GRACE
SCHOOL OF THEOLOGY

Clery Act Report

2026

Welcome

Grace School of Theology (GSOT) is a seminary to the world with one main campus, seven extension sites, and online students. The staff and faculty at each site take the issue of campus security seriously. Safety is a shared responsibility that involves members of the community and the seminary working cooperatively to solve problems and proactively address issues that will reduce the likelihood of crime occurring in our community.

This report provides information about safety and security programs and services at GSOT. Accompanying this information are crime statistics on incidents that have occurred within the area as defined by The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act"). This also includes crime statistics received from municipal police for the public areas immediately adjacent to the campuses and teaching sites. In addition to these numbers, we include crime statistics for properties owned or controlled by GSOT, but not immediately adjacent to the main campus that are frequented by students.

We hope you will find this report valuable. Please review this information carefully and, in particular, the crime prevention tips included. Personal safety is a responsibility of everyone and we need your assistance in helping to make our campus a safe environment.

The Clery Act

The Clery Act requires all postsecondary institutions participating in Title IV financial assistance programs to:

- Publish an annual report every year by October 1 that contains three years of campus crime statistics and certain campus security policy statements.
- Disclose crime statistics for the campus, public areas immediately adjacent to or running through the campus, and certain non-campus facilities and remote classrooms. The statistics must be gathered from campus police or security, local law enforcement, and other seminary officials who have "significant responsibility for student and campus activities."
- Provide "timely warning" notices of those crimes that have occurred and "pose an ongoing threat to students and employees."
- Disclose any agreements with state and/or local law enforcement.

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Security and Access to Facilities

Academic and Administrative Buildings

The Grace School of Theology (GSOT) academic and administrative buildings are open to the public, at a minimum, during regular business hours. Most facilities have individual hours, and the hours may vary at different times of the year. The Campus Security Authority (CSA) works with the administrators and the appointed building managers to maximize security coverage and to ensure appropriate access.

Maintenance of Campus Facilities

Grace School of Theology maintains a safe and secure environment. It is actively engaged in all facility issues that may cause a potential threat to the health of employees or students.

If you see any potential issues, please get in touch with the Campus Security Authority, Dr. Mark Haywood, President, at mhaywood@gsot.edu or 832-457-9144.

Crime Reduction: Information & Services

Grace School of Theology students are given information about crime prevention techniques, sexual assault awareness, and emergency evacuation procedures during New Student Orientation. The New Student Orientation is recorded and can be watched at any time by students, faculty, or staff.

GSOT does not have a police department or security personnel, so we encourage each person to be responsible for their own safety. If you see any crimes being committed, we encourage you to get to a safe place, report the crime to the local police department, and then to Grace School of Theology.

Please contact the Campus Security Authority, Dr. Mark Haywood, President, at mhaywood@gsot.edu or 832-457-9144.

We suggest you reduce the risk of being the victim of a crime by following a few of the crime reduction tips listed below.

Workplace Safety

- Keep personal items (purses, book bags) locked up.
- Secure the work area when no one is in it.
- Report suspicious people to the police.

Protecting Your Property

- Record the serial numbers of your valuables.
- Engrave valuables with your license number.
- Register your bike with Parking Services.
- Keep your vehicle locked when it is parked and when you drive.
- Consider installing anti-theft or alarm devices on your vehicle.
- Do not leave textbooks, purses, or book bags unattended.
- Do not leave laptop computers unattended.

Incident Reporting and Response

How to Report a Crime or Emergency

Students, employees, and visitors are encouraged to report any criminal offense, suspected criminal activity, or other emergency directly to the local police department as soon as possible. This can be done in several ways. The first way is to call 911. For non-emergencies, contact the local police department. Crimes should be reported to the police and GSOT for the purpose of making timely warning reports and the annual statistical report.

Please contact the Campus Security Authority, Dr. Mark Haywood, President, at mhaywood@gsot.edu or 832-457-9144.

Voluntary & Confidential Reporting

Occasionally, victims of crime wish to report a crime but do not want to give their name and/or do not want to pursue action through the criminal justice or other judicial systems. As allowed by the Clery Act, pastoral and professional counselors who receive confidential reports are not required to report these crimes to police for inclusion in the annual disclosure of crime statistics or for the purpose of a timely warning.

These positions are defined as follows:

- **Pastoral Counselor** - a person who is associated with a religious order or denomination, is recognized by that religious order or denomination as someone who provides confidential counseling, and is functioning within the scope of that recognition as a pastoral counselor.
- **Professional Counselor** - a person whose official responsibilities include providing mental health counseling to members of the institution's community and who is functioning within the scope of his or her license or certification.

Pastoral counselors and professional counselors, if and when they deem it appropriate, are encouraged to inform the persons they are counseling of the procedures to report crime to GSOT for inclusion in the annual disclosure of crime statistics.

Certain other seminary departments may accept confidential reports from a victim. The Clery Act, however, requires these departments to report the crime to GSOT. This reporting allows the seminary to maintain accurate records on the number of incidents, determine if there is a pattern of crime with regard to a particular location, method or assailant, and alert the campus community of an ongoing threat if needed.

The reports will be used to generate warnings for the GSOT population and used in the annual statistical reports. All reports will be accepted on a voluntary and confidential basis for the disclosure of the annual statistical report.

Timely Warning Notification

Grace School of Theology issues timely warning notices whenever a Clery crime is considered to pose a serious or continuing threat to students and employees. Timely warnings may be issued for the following crime classifications: aggravated assault, arson, burglary, criminal homicide, motor vehicle

theft, robbery, and sex offense, when the crime is deemed to pose an ongoing threat to the GSOT community. The President or designee reviews all reports to determine if there is a continuing threat to the community and if the distribution of a timely warning is warranted. These warnings may be made by email and/or text messaging.

Emergency Response Plan

Emergency Notification Systems

Grace School of Theology has several communication systems (tools) that it can initiate to notify students, faculty, staff, and visitors in the event of a significant emergency or dangerous situation on campus that poses an immediate threat to the health or safety of the campus community. GSOT will notify the students through Populi with an email blast or text message.

Tests and Drills

GSOT assesses its emergency response plans and systems annually through scheduled drills and exercises and appropriate follow-through activities designed for assessment and evaluation of emergency plans and capabilities.

Incident Information

Incidents may occur on campus that do not appear to involve an immediate threat to the health and safety of students or employees, but due to their significance, may justify community notification.

Incidents may include, but are not limited to:

- follow-up to an emergency notification
- a significant incident on or off campus
- severe weather warning
- a major facilities failure

For incident information, please contact the Campus Security Authority, Dr. Mark Haywood, President, at mhaywood@gsot.edu or 832-457-9144.

Fire Alarm Evacuation Policy

Evacuation is mandatory for all individuals when the fire alarm sounds, unless during a shelter-in-place emergency. Anyone who fails to evacuate may face disciplinary action.

Once a fire alarm sounds, do not assume that a fire alarm is a drill or false alarm. Remain calm and evacuate the facility. Remember to follow the instructions of the emergency responders. Do not re-enter the facility until authorized. If you have any information regarding the alarm, present that information immediately to the responding emergency personnel.

While evacuating, remain attentive for dangerous or criminal activity that may be associated with the evacuation notice. Fire alarm activations may be associated with incidents other than fire. It is also possible that an individual has falsely activated the alarm system. If you observe criminal or suspicious activity, report it immediately to the police.

Building Evacuation Procedure

- Exit signs are clearly posted in each academic and administrative building.
- All employees have been familiarized with evacuation routes.
- At the sound of an evacuation alarm, each person should exit the building at the nearest exit.
- All employees and students should congregate in the parking lot of the administrative building.
- No one should re-enter any building until the emergency officials indicate that it is safe to do so.
- Employees should account for all students/visitors in their charge.

Take Cover Procedures

The weather Emergency Plan may be activated by:

- The local Weather Warning Sirens (a 3-minute steady sound)
- NOAA radio and/or
- The designated weather spotter

The Campus Security Authority of the school will inform all personnel of the location of designated safe areas. The plan may be activated by an impending severe thunderstorm that may be accompanied by high winds and/or hail or by tornado warnings/watches.

An announcement will be made, and the designated official will check all rooms for personnel. All occupants should proceed immediately to the safe areas located in the building.

Emergency Lockdown (Shelter-in-Place)

If it is recognized by a staff member that a hostile individual or group is attempting to enter, or has already entered the building:

- Call 911, with as much information as possible.
- Lock all exterior doors.
- Lock all interior doors.
- Close curtains, shades, and blinds.
- At night, turn off the lights.
- Remain quiet and do NOT enter hallways.
- Crouch down in areas that are out of sight from doors and windows.
- If the fire alarm sounds, do NOT evacuate the building unless:
    - You have firsthand knowledge that there is a fire.
    - You have been told to do so by emergency personnel.
- No one should leave the building until the emergency officials indicate that it is safe to do so.
- Employees should account for all students/visitors in their charge.

Active Shooter Policy

How to Respond When an Active Shooter is in Your Vicinity

Quickly determine the most reasonable way to protect your own life. Remember that students and visitors are likely to follow the lead of employees during an active shooter situation.

1. Evacuate

If there is an accessible escape path, attempt to evacuate the premises. Be sure to:

- Notice the exit signs posted in the building and follow them.
- Help others escape, if possible.
- Evacuate regardless of whether others agree to follow.
- Leave your belongings behind.
- Prevent individuals from entering an area where the active shooter may be.
- Keep your hands visible.
- Follow the instructions of any police officers.
- Do not attempt to move wounded people.
- Call 911 when you are safe.

2. Hide out

If evacuation is not possible, find a place to hide where the shooter is less likely to find you. Your hiding place should:

- Be out of the active shooter's view.
- Provide protection if shots are fired in your direction (i.e., an office with a closed and locked door).
- Not trap you or restrict your options for movement.

If the active shooter is nearby:

- Lock the door.
- Blockade the door with heavy furniture.
- Close curtains, shades, and blinds.
- Crouch down in areas that are out of sight from doors and windows.
- Hide behind large items (i.e., cabinets, desks)
- Silence your phone and any source of noise (i.e., radios, televisions).
- Remain quiet and do NOT enter hallways.

3. Impossible to Evacuate or Hide

If evacuation and hiding out are not possible:

- Remain calm.
- Dial 911, if possible, to alert police to the active shooter's location.
- If you cannot speak, leave the line open and allow the dispatcher to listen.

- Take action as a last resort, and only when your life is in imminent danger.
  - Attempt to disrupt and/or incapacitate the active shooter.
  - Act as aggressively as possible against him.
  - Throw items and improvised weapons.
  - Yell.
  - Commit to your actions.

How to Respond When Law Enforcement Arrives

Law enforcement's purpose is to stop the active shooter as soon as possible. Officers will proceed directly to the area in which the last shots were heard.

- Officers usually arrive in teams.
- Officers may wear regular patrol uniforms or external bulletproof vests, Kevlar helmets, and other tactical equipment.
- Officers may be armed with rifles, shotguns, and handguns.
- Officers may use pepper spray or tear gas to control the situation.
- Officers may shout commands, and may push individuals to the ground for their safety.

How to react when law enforcement arrives:

- Remain calm and follow the officers' instructions.
- Put down any items in your hands (i.e., bags, jackets).
- Immediately raise hands and spread fingers.
- Keep hands visible at all times.
- Avoid making quick movements toward officers, such as holding on to them for safety.
- Avoid pointing, screaming and/or yelling.
- Do not stop to ask officers for help or direction when evacuating, just proceed in the direction from which officers are entering the premises.

Information to provide to law enforcement or 911 operator:

- Location of the active shooter
- Number of shooters, if more than one
- Physical description of shooter/s
- Number and type of weapons held by the shooter/s
- Number of potential victims at the location

The first officers to arrive at the scene will not stop to help injured persons. Expect rescue teams comprised of additional officers and emergency medical personnel to follow the initial officers. These rescue teams will treat and remove any injured persons. They may also call upon able-bodied individuals to assist in removing the wounded from the premises.

Once you have reached a safe location or an assembly point, you will likely be held in that area by law enforcement until the situation is under control, and all witnesses have been identified and questioned. Do not leave until law enforcement authorities have instructed you to do so.

Drug and Alcohol Abuse Prevention

In accordance with the Drug-Free Schools and Communities Act Amendments of 1989, Grace School of Theology provides the following information to provide a campus environment free of illicit drug use and alcohol abuse and to prevent the abuse of alcohol and drugs by students, faculty, and employees.

Grace School of Theology believes that illegal drugs and abuse of alcohol have no place in the college environment. The unauthorized manufacture, distribution, dispensing, possession, or use of a controlled substance or alcohol is strictly prohibited in all facilities of the college, in all places where employees/students work/attend, including all state-owned vehicles, and as any part of the college's activities. As a condition of employment/enrollment, all employees/students shall abide by this prohibition and notify the college of any criminal drug or alcohol use. Violation of such prohibition shall result in action against the employee/student, which shall include action up to and including termination/expulsion, and/or satisfactory participation in an approved drug or alcohol abuse assistance or rehabilitation program. Participation in such a program shall not be paid for by the college but may be covered by an employee's/student's health insurance policy.

No student may engage in the unlawful manufacture, possession, use or distribution of illicit drugs and alcohol on the Grace School of Theology's property or as part of any of its sponsored activities.

Such unlawful activity may be considered sufficient grounds for serious punitive action, including expulsion. Disciplinary sanctions for students convicted of a felony offense involving alcohol or the manufacture, distribution, sale, possession or use of marijuana, controlled substances or other illegal or dangerous drugs shall be immediate suspension and denial of further state and/or federal funds from the date of conviction. Specifically, in the case of a drug related offense, the student shall minimally be suspended for the remainder of the term and forfeit all academic credit for that period.

Grace shall notify the appropriate state/federal funding agency within 10 days after receiving notice of the conviction from the student or otherwise after receiving the actual notice of conviction.

Within 30 days of notification of conviction, Grace School of Theology shall with respect to any student so convicted:

- Take additional appropriate action against such student up to and including expulsion as it deems necessary.
- Provide such student with a description of any drug or alcohol counseling treatment, or rehabilitation or re-entry programs that are available for such purposes by a federal, state or local health, law enforcement or other appropriate agency.

Health Risks Associated with Use of Illicit Drugs & Abuse of Alcohol

The use of illicit drugs and the abuse of alcohol can, and in many instances, very probably will, lead to serious health problems, chemical dependency, deterioration of the quality of life, and, if untreated, early death.

Cocaine provides a short-lived "high" followed by depression, paranoia, anxiety, guilt, anger and fear. It can cause rapid physical and psychological addiction. In some instances, cocaine may cause a heart attack or sudden death, even on the first use. The dangers of this highly addictive drug and its close derivative, "crack", are evidenced daily through the news media. Overdose of cocaine (or other stimulants) can cause agitation, increase in body temperature, hallucinations, convulsions and possible death.

Marijuana, like cocaine, provides a short-term high, and like cocaine, is addictive. While the "high" may last only a short time, traces remain in the body for a month or more, inhibiting short-term memory, reducing reaction time and impairing visual tracking. It may also cause an inability to abstract and understand concepts. In some instances it can depress the immune system, increase the risk of heart attack, contribute to lung diseases, and infertility. Marijuana and other cannabis can cause euphoria, relaxed inhibitions, increased appetite and disoriented behavior. Overdose can cause fatigue, paranoia and possible death.

Depressants such as barbiturates, chloral hydrate, benzodiazepines, etc., can cause slurred speech, disorientation and drunken behavior without the odor of alcohol. Overdose can cause shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, and possible death.

Hallucinogens such as LSD, Mescaline and Peyote, amphetamine variants, etc., can cause illusions and hallucinations, and poor perception of time and distance. Overdose can cause longer, more intense illusionary hallucinatory episodes, psychosis and possible death.

Narcotics such as opium, heroin, morphine, and codeine can cause euphoria, drowsiness, respiratory depression, constricted pupils and nausea. Overdose of narcotics can cause slow and shallow breathing, clammy skin, convulsions, coma and possible death.

Prescription drugs, used improperly, can cause tiredness, or hyperactivity, impaired reflexes, brain damage, and, in some instances, addiction or death.

Alcohol, used abusively, will impair judgment, result in anxiety, feelings of guilt, depression and isolation. Prolonged use may cause liver and heart disease, cancer, and psychological problems and dependency in the form of alcoholism. Alcohol used by pregnant women is the leading preventable cause of mental retardation in children.

Simple Drug Possession in Texas

Texas state law imposes penalties that range from a relatively minor misdemeanor to severe felony charges. Depending on certain factors or circumstances charges could be drug possession or drug possession with intent to distribute.

Determining factors are:

- Quantity
- how the drug was concealed or stored
- possession of drug with paraphernalia (scale)
- drugs found with large amount of money

- past convictions

As you can tell from the specific statutes below, the penalties can be serious. If you find yourself facing drug possession charges in Texas, it is in your best interests to get advice from a lawyer as soon as possible.

Marijuana Possession Penalties

Considered as a class on its own, possession of Marijuana has its own penalties that are not the same as other drugs or substances.

The most common marijuana possession offense of under 2oz have a maximum penalty of 180 days in jail. However, in most situations, you can negotiate a deal for probation in exchange for a drug treatment program, and successful completion of such a program can result in the charges being dropped.

If you are accused of being in possession of more than 2oz, Texas marijuana penalties range from 180 days in jail up to 20 years in prison with fines of up to $10,000.00. However, the illegal possession of more than 2,000 pounds of Marijuana may result in a life sentence.

Possession of Cocaine, Heroin, Methamphetamine

Known in Texas under “Penalty Group 1”, minimum penalties could be two years in jail and $10,000.00 fine but it may run up to a maximum of life imprisonment for possession of 400 grams or more.

Possession of LSD

Held under Penalty Group 1A, hallucinogens like LSD could result a penalty of two years to life imprisonment with fines imposed of up to $250,000.00.

Possession of Ecstasy, PCP, Mescaline (Group 2)

Penalty Group 2 under Texas drug laws includes ecstasy, mescaline, and PCP. Ecstasy or MDMA (also called “Molly”) in particular is a common club drug and is regularly charged in Texas courts. Hashish and forms of cannabis with resinous or extracted THC are also in this felony category. These drugs carry two-year jail sentences for less than one gram, and maximum sentences of life imprisonment and fines up to $50,000 for 400 grams or more.

Possession of Valium, Ritalin, various chemical compounds

The final category (Penalty Groups 3 and 4) includes common prescription drugs and could result in minimums of one year in jail and fines of about $4000; maximum sentences are given for amounts over 200 grams and are in the area of 20 years in prison and $10,000 in fines.

Controlled Substances Delivery & Manufacture (Drug) Laws in Texas

The punishment for manufacture and delivery of controlled substances vary depending on the type of drug and the quantity involved in the offense. Texas drug laws (The Texas Penal Code and Texas health and safety code) divide the offenses and punishment in four penalty groups by drug classification. Penalties for felony drug offenses include imprisonment of up to ninety-nine years in jail and fines of up to $250,000.00.

Narcotics

Narcotics are made or derived synthetically from opium. Examples include opium, morphine, codeine, hydrocodone, fentanyl, and many others.

Depressants

Depressants are drugs that slows the functions of the body. Medically taken to calm people down or help a person to sleep. Examples are barbiturates, inhalants and Chloral Hydrate

Stimulants

Tend to increase alertness and physical activity. Amphetamines are the most common of these “uppers” and cocaine.

Hallucinogens

These drugs alter perception (visual), mood and thought. Examples are LSD, PCP and Marijuana.

Public Intoxication and Driving While Intoxicated in Texas

Under Texas law, you can be charged with public “drunkenness” (intoxication) for being “high” in public.

Under the Texas Penal Code the term intoxication is deemed not only to have its general meaning of intoxication by alcohol. It also means “not having the normal use of mental or physical faculties by reason of introduction of alcohol, a controlled substance or drug”.

Under the Texas Penal Code, it is an offense for a person to appear in a public place while intoxicated to the degree that such appearance may cause danger to him or to another unless such intoxication may be explained to have been administered for therapeutic treatment and such other medical reasons. Appearing in public while intoxicated is a Class C misdemeanor.

Federal Law

The use, possession, manufacture, distribution, dispensing, and trafficking of illegal drugs is prohibited by federal law. Strict penalties are provided for drug convictions, including mandatory prison terms for many offenses. The following information, although not complete, is an overview of potential federal statutory maximum penalties.

However, precise federal sentencing is governed by the Federal Sentencing Guidelines. Please note that sentencing under these guidelines can result in penalties that are more severe than the federal statutory maximums and that are more severe than the penalties imposed under state law under certain circumstances.

A federal drug conviction may result in the denial of federal benefits, such as student loans, grants, contracts, and professional and commercial licenses, up to one year for a first offense, up to five years for second and subsequent offenses [21 U.S.C. sec. 853]. Moreover, any person convicted of a federal drug offense punishable by more than one year in prison will forfeit personal and real property related to the violation, including homes, vehicles, boats, aircraft, or any other personal belongings [21 U.S.C. sec. 853(a)(2), 881(a)(7) and 881(a)(4)].

Further, persons convicted on federal drug trafficking within 1,000 feet of Grace School of Theology may face penalties of prison terms and fines that are twice as high as regular penalties for the offense, with a mandatory prison sentence of at least one year {921 U.S.C. sec. 845(a)].

Drug and Alcohol Abuse Education Programs

A variety of counseling services and treatment centers are available for anyone experiencing problems related to substance abuse. Although most counseling and treatment centers charge for their services, some programs are free of charge. Faculty, staff, and students should avail themselves of sources to identify the services or programs that most closely meet their specific needs.

The following agencies can be contacted for assistance with drug/alcohol abuse related issues:

Organizations:	Website:	Phone Number:
Alcoholics Anonymous	www.aa.org	
Narcotics Anonymous	www.na.org	
Al-Anon for Families of Alcoholics	www.al-anon.alateen.org	1-800-356-9996
National Directory of Hotlines & Crisis Intervention Centers		1-800-999-9999
Drug & Alcohol Rehab/Treatment Referral Service		1800-662-HELP
National Cocaine Hotline		1-800-COCAINE
National Suicide Prevention Lifeline		1-800-9-HEROIN
Drug-Free Workplace Help		1-800-WORKPLACE

Substance Abuse Treatment Facility Locator
Sponsored by the Substance Abuse and Mental Health Services Administration (SAMHSA)
www.findtreatment.samhsa.gov or 1-800-662-HELP.

Sexual Assault and Harassment

Sexual Assault Policy

Sexual assault is a non-consensual sexual act involving force, manipulation, or coercion; it is an act of aggression, violence and power. The perpetrator can be a stranger, relative, acquaintance, or date. Grace School of Theology is committed to providing a working and learning environment free from sexual assault. Sexual assault is a criminal act that can devastate victims physically, violate their sense of safety and trust, and interfere with personal and educational goals; as such, it can damage the educational atmosphere for the entire seminary community. Grace School of Theology has a zero tolerance for sexual assaults, as it is a serious and flagrant violation of seminary rules of conduct for faculty, staff, and students. The seminary will vigorously investigate all allegations of sexual assault; it will treat victims with respect, make their legal rights and options clear, and fully cooperate with them in their exercising of those rights. Procedures protecting the rights of sexual assault victims and those accused of sexual assault have been established, are readily available, and will be enforced rigorously.

Article 1: Definition

A stranger or acquaintance commits sexual assault through forcible sodomy, forcible sexual penetration, however slight, of another person's mouth, anal or genital opening with any object. These acts must be committed without the victim's consent either by force, threat of force or violence, intimidation or through the use of the victim's mental or physical helplessness of which the accused was aware or should have been aware. Sexual assault also includes the touching of an unwilling person's intimate parts (defined as genitalia, groin, breast or breasts, or buttocks or clothing covering them) or forcing an unwilling person to touch another's intimate parts. These acts must be committed either by force, threat, and intimidation or through the use of the victim's mental or physical helplessness of which the accused was aware or should have been aware. Rape is a form of sexual assault involving sexual intercourse without the victim's consent. It includes being coerced through force or threats of force or having sexual intercourse with someone who is unconscious or incapable of giving consent.

Article 2: Comments and Statutory References

Sexual assault is non-consensual acts involving psychological manipulation, physical force, or coercion. It is an act of aggression and violence, and a crime punishable under the laws of the State of Texas by fines and incarceration up to 20 years of confinement. Grace School of Theology definition of sexual assault captures the essence of the Texas criminal definition, found in Section 22.011 of the Texas Penal Code.

The perpetrator can be a stranger, relative, acquaintance, or a date. Sexual assault is not limited to non-consensual sexual intercourse but involves touching of various body parts without consent. Under the definition sexual assault has occurred if there is not consent. Voluntary undressing could indicate consent, but even such consent does not deprive the person of the right to change his or her mind and halt the activity; failure to acquiesce to the expressed desire to stop would constitute a sexual assault. Sexual misconduct without physical contacts as defined above is not deemed sexual assault but may violate seminary regulations and state criminal laws. Similarly, sexual misconduct, which is lewd, exhibitionistic, voyeuristic, or similar such conduct which does not involve physical contact may violate seminary student life policies or state and seminary prohibitions against sexual harassment.

Grace School of Theology provides sexual assault awareness at the New Student Orientation at the main campus by a seminary representative, and it will be recorded so that each student has access to this information. The seminary will also have additional sexual assault information available to all students who ask for it.

2.01 If you are Sexually Assaulted

- GET TO A SAFE PLACE AS SOON AS POSSIBLE.
- TRY TO PRESERVE ALL PHYSICAL EVIDENCE
- SEEK MEDICAL ATTENTION as soon as possible. It is important to seek immediate and follow-up medical attention for several reasons: a. to assess and treat any physical injuries you may have sustained; b. to determine the risk of sexually transmitted diseases, HIV, Hepatitis B or pregnancy and to take appropriate medical measures; and c. to gather evidence which would aid criminal prosecution. Physical evidence should be collected immediately, ideally within the first 24 hours. It may be collected later than this, but the quality and quantity of evidence may be diminished.

- SEEK COUNSELING by calling the Rape Crisis Center at 713-528-RAPE, 528-7373 or the Houston Area Women's Center at 713-528-6798. Counselors will maintain confidentiality, help explain your options, give information, and provide emotional support.
- CONTACT THE SCHOOL'S TITLE IX COORDINATOR. This office has staff specially trained in how to advise victims of sexual misconduct. Title IX Coordinator and Campus Security Authority is Dr. Mark Haywood, President, and he may be reached at mhaywood@gsot.edu or 832-457-9144.
- CONTACT SOMEONE YOU TRUST to be with you for support. If you are Accused of Sexual Assault Consider the Following Options
- CONTACT AN ATTORNEY. Accusations of sexual assault can invoke criminal and administrative processes that can lead to criminal confinement, fine and administrative sanctions including expulsion from the seminary. Thus, a person accused of sexual assault should contact his or her attorney. If the accused has no attorney, referrals can be received from the Houston Bar Association Lawyer Referral Service at 713-237-9429.
- DO NOT TALK TO SEMINARY STAFF ABOUT THE FACTS SURROUNDING THE ALLEGATIONS until you have fully considered the fact that those staff persons can all be forced to testify as to what you said should there be a criminal prosecution.
- DO LEARN ABOUT THE SEMINARY PROCEDURES for handling allegations of sexual assault on campus through campus disciplinary procedures.

Article 3: Sexual Assault Complaint Procedure

Grace School of Theology provides procedures by which victims may file a complaint and seek administrative sanctions against an accused perpetrator. These procedures apply where the accused is a Grace School of Theology student, faculty or staff member.

All sexual assault complaints should be directed to the Title IX Coordinator. Allegations of staff-to-student or faculty-to student sexual assault complaints will be addressed utilizing the Sexual Harassment Policy below.

Allegations of student-to-student sexual assault will be directed to the President. Student-to-student sexual assault complaints will be adjudicated via the Student Disciplinary Policies and Procedures. Sexual assault complaints may defer, if necessary, to any criminal investigations.

Sexual Harassment Policy

Grace School of Theology is committed to providing a professional working and learning environment free from sexual harassment. Sexual harassment is a form of sex discrimination and is illegal. Sexual harassment on a campus most often exploits a relationship between individuals of unequal power and authority (as, for example, between an employee and supervisor or between a student and teacher) but may also occur between student peers or employees of equal rank. At a seminary, sexual harassment also constitutes unprofessional conduct that compromises the seminary's commitment to the integrity of the learning process. As such, Grace School of Theology will not tolerate any form of sexual harassment. The Seminary is prepared to take preventive and corrective action in the case of sexual harassment; any individual who engages in such misconduct and/or retaliation will be subject to appropriate disciplinary action, up to and including termination of employment or expulsion from the

Seminary. Failure to investigate allegations of sexual harassment or failure to take timely corrective action is considered a violation of the Seminary's sexual harassment policy and may also violate federal and state laws.

Article 1: Definition

Sexual harassment consists of the following:

- unwelcome sexual advances,
- requests for sexual favors,
- verbal and written comments of a sexual nature,
- and/or physical conduct of a sexual nature; when such conduct:
  - Is made, either explicitly or implicitly, a term or condition of instruction, employment, or participation in a seminary activity; or
  - Is used to be a basis for evaluation in making academic or personnel decisions affecting an individual; or
  - Has the effect of creating an intimidating, hostile, or offensive seminary environment; or has the purpose or effect of substantially interfering with an individual's employment or learning.

In relation to the foregoing statements, sexually harassing behavior may include, but is not limited to, the following:

- Unwelcome sexual flirtations, advances, propositions, or leering; favoritism based on a sexual relationship (or adverse impact on other members of a group);
- Verbal remarks of a sexual nature whether directed to an individual or a group, or in the guise of humor, including sexually explicit derogatory remarks, suggestive comments, demands, or jokes found to be offensive or objectionable to the recipient;
- Use of sexually oriented photos, posters, cartoons, materials, or themes unrelated to instruction and/or the pursuit of knowledge;
- Graphic or degrading verbal, written, or electronic comments of a sexual nature about an individual or the individual's appearance;
- Any suggestive or unwelcome physical contact; any aggressiveness such as touching, pinching, or patting; or
- Actual or threatened physical assault. Sexual harassment, it must be understood, is not limited by gender of either party, nor by superior-subordinate relationships. The fact that the parties may have had a previous consensual sexual relationship shall not be a defense against a complaint based on subsequent unwelcome sexually harassing behavior.

Grace School of Theology's Sexual Harassment Policy does not proscribe all conduct of a sexual nature on the campus; thus, it is important to clearly define sexual harassment: only unwelcome sexual conduct constitutes a violation. Conduct is unwelcome if the recipient did not solicit or incite it and regarded the conduct as undesirable or offensive. In other words, it is not the intent behind the sexual behavior that controls rather; it is the impact on the recipient, i.e., the unwelcomeness of the behavior that matters.

Article 2: Seminary Action

The Seminary is prepared to take preventive and corrective action in cases of sexual harassment; individuals who engage in such misconduct and/or retaliation are subject to appropriate disciplinary action, up to and including termination of employment, and/ or the expulsion from the Seminary.

Article 3: Responsibility of Seminary Employees

Seminary policy commits the institution to preventing and eliminating sexual harassment in the seminary community. Seminary supervisors, administrators, and faculty have the responsibility of preventing and eliminating sexual harassment within the areas they oversee.

In addition, the Seminary may be legally liable if a person with supervisory responsibility knows or should have known about the sexual harassment and fails to take any action to stop it. Seminary procedures do not require a grievant to file a formal complaint in order to trigger the Seminary's responsibility to take some kind of action. Seminary supervisors, administrators, and faculty must report immediately any and all incidents or complaints of sexual harassment to the Title IX Coordinator, even if such complaints or incidents have been resolved within the department. Seminary employees are encouraged to report immediately any and all incidents of sexual harassment to a supervisor, an administrative officer or to the Title IX Coordinator.

Article 4: References

Harassment on the basis of sex may be discrimination in violation of title VII of the Civil Rights Act of 1964, 42 U.S.C. Sec. 2000e, and Title IX of the Educational Amendments of 1972, 20 U.S.C. Sec. 1681. In addition, sexual harassment by a public servant may be a criminal offense under Texas Penal Code Sec. 39.02, and sexual harassment by any individual may constitute assault, sexual assault, public lewdness, or indecent exposure under Chapters 21 and 22 of the Texas Penal Code or sexual assault under Grace School of Theology's Sexual Assault Policy.

Additional avenues for filing a complaint at any time before, during, or after use of the Seminary Sexual Harassment Procedures, but within time limits required by law, include but are not limited to, the Equal Employment Opportunity Commission; the Texas Workforce Commission Civil Rights Division, the Office of Federal Contract Compliance Programs and, for students, the Office of Civil Rights, and the U.S. Department of Education.

The Title IX Coordinator and Campus Security Authority is Dr. Mark Haywood, President, and he may be reached at mhaywood@gsot.edu or 832-457-9144.

Explanation of Crime Statistics & Terms

Sex Offenses

Sex Offenses Definitions: As per the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Program

Sex Offenses-Forcible: Any sexual act directed against another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent.

Forcible Rape

The carnal knowledge of a person, forcibly and/or against the person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity (or because of his/her youth).

Forcible Sodomy

Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sexual Assault with an Object

The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Forcible Fondling

The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses-Non-Forcible: Unlawful, non-forcible sexual intercourse.

Incest

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

Statutory Rape

Non-forcible sexual intercourse with a person who is under the statutory age of consent.

Crime Offenses

Definitions from the federal Uniform Crime Reporting (“UCR”) Handbook

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 or probably would result in a serious potential injury if the crime were successfully completed.

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, etc.

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 a 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 joy riding).

Murder and Non-negligent Manslaughter

The willful (non-negligent) killing of one human being by another. Manslaughter by Negligence: The killing of another person through gross negligence.

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, violence, and/or causing the victim fear.

Weapons 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; 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, methadones); and dangerous non-narcotic drugs (barbiturates, benzedrine).

Liquor Law Violations

The violation of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to 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 acts. (Driving under the influence is NOT included in the statistics.)

Referred Violations

The Clery Act also includes statistics for weapons, drug, and liquor law violations as described above that are referred for disciplinary action. Clery defines “referred for disciplinary action” as the referral of any person to any official who initiates a disciplinary action of which a record is kept and which may result in the imposition of a sanction.

Location

Definitions from the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

On-Campus

(1) Any building or property which is owned or controlled by an institution within the same reasonably contiguous geographic area and is used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls; and (2) Any building or property that is within or reasonably contiguous to the area identified in paragraph (1), that is owned by the institution, but controlled by another person, is frequently used by students and supports institutional purposes (examples include food or retail vendor).

Non-Campus Building Or Property

(1) Any building or property owned or controlled by a student organization that is officially recognized by the institution; or (2) Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property

All public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. Reported crime statistics do not include crimes that occur in privately owned homes or businesses on or adjacent to campuses.

Campus Crime Statistics

Main Campus and Business Office

2700 Technology Forest Blvd, Suite 225, The Woodlands, TX 77381

Emergency Contact: The Title IX Coordinator and Campus Security Authority is Dr. Mark Haywood, President — mhaywood@gsot.edu or 832-457-9144

	Crimes	2024	2025	2026
Offenses	Murder and non-negligent manslaughter	0	0	0
	Negligent manslaughter	0	0	0
	Rape	0	0	0
	Fondling	0	0	0
	Incest	0	0	0
	Statutory Rape	0	0	0
	Robbery	0	0	0
	Aggravated Assault	0	0	0
	Burglary	0	0	0
	Motor vehicle theft	0	0	0
	Arson	0	0	0
Hate Crimes	Murder and non-negligent manslaughter	0	0	0
	Rape	0	0	0
	Fondling	0	0	0
	Incest	0	0	0
	Statutory Rape	0	0	0
	Robbery	0	0	0
	Aggravated Assault	0	0	0
	Burglary	0	0	0
	Motor Vehicle Theft	0	0	0
	Arson	0	0	0
	Larceny- Theft	0	0	0
	Simple assault	0	0	0
	Intimidation	0	0	0
	Destruction/ Damage/ Vandalism of property	0	0	0
Arrests and referrals	Weapons: Carrying, Possessing, Etc.	0	0	0
	Drug abuse violations	0	0	0
	Liquor law violations	0	0	0

Grace Asia, Inc., Teaching Site and Business Office

Unit 2109, 21/F Jollibee Plaza Building, F. Ortigas Jr. Road, Ortigas Center, Pasig City, Philippines — Tel. (+63) 2 984 8794

Emergency Contact Info:

Police: Pasig Community Precinct 1 (+63) 2 523 0652, Meralco Avenue, Barangay San Antonio, Pasig City, Philippines

Hospital: The Medical City Hospital (+63) 2 635 6789, Ortigas Avenue, Pasig City, Philippines

	Crimes	2024	2025	2026
Offenses	Murder and non-negligent manslaughter	0	0	0
	Negligent manslaughter	0	0	0
	Rape	0	0	0
	Fondling	0	0	0
	Incest	0	0	0
	Statutory Rape	0	0	0
	Robbery	12	0	0
	Aggravated Assault	0	0	0
	Burglary	0	0	0
	Motor vehicle theft	0	0	0
	Arson	0	0	0
Hate Crimes	Murder and non-negligent manslaughter	0	0	0
	Rape	0	0	0
	Fondling	0	0	0
	Incest	0	0	0
	Statutory Rape	0	0	0
	Robbery	0	0	0
	Aggravated Assault	0	0	0
	Burglary	0	0	0
	Motor Vehicle Theft	0	0	0
	Arson	0	0	0
	Larceny- Theft	0	0	0
	Simple assault	0	0	0
	Intimidation	0	0	0
	Destruction/ Damage/ Vandalism of property	0	0	0
Arrests and referrals	Weapons: Carrying, Possessing, Etc.	0	0	0
	Drug abuse violations	0	0	0
	Liquor law violations	0	0	0