(7). Forfeiture of personal real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment.

- 21 U.S.C. 881(c)(4). Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. 21 U.S.C. 844a. Civil fine of up to \$10,000 (pending adoption of final regulations). 21 U.S.C. 853a. Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.
- 18 U.S.C. 922(g). Ineligible to receive or purchase a firearm.

#### Minor in Possession (MIP):

The legal drinking age in Oregon is 21.

If you are under 21, it is illegal for you to:

- Attempt to purchase or to acquire alcoholic beverages;
- Have personal possession of alcoholic beverages, including accepting any gift, or consuming alcohol that belongs to someone else;
- Enter or attempt to enter any portion of licensed premises posted or otherwise identified as prohibited for use by minors.

Penalty: fine of up to \$250.

Minors under the age of 18 who are convicted of any crime involving the possession, use, or abuse of alcohol or controlled substances will lose their driver's license for one year for the first offense and two years for a second offense. Unlicensed minors who are convicted will lose their right to apply for a license for one year or until the age of 17, whichever is longer.

#### Identification:

It is illegal to:

- Loan your ID to someone else;
- Attempt to use ID belonging to someone else or attempt to use falsified ID;
- Make a written statement of age that is false when applying for ID or in trying to enter a bar.

Penalty: fine of up to \$2,500 and up to one year in jail.

#### Furnishing to a Minor:

It is illegal to furnish or make alcohol available to a minor in any fashion, including selling or collecting party donations. Parents or legal guardians may provide alcohol to their own minor children in a private residence. Penalty: first offense, fine of \$350; second offense, fine of \$1,000; third offense, fine of \$1,000 and not less than 30 days in jail. These are minimum penalties that the judge cannot reduce.

Maximum penalty: fine of up to \$2,500 and up to one year in jail.

#### Driving Under the Influence of Intoxicants (DUII):

- if testing shows an individual to have a blood alcohol concentration (BAC) of .08% or more, he or she will typically be facing a 90-day administrative license suspension, even without conviction of DUII. Refusal to submit to a chemical test will likely result in a one-year suspension of one's license.
- A DUII conviction carries a one-year license suspension with first time convictions resulting in a jail sentence of up to one year or community service of no less than 80 hours and no more than 250 hours.
- All drivers convicted of DUIIs in Oregon must complete a screening interview to determine an appropriate substance abuse treatment program. Costs of the screening and subsequent treatment are incurred by the driver.



Penalty: minimum fine of \$1,000; maximum fine of \$6,250 for first time offenders when alone in a vehicle. The maximum fine is raised to \$10,000, when a passenger is in the vehicle who was under 18 years old and you were at least three years older than the passenger.

Seminarians who consume alcoholic beverages provided for social functions on the Hill are not to drive Seminary or private vehicles afterward. When consuming alcohol while off the Hill, seminarians must have a designated driver who is not to drink any alcohol whatsoever during the entire outing.

For information regarding Oregon's marijuana laws please refer to the following website:  
<http://www.oregon.gov/olcc/marijuana/Pages/default.aspx>

### **SEXUAL HARRASSMENT/ASSAULT POLICY**

Mount Angel Abbey and Seminary will not tolerate conduct by anyone on the Hilltop who harasses, disrupts, or interferes with another person's work or study. While all forms of harassment are prohibited, it is our policy to emphasize that sexual harassment is specifically prohibited. Definitions and procedural policies involving students of the Seminary comply with the Department of Education's May 6, 2020 guidance regarding investigation, reporting, adjudication, and possible disciplinary action are found in the Seminary Rule of Life; those involving behavior strictly between employees are found in the Mount Angel Abbey Employee Handbook.

Mount Angel Abbey and Seminary desires to create an environment where everyone feels productive and comfortable. It is the policy of the Abbey and Seminary that all be able to work and to study in a setting free from all forms of unlawful discrimination. Mount Angel Abbey and Seminary recognizes that sexual assault is a serious issue and will not tolerate acts of sexual assault on its premises. The administration will investigate or cause to be investigated reported allegations of sexual assault and will take the appropriate disciplinary action, which can be found in the Rule of Life and the Mount Angel Abbey Employee Handbook.

Procedures within the Abbey and Seminary for reporting if a person is harassed, or if one knows of an individual who is being harassed in any way, are available in the Mount Angel Abbey Employee Handbook and the Rule of Life.

Mount Angel Seminary is committed to providing all students, employees, monks, and volunteers with an environment free of harassment, including sexual harassment. Harassment by students or those employed by Mount Angel Seminary is contrary to Christian principles and is not tolerated by the Seminary.

Forms of harassment include, but are not limited to, verbal, visual, and physical conduct; threats and demands; and retaliation for reporting harassment. If a student or seminarian believes that he or she is being harassed or otherwise finds someone's behavior offensive, the student or seminarian should inform the other party that their conduct is offensive and must stop; if the objectionable behavior does not cease, or if the student or seminarian is not comfortable approaching the other person, the student or seminarian should report the behavior to the Seminary administration as below so that the behavior can be addressed. Those reporting inappropriate conduct will be taken seriously and appropriate investigation

and action will be undertaken promptly. The Seminary prohibits any form of retaliation against seminarians or students for good faith reporting of harassment.

The following is the process within the Seminary for reporting if a seminarian or student believes he or she is unlawfully discriminated against or harassed, or if one knows of another seminarian or student who is being unlawfully discriminated against or harassed in any way:

1. If the student is harassed by anyone other than the President-Rector or Vice President of Administration, including another student or group of students:  
The student, if a seminarian, reports the incident to his formation director, or if the student is a non-seminarian, to the Director of Non-Seminarian Students. The student may also report the incident directly to the President-Rector or Vice President of Administration.
2. If the student is harassed by the Vice President of Administration:  
The student reports the incident directly to the President-Rector.
3. If the student is harassed by the President-Rector:  
The student reports the incident directly to the Vice President of Administration.
4. The student or seminarian may also report the incident outside the Seminary to the Abbey's Human Resources Manager, especially if an employee is involved.
5. All student reports of harassment are to include the Seminary's Student Harassment Complaint Form, which is available on the Seminary's Google Drive labelled "Seminary Students" which can be found under the sub-heading "Shared Drives", or in the Office of the Vice President for Administration, or in the Office of the Human Resources Manager. Reports by employees of harassment are to follow policies in the Employee Handbook.

Seminarians are encouraged to share anything affecting their formation with their respective dioceses or religious communities. In addition, if anyone has reason to believe that a crime has been committed, he or she is encouraged to report the incident and all relevant information directly to the Mt. Angel Police Department. It is the policy of Mount Angel Seminary to fully cooperate with law enforcement officials.

#### Investigating and Adjudicating Formal Complaints of Sexual Harassment

When formal complaints are put forward, Mount Angel Seminary will investigate using the "clear and convincing" evidentiary standard. Adjudication meetings will normally last no longer than 1 business day. Decisions are normally communicated within 15 business days. Training of both investigators and adjudicators occurs in compliance with the Department of Education's requirements and standards.

Mount Angel Seminary follows the procedural guidelines that took effect August 14, 2020. Significant here is that a written statement be prepared of the allegations to all known parties upon receipt of the formal complaint of sexual harassment, made through the student complaint form mentioned above or through Human Resources. This written statement will include sufficient detail of the allegations, a statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is not made until the conclusion of the grievance process.

The adjudication process includes notification of both parties (complainant and respondent) of the formal investigation, names of investigators, and summary of allegation. The process also includes institution-appointed case managers and witness coordinators, if applicable, who may communicate with the complainant/respondent/witness during proceedings, but not delay, disrupt or otherwise take action to interfere with the integrity of the meeting.

Complainants and respondents have the option to be assisted by an advisor of their choice. Witnesses may not act as advisors. Advisors are silent, non-participating observers.

At the conclusion of the investigation, the investigator will prepare a summary report and provide it to the Title IX Coordinator or designee. The summary report is a statement of fact, not a finding of responsibility.

While the Seminary will maintain confidentiality to the extent possible, other parties may be notified in the course of the investigation if deemed appropriate in order to facilitate the investigation and any corrective action needed, e.g., the respective diocese or religious superior will generally be notified if a seminarian or member of a religious community is involved, or, Human Resources will generally be notified if an employee is involved.

Because Mount Angel Seminary strongly disapproves of offensive or inappropriate behavior, all students, monks, employees, and volunteers must avoid any action or conduct that could be viewed as unlawful discrimination or harassment, including sexual harassment.

These policies flow directly from, and work in conjunction with, the policy and procedures of Mount Angel Abbey in regards to unlawful discrimination and harassment, including sexual harassment. This policy is available in the Office of Human Resources.

### **TITLE IX COORDINATOR**

Father Stephen Clovis, Vice President for Administration, serves as the Title IX Coordinator for the Seminary. He insures continued compliance with Federal laws and regulations. He coordinates the annual training, education and reporting of any violations, should they occur. He can be contacted at 503-845-3570 or [stephen.clovis@mtangel.edu](mailto:stephen.clovis@mtangel.edu).

### THREE-YEAR REPORT STATISTICS

#### ON CAMPUS

<b>CRIME INCIDENTS</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Murder	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Motor Vehicle Theft	0	0	0
Burglary	0	0	0
Manslaughter	0	0	0
Arson	0	0	0
Sexual Offense (Forcible)	0	0	0
Sexual Offense (No Force)	0	0	0
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possession	0	0	0

#### VIOLENCE AGAINST WOMEN ACT OFFENSES

Stalking (includes cyberstalking)	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0

#### ARRESTS AND REFERRALS

Liquor Law Arrests	0	0	0
Liquor Law Violations (Referred)	0	0	0
Drug Law Arrests	0	0	0
Drug Law Violations (Referred)	0	0	0
Illegal Weapons Possession Arrests	0	0	0
Illegal Weapons Violations (Referred)	0	0	0

#### HATE CRIMES

Larceny-Theft	0	0	0
Simple Assault	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

## RESIDENTIAL FACILITIES

<b>CRIME INCIDENTS</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Murder	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Motor Vehicle Theft	0	0	0
Burglary	0	0	0
Manslaughter	0	0	0
Arson	0	0	0
Sexual Offense (Forcible)	0	0	0
Sexual Offense (No Force)	0	0	0
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possession	0	0	0

### VIOLENCE AGAINST WOMEN ACT OFFENSES

Stalking (includes cyberstalking)	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0

### ARRESTS AND REFERRALS

Liquor Law Arrests	0	0	0
Liquor Law Violations (Referred)	0	0	0
Drug Law Arrests	0	0	0
Drug Law Violations (Referred)	0	0	0
Illegal Weapons Possession Arrests	0	0	0
Illegal Weapons Violations (Referred)	0	0	0

### HATE CRIMES

Larceny-Theft	0	0	0
Simple Assault	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

## NON-CAMPUS

<b>CRIME INCIDENTS</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Murder	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Motor Vehicle Theft	0	0	0
Burglary	0	0	0
Manslaughter	0	0	0
Arson	0	0	0
Sexual Offense (Forcible)	0	0	0
Sexual Offense (No Force)	0	0	0
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possession	0	0	0

### VIOLENCE AGAINST WOMEN ACT OFFENSES

Stalking (includes cyberstalking)	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0

### ARRESTS AND REFERRALS

Liquor Law Arrests	0	0	0
Liquor Law Violations (Referred)	0	0	0
Drug Law Arrests	0	0	0
Drug Law Violations (Referred)	0	0	0
Illegal Weapons Possession Arrests	0	0	0
Illegal Weapons Violations (Referred)	0	0	0

### HATE CRIMES

Larceny-Theft	0	0	0
Simple Assault	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

## PUBLIC PROPERTY

<b>CRIME INCIDENTS</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Murder	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Motor Vehicle Theft	0	0	0
Burglary	0	0	0
Manslaughter	0	0	0
Arson	0	0	0
Sexual Offense (Forcible)	0	0	0
Sexual Offense (No Force)	0	0	0
Liquor Law Violations	0	0	0
Drug Abuse Violations	0	0	0
Weapons Possession	0	0	0

### VIOLENCE AGAINST WOMEN ACT OFFENSES

Stalking (includes cyberstalking)	0	0	0
Domestic Violence	0	0	0
Dating Violence	0	0	0

### ARRESTS AND REFERRALS

Liquor Law Arrests	0	0	0
Liquor Law Violations (Referred)	0	0	0
Drug Law Arrests	0	0	0
Drug Law Violations (Referred)	0	0	0
Illegal Weapons Possession Arrests	0	0	0
Illegal Weapons Violations (Referred)	0	0	0

### HATE CRIMES

Larceny-Theft	0	0	0
Simple Assault	0	0	0
Intimidation	0	0	0
Destruction/damage/vandalism of property	0	0	0

## **MOUNT ANGEL ABBEY AND SEMINARY RESIDENTIAL FIRE REPORT**

	<b>2017</b>	<b>2018</b>	<b>2019</b>
Anselm Hall	0	0	0
Aquinas Hall	0	0	0
Subiaco Hall	0	0	0

When a person on the Hilltop discovers a situation requiring the immediate evacuation of a building, that person shall notify all persons in the building using the existing emergency alarm system. Fire alarms and extinguishers are found throughout the buildings. Evacuation and notification protocols in the event of a fire are found in the Rule of Life and in the green Mount Angel Abbey Guidelines for Emergency/Crisis/Reportable Incident Procedures (Emergency Guidelines) reference charts available in each building.

Fire drills are conducted on a regular basis throughout the academic year. They are coordinated through Mount Angel Abbey and Seminary's custodial and maintenance staff, who also perform inspections of exit lights and alarm systems.

A *fire log* is kept by the Facilities Manager.



## **Mount Angel Seminary Drug and Alcohol Abuse Prevention Program**

### **INTRODUCTION**

Mount Angel Seminary is a school of human virtue. Vivified by Christian faith, hope, and charity, the virtues are habits of thinking and choosing which lead to true knowledge and to prudent, moral choices in all domains of life. The Drug and Alcohol Abuse Prevention Program of Mount Angel Seminary is guided by the institution's conviction that the development of virtues leads to self-discipline whereby one is able to exercise self-control and prudent behavior.

The illegal use and abuse of alcohol or other drugs by students or employees interferes with the development of appropriate virtue and the academic learning process and places the safety of individuals and the campus community at risk. Our goal is to continue to ensure a quality of life on and off campus marked by prudent and virtuous choices and behavior by increasing healthy lifestyles and reducing the harm associated with alcohol and other drug abuse.

All students and employees of the Seminary comply with Mount Angel Seminary's alcohol and drug policies which are also explained in the Rule of Life and the Mount Angel Abbey Employee Handbook. For students, violation of these policies may result in dismissal from the Seminary. For employees, the matter will be referred to Human Resources for possible further action as described in the Mount Angel Abbey Employee Handbook.

### **POLICIES**

Student and employee policies related to alcohol and other drug use are included in the Rule of Life and the Mount Angel Abbey Employee Handbook. These policies are reinforced during orientation and Vice Rector conferences for students and through communication from Human Resources for employees.

### **DRUG FREE COMMUNITY**

Mount Angel Seminary encourages all members of its community (seminarians, students, faculty, staff, and other employees) to embrace the highest values personally, professionally, and for society. The Seminary is committed to preventing the use of illegal substances by all members of the community. Mount Angel Seminary promotes responsible behavior regarding alcohol and legal addictive substances through policy, needs assessment, education, and referral for treatment.

Mount Angel Seminary makes available to each seminarian, student, faculty and staff member:

- . A copy or summary of this policy;
- . A description of the health risks associated with the use of illicit drugs and the abuse of alcohol;
- . A description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- . A description of any drug or alcohol counseling, treatment, rehabilitation, or re-entry programs that are available off-campus to employees and students.

Mount Angel Seminary offers primary services of assessment, referral, and short-term

counseling to seminarians who are experiencing substance abuse problems. Such programs are

coordinated annually by the Mount Angel Seminary staff and are open to all seminarians. A seminarian may seek these services on his own initiative, or a seminarian may be directed by a member of the formation faculty or an administrator to the service when a decline in performance is observed. In addition, the Seminary makes available materials which focus on the dangers of and health risks associated with the use of illicit drugs and the abuse of alcohol. Mount Angel Seminary prohibits the unlawful manufacture, distribution, dispensing, possession, consumption, sale, or use of controlled substances and alcohol on or in Abbey/Seminary owned or controlled property or in the course of Seminary business or activities. Individuals including, but not limited to, students, employees, contractors, agents, or volunteers, who violate this policy shall be subject to discipline, termination/dismissal, debarment, arrest or citation, and referral by Seminary officials for prosecution, as applicable. Additionally, employees or students who violate this policy may be required to participate satisfactorily in a drug abuse assistance or rehabilitation program approved by the Seminary.

## **STUDENT POLICIES**

### **ALCOHOL**

Seminarians who are twenty-one (21) years of age or older may possess and use alcoholic beverages in moderation in Aquinas Hall. Mount Angel Seminary supports those who choose not to drink alcohol and makes a point to include non-alcoholic beverages at Seminary-sponsored social functions. Moderation, good judgment, and discipline are to characterize the use of alcohol at all times by all students. Excessive or immoderate drinking is entirely inappropriate and will not be tolerated. Referral for alcohol or drug counseling can be arranged between a diocese or religious order and the Seminary, using on-site counselors as appropriate.

Consumption of alcoholic beverages by or providing alcoholic beverages to persons under the age of twenty-one (21) is a violation of Oregon State Law (*Oregon Revised Statutes 352.008, and OSSHE Administrative Rule 580-19-001*), and may result in the dismissal of all involved as well as legal sanctions.

It is the policy of Mount Angel Seminary that Anselm Hall is a “dry” student residence. No student living there may keep alcoholic beverages in his room nor serve alcohol at social gatherings. This policy includes those resident students who are 21 years of age or older. The rationale for this policy is the prevention of situations in which those under 21 may be tempted to drink alcoholic beverages, which is illegal in the State of Oregon.

College students who are 21 years of age or older are permitted to drink alcoholic beverages in accordance with all the above stipulations when they are off the premises, and may also do the same when permitted to socialize with the pre-theology and theology students in Aquinas Hall.

### **ILLEGAL DRUGS**

Possession or use of cannabis or any unauthorized or illegal drugs and narcotics, on or off campus, are grounds for immediate dismissal from the Seminary.

### **ATHLETES**

Mount Angel Seminary athletic teams are considered club sports and not affiliated with any collegiate athletic association. All who participate in team sports at Mount Angel Seminary adhere to the same policies, and are subject to the same sanctions, as those who do not participate in athletics.

## **EMPLOYEE POLICIES**

The following conditions and activities are expressly prohibited on the premises during work time, in Abbey/Seminary vehicles or while representing the Seminary in any work-related fashion:

- The manufacture, offer, sale, attempt to sell, use, or possession of alcohol and other controlled or illegal substances (except strictly in accordance with medical authorization or alcohol provided for sponsored events);
- The use or possession of any other substances that impair job performance or pose a hazard;
- Reporting for work under the influence of alcohol, illegal drugs, or controlled substances in a manner that may impair work performance.

If a doctor prescribes medication, either over the counter or prescription drugs, it is the employee's responsibility to ensure their ability to work safely will not be affected by taking the medication.

Having any detectable level of an illegal or controlled drug in one's system will be considered a violation. Where there is reasonable suspicion that an employee is in violation of this policy, the employee will be required to submit to testing. The institution reserves the right to determine whether reasonable suspicion exists. Refusal to consent to testing will be considered a positive test result. Mount Angel Abbey and Seminary may conduct random drug testing.

The following definitions apply:

- Reasonable suspicion includes specific describable observations concerning such circumstances as the work performance, appearance (including noticeable odor of an illegal or controlled substance), behavior, or speech of the employee, or involvement in an accident on the premises, which results in physical injury or property damage.
- Voluntary notification by employees will be addressed on a case-by-case basis.
- Under the influence is defined as any detectable level of alcohol or drugs in an employee's blood or urine or any noticeable or perceptible impairment of the employee's mental or physical faculties.
- Controlled substances are defined as all forms of narcotics, depressants, stimulants, hallucinogens, cannabis, whose sale, purchase, transfer, use, or possession is prohibited or restricted by local, state, or federal law.
- Over-the-counter drugs are those that are generally available without a prescription from a medical doctor and are limited to those drugs which are capable of impairing the judgment of an employee to safely perform his or her duties.
- Prescription drugs are defined as those drugs which are used in the course of medical treatment and have been prescribed and authorized for use by a licensed practitioner/physician or dentist.

## **PROGRAMMING**

### **STUDENT RESOURCES**

#### **Counseling Services**

Dr. Ruth Hayes-Barba  
Annunciation  
[ruth.hayes-barba@mtangel.edu](mailto:ruth.hayes-barba@mtangel.edu)

Fr. Alex Rubio, MSpS  
Annunciation  
[alex.rubio@mtangel.edu](mailto:alex.rubio@mtangel.edu)

**Multnomah County Crisis Line:** 503-988-4888

**Marion County Crisis Line:** 503-588-5415

**National Drug Information Treatment and Referral Hotline: 1 (800) 662-HELP**

This is the U.S. Department of Health and Human Services (HHS) Substance Abuse and Mental Health Services Administration's toll-free telephone number for alcohol and drug information/treatment referral assistance. Anyone can speak to a representative concerning substance abuse treatment, request printed materials on alcohol or drugs, or learn more about local substance abuse treatment referral information in Oregon.

**EMPLOYEE RESOURCES**

Telephone and online support can be found through the Employee Assistance Program (EAP) and further information can be obtained from the Mount Angel Abbey Human Resources Manager.

**PROGRAMS**

- The Seminary's Rule of Life and the Mount Angel Abbey Employee Handbook include detailed information on policies related to alcohol and drug use.
- The Vice Rector meets with students in the fall and spring semesters to provide information regarding Seminary policies and community standards, including those pertaining to alcohol and drugs.
- Bi-monthly meetings between all seminarians and human formation director to monitor progress in the virtuous habits of thinking and choosing which lead to true knowledge and to prudent, moral choices in all domains of life.
- Annual, individualized evaluation of all seminarians resulting in commendations and recommendations.
- Regular meetings in residence halls and in small groups (Jesus Caritas and Men of Christ) to reinforce personal accountability and growth in virtuous habits and Christian living.
- On-site counselors are available to students.

**SEMINARY SANCTIONS****SEMINARIAN/STUDENT SANCTIONS**

1. Possession or use of cannabis or any unauthorized or illegal drugs and narcotics, on or off campus, are grounds for immediate dismissal from the Seminary.
2. Any student guilty of violating a local, state, or federal law pertaining to unlawful possession, use or distribution of illicit drugs and alcohol must notify the appropriate Seminary official in writing, no later than five (5) calendar days after conviction. Failure to comply with this notification requirement may result in immediate termination or dismissal.

No later than thirty (30) calendar days after receiving notification of such conviction from a student, the Seminary shall:

- a. Take action against the student to include any range of authorized disciplinary actions up to termination/dismissal; and/or
  - b. Require the student to participate satisfactorily in a drug abuse assistance or rehabilitation program approved by the Seminary; and
  - c. If the student is authorized to receive funds through the federal government at the time of the incident, the Seminary shall notify the agency which awarded the grant within ten (10) calendar days after receipt of notification from the student.
3. Mount Angel Seminary will review this policy and the relevant education assessment

and treatment programs annually to determine their effectiveness and to ensure that sanctions are consistently enforced. This policy is promulgated in compliance with federal law. Where issues of suitability for priestly ministry are raised, the Code of Canon Law supersedes civil law. The Seminary reserves the right to implement changes at any time by approval of the President-Rector.

Seminarians who are twenty-one (21) years of age or older may possess and use alcoholic beverages in moderation in Aquinas Hall. Mount Angel Seminary supports those who choose not to drink alcohol and makes a point to include non-alcoholic beverages at Seminary-sponsored social functions. Moderation, good judgment, and discipline are to characterize the use of alcohol at all times by all students. Excessive or immoderate drinking is entirely inappropriate and will not be tolerated. Referral for alcohol or drug counseling can be arranged between a diocese or religious order and the Seminary, using on-site or off-site counselors as appropriate.

Consumption of alcoholic beverages by or providing alcoholic beverages to persons under the age of twenty-one (21) is a violation of Oregon State Law (*Oregon Revised Statutes 352.008, and OSSHE Administrative Rule 580-19-001*), and may result in the dismissal of all involved.

## **EMPLOYEE SANCTIONS**

The Mount Angel Abbey Employee Handbook describes in detail the policies and sanctions associated with its commitment to maintaining a safe and healthy work environment.

Any employee who is found to be in violation of the institution's drug and alcohol policy, or who refuses to submit to testing as required, or who refuses to cooperate or attempts to subvert the testing process will be subject to disciplinary action up to and including termination of employment. The Abbey and Seminary reserves the right to involve law enforcement officials for any conduct which it believes might be in violation of state or federal law.

If a professional assessment is made that an employee has a problem with alcohol or drugs, continued employment may be conditioned upon entering into, and completing, a treatment program (including follow-up recommendations). The Abbey will work with the employee to initiate an appropriate treatment program. The employee may also be required to sign and live up to the terms of a performance agreement if they voluntarily seek help before a performance problem arises in order to demonstrate their commitment to rehabilitation and staying drug and alcohol free.

## **LEGAL SANCTIONS**

The following are Federal penalties and sanctions for Illegal Possession of a Controlled Substance. Additional penalties are imposed for trafficking.

- 21 U.S.C. 844(a). First conviction: Up to one-year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.
- After one prior drug conviction: At least 15 days in prison, not to exceed two years and fined at least \$2,500 but not more than \$250,000, or both.
- After two or more prior drug convictions: At least 90 days in prison, not to exceed three years and fined at least \$5,000 but not more than \$250,000, or both. Special sentencing provisions for possession of crack cocaine: Mandatory at least five years in prison, not to exceed 20 years and fined up to \$250,000, or both, if: 1st conviction and the amount of

crack possessed exceeds one gram. 21 U.S.C. 853(a)(2) and 881(a)(7). Forfeiture of personal real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than one-year imprisonment.

- 21 U.S.C. 881(c)(4). Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance. 21 U.S.C. 844a. Civil fine of up to \$10,000 (pending adoption of final regulations). 21 U.S.C. 853a. Denial of Federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for first offense, up to five years for second and subsequent offenses.
- 18 U.S.C. 922(g). Ineligible to receive or purchase a firearm.

#### Minor in Possession (MIP):

The legal drinking age in Oregon is 21.

If you are under 21, it is illegal for you to:

- Attempt to purchase or to acquire alcoholic beverages;
- Have personal possession of alcoholic beverages, including accepting any gift, or consuming alcohol that belongs to someone else;
- Enter or attempt to enter any portion of licensed premises posted or otherwise identified as prohibited for use by minors.

Penalty: fine of up to \$250.

Minors under the age of 18 who are convicted of any crime involving the possession, use, or abuse of alcohol or controlled substances will lose their driver's license for one year for the first offense and two years for a second offense. Unlicensed minors who are convicted will lose their right to apply for a license for one year or until the age of 17, whichever is longer.

#### Identification:

It is illegal to:

- Loan your ID to someone else;
- Attempt to use ID belonging to someone else or attempt to use falsified ID;
- Make a written statement of age that is false when applying for ID or in trying to enter a bar.

Penalty: fine of up to \$2,500 and up to one year in jail.

#### Furnishing to a Minor:

It is illegal to furnish or make alcohol available to a minor in any fashion, including selling or collecting party donations. Parents or legal guardians may provide alcohol to their own minor children in a private residence. Penalty: first offense, fine of \$350; second offense, fine of \$1,000; third offense, fine of \$1,000 and not less than 30 days in jail. These are minimum penalties that the judge cannot reduce.

Maximum penalty: fine of up to \$2,500 and up to one year in jail.

#### Driving Under the Influence of Intoxicants (DUII):

- if testing shows an individual to have a blood alcohol concentration (BAC) of .08% or more, he or she will typically be facing a 90-day administrative license suspension, even without conviction of DUII. Refusal to submit to a chemical test will likely result in a one-year suspension of one's license.
- A DUII conviction carries a one-year license suspension with first time convictions resulting in a jail sentence of up to one year or community service of no less than 80 hours and no more than 250 hours.

- All drivers convicted of DUIs in Oregon must complete a screening interview to determine an appropriate substance abuse treatment program. Costs of the screening and subsequent treatment are incurred by the driver.

Penalty: minimum fine of \$1,000; maximum fine of \$6,250 for first time offenders when alone in a vehicle. The maximum fine is raised to \$10,000, when a passenger is in the vehicle who was under 18 years old and you were at least three years older than the passenger.

Seminarians who consume alcoholic beverages provided for social functions on the Hill are not to drive Seminary or private vehicles afterward. When consuming alcohol while off the Hill, seminarians must have a designated driver who is not to drink any alcohol whatsoever during the entire outing.

For information regarding Oregon's marijuana laws please refer to the following website included in the Annual Security and Fire Report and here:

<http://www.oregon.gov/olcc/marijuana/Pages/default.aspx>

### **HEALTH RISKS**

The use and abuse of alcohol and other drugs can cause a number of problematic changes in behavior and physiology. Alcohol or substance dependence occurs when a person continues their use despite recurrent social, interpersonal, physical, and/or legal consequences. For basic information about the risk of alcohol and other drugs please visit the National Institute on Drug Abuse website: <http://www.drugabuse.gov/drugs-abuse/alcohol>. Mount Angel Seminary is committed to upholding the alcohol and other drug policies outlined in the Rule of Life. See also Oregon Chapter 475 — Controlled Substances; Illegal Drug Cleanup; Paraphernalia; Precursors: [https://www.oregonlegislature.gov/bills\\_laws/ors/ors475.html](https://www.oregonlegislature.gov/bills_laws/ors/ors475.html)

### **DISTRIBUTION COMPLIANCE**

In compliance with federal law, on an annual basis Mount Angel Seminary makes available the following information to all of its current students and employees via this report:

- A written statement about its standards of conduct that clearly prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees on its property or as part of any of its activities;
- A written description of the applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol;
- The link where one can find the health risks associated with the use of illicit drugs and the abuse of alcohol; or a description of any drug or alcohol counseling, treatment, or rehabilitation or re-entry programs that are available to employees or students; and,
- A clear statement that the institution will impose disciplinary sanctions on students and employees (consistent with federal, state, and local laws and ordinances) and a description of those sanctions, up to and including expulsion or termination of employment and referral for prosecution, for violations of the standards of conduct. For the purpose of this section, please note that a disciplinary sanction may include the required completion of an appropriate treatment program.

Distribution and content will be managed by the Seminary's Office of the Vice President of Administration. Information will be reinforced at all new student and new employee orientation sessions.

## **BIENNIAL REVIEW**

Mount Angel will ensure that:

1. Biennial reviews are conducted of the Program's implementation in a timely manner and fully documented.
2. The Mount Angel Drug and Alcohol Abuse Prevention Policy will be reviewed annually for new students during Orientation.
3. Materials are distributed and notifications sent in accordance with the *Drug Free Schools and Communities Act* (DFSCA) with which this document complies and fulfills.

A Biennial Review was undertaken in the spring 2020, with no changes deemed necessary. The next scheduled review will occur in the spring 2022. Information will be assembled by the Vice President of Administration for review by the President-Rector's Council.

Reports on the findings from Biennial Reviews will reside in the Office of the Vice President of Administration.