

ZION MESSAGE COLLEGE

2026 ANNUAL SECURITY REPORT

Jeanne Clery Campus Safety Act • Violence Against Women Act • Title IX

Crime statistics for calendar years 2023, 2024, and 2025

Updated September 27, 2026

567 South Valley View Drive, Suite 4

St. George, Utah 84770

435-261-4203 • <https://zmc.edu>

Security Policies & Clery Campus Crime Statistics Act

Title IX, the Clery Act and the United States Department of Education's regulations require that Title IV participating institutions annually publish a security report which includes policies that address crime statistics, safety and security issues. This report must be distributed annually to all current students and employees. In addition, ZMC, like all Title IV eligible schools, must inform prospective students and employees about the availability of the report.

Zion Massage College prohibits sexual discrimination, sexual harassment, sexual assault, intimate partner violence, dating violence, stalking and retaliation. The term sexual misconduct is used here to encompass all of these behaviors. It applies to any behavior of a sexual nature that is inappropriate given the circumstances, committed without consent, or committed by force, intimidation, coercion, or manipulation. This policy applies to all Zion Massage College community members, including students, faculty, administrators, guest instructors, guest speakers, vendors, independent contractors, off-campus supervisors, and visitors to the campus. This policy applies regardless of the sexual orientation, gender expression, or gender identity of the parties involved.

Zion Massage College takes allegations of sexual misconduct seriously and has established procedures for the reporting and prompt, fair and impartial adjudication of sexual misconduct complaints, from the initial investigation to the final result. This policy defines terms, describes behaviors, that may constitute sexual misconduct, identifies the Title IX Coordinator and Deputy Title IX investigation and adjudication process, outlines survivor accommodations, and provides additional community resource contacts.

In compliance with the requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (The "Clery Act"), ZMC will publish and make available an annual campus security report with crime statistics for the three most recent calendar years by October 1st. Students are sent the campus security report. Included with this report are the Campus Security policies. Students are briefed on the Campus Security policies at orientation and copies of the crime report will be available to students and staff members in ZMC's main office, upon request. The school also submits the crime statistics portion of the annual security report via the ED website (<https://surveys.ope.ed.gov/campusafety/>) by the Department's annual survey deadline. ZMC's President is responsible for submitting the crime statistics to the ED website.

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1. Report Availability, Preparation, and Distribution

Zion Massage College (“ZMC” or “the College”) prepares this Annual Security Report (“ASR”) under the Jeanne Clery Campus Safety Act, 20 U.S.C. § 1092(f), and 34 C.F.R. §§ 668.41 and 668.46. The ASR contains campus security policies and crime statistics for the three most recent calendar years. Policies reflect the College’s procedures as of publication; statistics cover 2023, 2024, and 2025.

The President/Title IX Coordinator coordinates preparation of the report. Sources include reports to Campus Security Authorities, ZMC incident records, and good-faith requests to the St. George Police Department.

The police records used for the three reporting years were City public-records request #24-1485 for 2023 data, request #25-4598 for 2024 data, and request #26-5039 for 2025 data. ZMC does not publish personally identifying information in its statistics.

Annual notice and current community. No later than October 1, ZMC provides every currently enrolled student and every current employee an individual notice by email or other direct delivery. If ZMC provides an electronic link, the notice includes the exact URL, a brief description of the report, and a statement that a paper copy is available on request. Posting the report on a website by itself is not annual distribution.

Prospective students and employees. ZMC provides prospective students and prospective employees notice of the report's availability, a description of its contents, an opportunity to request a copy, the exact web address when posted online, and information for obtaining a paper copy. A paper copy is supplied on request.

Federal submission. ZMC separately submits the required statistical data through the Department of Education's Campus Safety and Security Survey by the announced federal deadline. Publication of this report does not replace that submission.

Copies and accessibility. The current report is available on ZMC's Consumer Disclosures page at <https://zmc.edu/consumer-disclosures/> and in paper form from the administrative office. ZMC will provide the report in an accessible alternative format on request. Questions or copy requests may be directed to the Title IX Coordinator at 435-216-8512 or rebecca@zmc.edu.

2. Emergency and Reporting Contacts

Immediate danger or medical emergency

- Call 911.
- Move to a safe location if possible.
- Follow instructions from police, fire, emergency medical personnel, or ZMC staff.

Law enforcement and emergency information

- St. George Police Dispatch, non-emergency: 435-627-4300
- Washington County Sheriff's Office Dispatch: 435-634-5730
- Washington County emergency information and alerts:

ZMC reporting contact and Title IX Coordinator

[Rebecca Faraway](#)

Title IX Coordinator and President

Zion Massage College

567 South Valley View Drive, Suite 4, St. George, Utah 84770

Office: 435-216-8512

Email: rebecca@zmc.edu

Reports may be made in person, by telephone, by email, or in writing. A report may be made at any time, including outside business hours, by email or written delivery. In an emergency, contact 911 first; reporting to ZMC is not a substitute for law enforcement or medical assistance.

Confidential community support

- DOVE Center 24-hour advocacy helpline: 435-628-0458 • <https://dovecenter.org>
- RAINN National Sexual Assault Hotline: 800-656-HOPE (4673) • <https://hotline.rainn.org>
- National Domestic Violence Hotline: 800-799-SAFE (7233) or text START to 88788 • <https://www.thehotline.org>

ZMC does not employ an on-campus pastoral counselor or licensed professional counselor acting in a confidential counseling role. Community advocates and health-care providers can explain their confidentiality rules. Confidentiality is different from privacy: ZMC shares private information only with people who need it to carry out safety, support, reporting, or response duties, but it cannot promise complete confidentiality when action is legally required.

3. Clery Geography and Institutional Profile

ZMC is a private postsecondary institution operating one campus in Suites 4, 6, 7, 8, 9, and 210 at 567 South Valley View Drive, St. George, Utah 84770. It does not maintain a campus police or campus security department.

Campus

For Clery reporting, “campus” means the buildings or property owned or controlled by ZMC within the same reasonably contiguous geographic area and used in direct support of, or in a manner related to, ZMC’s educational purposes. ZMC’s campus at 567 South Valley View Drive includes Suites 4, 6, 7, 8, 9, and 210 and any contiguous area that ZMC controls and uses for its program. Areas of the shopping center not owned or controlled by ZMC are not automatically campus property.

On-campus student housing

ZMC owns or controls no student-housing facility. The residential-facility subset of on-campus statistics is therefore not applicable. The Clery missing-student notification policy and the Higher Education Act fire-safety report requirements for on-campus student housing do not apply while ZMC has no such housing.

Noncampus buildings or property

For the reporting period, ZMC identified no noncampus building or property owned or controlled by ZMC, used in direct support of or in relation to its educational purposes, frequently used by students, and not within the reasonably contiguous campus area. ZMC also recognizes no student organization with off-campus housing.

ZMC reviews written agreements, recurring field-trip sites, clinical sites, and study-abroad arrangements each year. A location may become Clery noncampus property when ZMC owns or controls it through a written agreement and students use it for an institution-supported educational purpose. If such a location exists, ZMC will identify the applicable dates and areas and request statistics from the law-enforcement agency with jurisdiction.

Public property

“Public property” means all public property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus or immediately adjacent to and accessible from the campus. ZMC requests statistics for this area from the agency with jurisdiction and documents any limitation in the agency’s response.

4. Reporting Crimes and Emergencies

All students, employees, clients, and visitors are encouraged to report crimes, suspicious activity, emergencies, sexual misconduct, and hazing promptly and accurately. A person may report to law enforcement, to ZMC, to both, or—except when a mandatory report is required—may decline to notify law enforcement. ZMC will assist a reporting person in contacting law enforcement if requested.

How to report

- Emergency: call 911.
- Non-emergency police report: call St. George Police Dispatch at 435-627-4300.
- ZMC report: contact the Title IX Coordinator/President at 435-216-8512 or rebecca@zmc.edu, speak to an instructor or administrative employee, or deliver a written report to the administrative office.
- Sexual harassment, sex discrimination, sexual assault, dating violence, domestic violence, stalking, or retaliation: report directly to the Title IX Coordinator. Any person may report, whether or not the reporter is the person alleged to have experienced the conduct.
- Hazing: report to the Title IX Coordinator/President, another Campus Security Authority, or law enforcement. Emergencies involving hazing must be reported to 911.

Prompt reporting helps ZMC protect the community, preserve evidence, provide supportive measures, determine whether a timely warning or emergency notification is required, and include crimes in the correct statistical year. A crime is counted in the calendar year in which it is reported to a Campus Security Authority or local police—not necessarily the year in which it occurred.

Campus Security Authorities

A Campus Security Authority (“CSA”) is a campus police or security department; a person with responsibility for campus security; a person or office designated to receive crime reports; or an official with significant responsibility for student and campus activities. At ZMC, CSAs include the President/Title IX Coordinator, administrators, instructors, clinic facilitators, and any other employee designated to receive reports or given significant responsibility for student activities.

CSAs must promptly forward to the President/Title IX Coordinator the information needed to evaluate safety and Clery reporting. They should not investigate or decide whether a crime occurred before forwarding the report. ZMC trains CSAs at appointment and at least annually on reportable crimes, geography, prompt forwarding, and victim privacy.

Anonymous or confidential statistical reports

A person may submit information without identifying the victim or accused person. ZMC will include qualifying reports in its statistics when enough information is available, while omitting personally identifying information. Anonymous reporting can limit ZMC's ability to investigate or provide remedies. ZMC cannot guarantee confidentiality when disclosure is required to protect safety or comply with law.

Pastoral and professional counselors are not CSAs when they are acting within the scope of their counseling license or religious role. ZMC has no employee currently serving in either exempt role. Community counselors are encouraged, when consistent with their professional obligations, to explain voluntary reporting options for statistical inclusion.

Institutional response

Upon receiving a report, ZMC will address immediate safety; offer assistance with police and medical reporting; provide written rights and options when required; evaluate timely-warning and emergency-notification duties; offer supportive or protective measures; preserve privacy to the extent practicable; record information for statistics; and route allegations to the appropriate conduct or Title IX process. Retaliation is prohibited.

Daily crime log

The federal daily-crime-log requirement applies only to an institution that maintains a campus police or campus security department. ZMC maintains neither; therefore, 34 C.F.R. § 668.46(f) does not require ZMC to maintain or publish a daily crime log. ZMC maintains internal incident and compliance records subject to applicable privacy and records-retention rules.

5. Campus Security, Access, and Law-Enforcement Relationship

Security personnel and enforcement authority

ZMC has no sworn law-enforcement officers, campus police, or campus security department. ZMC employees have no arrest authority beyond the rights of private persons under applicable law. Criminal matters are referred to the St. George Police Department or another agency with jurisdiction.

ZMC maintains a cooperative working relationship with local first responders and responds to lawful requests for information. ZMC has no written memorandum of understanding with the St. George Police Department for investigation of alleged criminal offenses. The absence of a written agreement does not limit prompt reporting or cooperation.

ZMC currently has no officially recognized student organization with a noncampus location or housing facility and therefore has no such location to monitor through local police. If ZMC recognizes an organization that owns or controls a noncampus location, ZMC will identify the law-enforcement agency with jurisdiction, establish a process to monitor and record reported criminal activity at that location, request statistics, and include qualifying reports in its Clery records.

Access, facilities, and maintenance

The campus is open during scheduled instructional, clinic, and administrative activities. ZMC controls access to its leased space through doors, keys, and staff oversight. Students and employees may not provide keys or access credentials to unauthorized people or prop open secured exterior doors. Visitors must follow ZMC visitor and clinic procedures.

All community members should report broken locks, lighting failures, blocked exits, unsafe conditions, or security concerns promptly to the administrative office at 435-261-4203. ZMC assesses reported conditions and coordinates repair with the property owner or appropriate service provider. Safety considerations are incorporated into maintenance and facility planning.

Crime-prevention and security-awareness programs

ZMC provides the following programs and notices:

- New-student orientation for every cohort, addressing reporting, emergency procedures, personal safety, consent, sexual misconduct, bystander intervention, hazing, alcohol and drugs, and available resources.
- New-employee and new-CSA training at appointment or hire.
- Annual refresher training for students and employees on Clery, Title IX, VAWA, emergency response, hazing, and reporting duties.
- Ongoing safety information at least once per academic term through classroom discussion, email, posted notices, or equivalent communication.
- Emergency and evacuation drills or exercises at least annually, with documentation described in Section 7.

Programs may use ABMP materials or another program selected by ZMC, but ZMC remains responsible for ensuring that the content meets federal requirements and for documenting the audience, content, date, and attendance.

Alcohol, drugs, and weapons

ZMC prohibits the unlawful manufacture, possession, use, sale, or distribution of illegal drugs, controlled substances, and alcohol on campus or during ZMC activities. ZMC enforces applicable federal and Utah drug laws, Utah's underage-drinking laws, other applicable state and local alcohol laws, and its student and employee conduct rules. Violations may result in discipline up to dismissal or termination and may be referred to law enforcement.

ZMC distributes its Drug and Alcohol Abuse Prevention Program annually to every student and employee under the Drug-Free Schools and Communities Act. That program addresses standards of conduct, legal and institutional sanctions, health risks, prevention, and available counseling, treatment, rehabilitation, and re-entry resources. ZMC conducts the federally required biennial review of that program and maintains supporting records. The current program is available through the Consumer Disclosures page or from the administrative office.

Possessing or using a weapon in violation of law, threatening another person with a weapon, or bringing a weapon into an area where law or ZMC policy prohibits it may result in emergency action, discipline, and referral to police. Call 911 for any immediate threat.

6. Timely Warnings

ZMC issues a timely warning when a Clery crime reported to a CSA or local police occurred in ZMC's Clery geography and is considered by ZMC to represent a serious or continuing threat to students or employees. The warning is intended to aid prevention of similar crimes.

The President/Title IX Coordinator or designee evaluates the nature of the crime, whether a threat is continuing, information known to law enforcement, risk to the community, and whether issuing a warning could compromise law-enforcement efforts. A warning will be issued as soon as pertinent information is available. ZMC will not withhold a warning merely because a report is confidential and will not include the victim's name or other personally identifying information.

Warnings may be delivered by school email, text or telephone notification, classroom or verbal announcement, posting at campus entrances, the ZMC website, or another method reasonably calculated to reach the affected community. A warning ordinarily identifies the type and general location of the crime, the date or time period when useful, safety actions, and reporting information. Emergency notifications under Section 7 may satisfy the warning obligation for the same circumstances; ZMC will provide adequate follow-

up information when appropriate.

7. Emergency Response, Notification, Evacuation, and Testing

Immediate emergency notification

When ZMC confirms a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees on campus, ZMC will immediately notify the appropriate segment or segments of the campus community. Examples may include fire, gas leak, active violence, hazardous-material release, earthquake damage, or severe weather posing an immediate campus threat.

The President/Title IX Coordinator or designated administrator will, in coordination with first responders when practicable:

- Confirm the emergency based on direct observation, credible witness information, or notice from public-safety authorities.
- Determine which segment of the campus community should receive notice.
- Determine the notice content and protective action, such as evacuation, shelter in place, lockdown, or avoidance of an area.
- Initiate the notification without delay unless responsible authorities determine that notice would compromise efforts to assist a victim or contain, respond to, or mitigate the emergency.
- Provide follow-up and all-clear information when appropriate.

Notification methods may include email, text or telephone, in-person/classroom announcements, alarms, entrance postings, the ZMC website, and instructions delivered by police, fire, or emergency-management authorities. ZMC may share information with the larger community through local emergency officials, media, its website, and Washington County emergency alerts.

Evacuation and shelter procedures

On an evacuation order, occupants should stop work if safe, use the nearest safe exit, avoid elevators, assist people who need help when doing so is safe, proceed to the designated assembly area, and remain available for accountability. No one may re-enter until authorized by emergency personnel or ZMC. If evacuation is unsafe, occupants should follow shelter-in-place or lockdown instructions, silence devices when appropriate, secure the area, remain out of sight, and await official direction.

Emergency procedures for fire, severe weather, active violence, bomb threats or suspicious packages, terrorism, and public-health events are available through ZMC's Consumer Disclosures page and are incorporated into this report by reference.

Annual tests and documentation

ZMC tests its emergency response and evacuation procedures at least once each calendar year. A test may be announced or unannounced. In connection with at least one test, ZMC publicizes its emergency-response and evacuation procedures to students and employees.

For every test, ZMC documents the exercise description, date, start and end time, whether it was announced or unannounced, participants or affected areas, observations, and corrective actions. Records are retained with the ASR supporting file.

8. Required Definitions

These definitions govern ZMC's Clery classification and institutional response. A single incident may fall under more than one institutional policy or legal definition. Criminal charging decisions belong to law enforcement and prosecutors; ZMC uses the applicable federal definitions for Clery statistics. The federal definitions of dating violence, domestic violence, sexual assault, and stalking—and the applicable Utah definitions of those offenses and consent—are stated separately below as required by 34 C.F.R. § 668.46(j)(1)(i)(B).

Clery geography and roles

Campus. Any building or property owned or controlled by ZMC within the same reasonably contiguous geographic area and used in direct support of, or in a manner related to, ZMC's educational purposes; and any building or property within or reasonably contiguous to that area that is owned by ZMC but controlled by another person, frequently used by students, and supports institutional purposes.

Noncampus building or property. A building or property owned or controlled by a student organization officially recognized by ZMC; or a building or property, other than a branch campus, that is owned or controlled by ZMC, used in direct support of or in relation to its educational purposes, frequently used by students, and not within the same reasonably contiguous geographic area.

Public property. Public property within or immediately adjacent to and accessible from the campus, including thoroughfares, streets, sidewalks, and parking facilities.

Clery geography. ZMC's campus, noncampus buildings or property, and public property within or immediately adjacent to and accessible from campus.

Campus Security Authority. A campus police or security department; a person responsible for campus security; a person or office designated to receive crime reports; or an official with significant responsibility for student and campus activities.

Advisor. Any individual who provides a complainant or respondent support, guidance, or advice during an institutional disciplinary proceeding. A party may choose the advisor, who may be, but is not required to be, an attorney. Under the Title IX hearing process, an advisor conducts cross-examination; if a party has no advisor, ZMC provides one for that limited purpose.

Proceeding. All activities related to a noncriminal resolution of an institutional disciplinary complaint, including fact-finding, formal or informal meetings, and hearings. It does not include communications and meetings about supportive or protective measures only.

Result. Any initial, interim, and final decision by an official or entity authorized to resolve a disciplinary matter, together with sanctions imposed by ZMC. For required VAWA notifications, both parties receive simultaneous written notice of the result and appeal information.

Business day. Monday through Friday, excluding any day when ZMC is closed.

FBI Uniform Crime Reporting program. The nationwide cooperative system through which participating law-enforcement agencies report crime data. Its manuals and definitions form the basis for the Clery offense definitions and classification rules incorporated in Appendix A to 34 C.F.R. Part 668, Subpart D.

Pastoral counselor. A person associated with and recognized by a religious order or denomination who provides confidential counseling and is functioning within the scope of that recognition.

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 a professional license or certification.

Programs to prevent dating violence, domestic violence, sexual assault, and stalking.

Comprehensive, intentional, and integrated programming, initiatives, strategies, and campaigns intended to end those forms of violence. They are culturally relevant; inclusive of diverse communities and identities; sustainable; responsive to community needs; informed by research or assessed for value, effectiveness, or outcome; and consider individual, relationship, institutional, community, and societal risk and protective factors. They include primary prevention and awareness programs for incoming students and new employees and ongoing prevention and awareness campaigns for students and employees.

Test. Regularly scheduled drills, exercises, and appropriate follow-through activities designed to assess and evaluate emergency plans and capabilities.

Bystander intervention. Safe and positive options an individual or community may use to prevent harm or intervene when there is a risk of dating violence, domestic violence, sexual assault, or stalking, including recognizing warning signs, understanding conditions that facilitate violence, and taking action without creating additional danger.

Ongoing prevention and awareness campaigns. Programming, initiatives, and strategies that are sustained over time and focus on increasing understanding of topics relevant to and skills for addressing dating violence, domestic violence, sexual assault, and stalking, using a range of strategies with audiences throughout the institution.

Primary prevention programs. Research-informed or assessed programming, initiatives, and strategies intended to stop dating violence, domestic violence, sexual assault, and stalking before they occur by promoting healthy and respectful relationships and sexuality, safe bystander intervention, and healthy changes in behavior and social norms.

Risk reduction. Options designed to decrease perpetration and bystander inaction, increase victim empowerment, promote safety, and help individuals and communities address conditions that facilitate violence. Risk-reduction information does not shift responsibility from the person who commits misconduct.

Primary criminal offenses

Murder and nonnegligent manslaughter. The willful, nonnegligent killing of one human being by another.

Manslaughter by negligence. The killing of another person through gross negligence.

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

Fondling. Touching another person's private body parts for sexual gratification without consent, including when the victim cannot consent because of age or temporary or permanent mental incapacity.

Incest. Sexual intercourse between persons related to each other within degrees for which marriage is prohibited by law.

Statutory rape. Sexual intercourse with a person below the statutory age of consent.

Robbery. Taking or attempting to take anything of value from a person's care, custody, or control by force, threat of force or violence, or by putting the person in fear.

Aggravated assault. An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury, typically involving a weapon or means likely to produce death or great bodily harm.

Burglary. Unlawful entry of a structure to commit a felony or theft, including attempts.

Motor vehicle theft. Theft or attempted theft of a motor vehicle, including unauthorized taking followed by abandonment.

Arson. Willful or malicious burning or attempted burning, with or without intent to defraud, of a dwelling, public building, motor vehicle or aircraft, personal property, or similar property.

Arrest and disciplinary-referral categories

Weapons-law violations. Violations of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Drug-abuse violations. Violations of laws prohibiting production, distribution, or use of controlled substances and equipment or devices used to prepare or consume them, including unlawful cultivation,

manufacture, sale, purchase, possession, transportation, or importation.

Liquor-law violations. Violations of state or local laws or ordinances prohibiting manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages. Driving under the influence and drunkenness alone are excluded from this category.

Arrest. Processing a person by arrest, citation, or summons for a Clery-reportable liquor, drug, or weapons-law violation.

Referred for campus disciplinary action (disciplinary referral). Referral of any person to a campus official who initiates a disciplinary action of which a record is kept and that may result in a sanction. A referral is counted even if the person is not found responsible.

Hate crimes and bias categories

Hate crime. A criminal offense reported to local police or a Campus Security Authority that manifests evidence that the victim was intentionally selected because of the perpetrator's actual or perceived bias. ZMC reports hate crimes involving murder and nonnegligent manslaughter, rape, fondling, incest, statutory rape, robbery, aggravated assault, burglary, motor vehicle theft, arson, larceny-theft, simple assault, intimidation, and destruction/damage/vandalism of property.

Bias categories. Actual or perceived race, religion, sexual orientation, gender, gender identity, ethnicity, national origin, and disability.

Larceny-theft. Unlawful taking, carrying, leading, or riding away of property from another's possession or constructive possession, including attempts, but excluding embezzlement, confidence games, forgery, and worthless checks.

Simple assault. An unlawful physical attack in which the offender does not display a weapon and the victim does not suffer obvious severe or aggravated bodily injury.

Intimidation. Unlawfully placing another person in reasonable fear of bodily harm through threatening words or conduct without displaying a weapon or physically attacking the victim.

Destruction, damage, or vandalism of property. Willfully or maliciously destroying, damaging, defacing, or otherwise injuring real or personal property without the consent of the owner or person having custody or control.

VAWA offenses

Dating violence (federal Clery definition). Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. Whether the relationship exists is determined from the reporting party's statement and with consideration of the relationship's length, type, and frequency of interaction. It includes, but is not limited to, sexual or physical abuse or threats of such abuse and excludes conduct covered by the domestic-violence definition. Any incident meeting this definition is considered a crime for Clery Act reporting.

Domestic violence (federal Clery definition; 34 C.F.R. § 668.46(a)). A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabiting with, or has cohabited with, the victim as a spouse or intimate partner; by a person similarly situated to a spouse under the domestic or family violence laws of the jurisdiction in which the crime occurred; or by any other person against an adult or youth victim who is protected from that person's acts under those laws. Any incident meeting this definition is considered a crime for Clery Act reporting.

Sexual assault (federal Clery definition). An offense meeting the FBI Uniform Crime Reporting definition of rape, fondling, incest, or statutory rape, as those offenses are defined above and in Appendix A to 34 C.F.R. Part 668, Subpart D.

Stalking (federal Clery definition). Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others, or to suffer substantial emotional distress. A course of conduct means two or more acts, including acts carried out directly, indirectly, or through third parties by any action, method, device, or means, such as following, monitoring, observing, surveilling, threatening, communicating to or about a person, or interfering with property. A reasonable person means a reasonable person under similar circumstances and with similar identities to the victim. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. Any incident meeting this definition is considered a crime for Clery Act reporting.

When stalking conduct spans calendar years, ZMC records a statistic in each year in which the course of

conduct is reported to a CSA or police. ZMC records the location as the first place within its Clery geography where the perpetrator engaged in the course of conduct or the victim first became aware of it.

Consent, force, coercion, and incapacity

Affirmative consent. A knowing, voluntary, and mutual decision among participants to engage in specific sexual activity. Consent must be communicated through clear words or actions; may be withdrawn at any time; and must exist throughout the activity. Consent to one act does not imply consent to another or to future activity. Silence, lack of resistance, a current or prior relationship, or prior sexual activity is not by itself consent.

Force. Physical violence, restraint, or the use or display of a weapon, including threats sufficient to overcome a person's freedom to choose.

Coercion. Unreasonable pressure, intimidation, threats, manipulation, or abuse of authority that interferes with a person's voluntary choice. Evaluating coercion includes the nature, frequency, intensity, and duration of the conduct and the parties' circumstances.

Incapacitation. A state in which a person cannot understand the nature, fact, or consequences of sexual activity or cannot make a knowing decision. Incapacity may result from sleep, unconsciousness, disability, involuntary restraint, age, or alcohol or drugs. Impairment is not automatically incapacity; the question is whether the person was incapable of consenting and whether the other person knew or reasonably should have known that fact. A person's own intoxication is not a defense to failing to obtain consent.

Utah consent law (applicable-jurisdiction definition). Utah Code § 76-5-406 identifies circumstances in which specified sexual conduct is without consent, including expressed lack of consent; force or violence; concealment or surprise; coercive threats; unconsciousness, unawareness, or physical inability to resist; certain mental incapacity; deception about identity; administration of a substance without knowledge; specified age or authority relationships; and certain conduct by health professionals or religious counselors under the guise of treatment. Consent to one sexual act or prior consensual activity does not necessarily constitute consent to another act, and consent may be withdrawn through words or conduct at any time before or during sexual activity. ZMC's affirmative-consent standard is an institutional conduct standard and may be more protective than the minimum elements of a criminal offense.

Utah sexual-assault and sexual-offense law (applicable-jurisdiction definition). Utah does not use one Clery-style umbrella criminal offense named "sexual assault." Depending on the conduct, Utah

criminal sexual offenses appear principally in Utah Code Title 76, Chapter 5, Part 4, and related provisions. For purposes of a Utah sexual-violence protective order, Utah Code § 78B-7-502 generally defines “sexual violence” as the commission or attempted commission of specified sexual offenses in Title 76, Chapter 5, Part 4, specified sexual-exploitation offenses, or specified commercial-sexual-exploitation trafficking offenses, subject to the exclusions stated in that section.

Utah dating violence (applicable-jurisdiction definition). Utah Code § 78B-7-102 defines dating violence as a criminal offense involving violence, physical harm, or a threat of violence or physical harm committed against a dating partner, or an attempt, conspiracy, or solicitation to commit such an offense against a dating partner. A dating relationship is a romantic or intimate social relationship, or one in which romance or intimacy is a goal of one or both parties, evaluated under the statutory factors; casual fraternization in a business, educational, or social context is excluded.

Utah domestic violence (applicable-jurisdiction definition). Under Utah Code §§ 77-36-1 and 78B-7-102, domestic violence means any criminal offense involving violence, physical harm, or a threat of violence or physical harm—or an attempt, conspiracy, or solicitation to commit such an offense—when committed by one cohabitant against another. It also includes the additional offenses enumerated in § 77-36-1 when committed or attempted by one cohabitant against another. “Cohabitant” includes the relationships identified in § 78B-7-102, including current or former spouses, persons who live or lived as spouses, specified relatives, persons with a child in common, a biological parent of the other person’s unborn child, and persons who reside or resided together, subject to the statute’s age requirements and exclusions.

Utah stalking (applicable-jurisdiction definition). Under Utah Code § 76-5-106.5, an actor commits stalking if the actor intentionally or knowingly engages in a course of conduct directed at a specific individual and knows or is reckless as to whether the course of conduct would cause a reasonable person to fear for the individual’s own safety or the safety of a third individual, or to suffer emotional distress; stalking also includes intentionally or knowingly violating a civil stalking injunction or permanent criminal stalking injunction. A course of conduct means two or more acts directed at or toward a specific individual, including the acts identified in the statute. These state definitions guide information about criminal and civil remedies; Clery statistics use the federal definitions above.

Unfounded reports and counting rules

Unfounded crime. A reported crime may be withheld or removed from statistics only when sworn or commissioned law-enforcement personnel fully investigate and formally determine that the report is false or baseless. A prosecutor’s decision not to prosecute, a victim’s decision not to cooperate, failure to arrest, acquittal, or recovery or low value of property does not make a report unfounded.

Hierarchy Rule. Under the FBI Uniform Crime Reporting program, when more than one criminal offense is committed during a single incident, only the most serious offense is counted unless an

exception applies. ZMC applies the rule where required. Arson is always counted in addition to another offense. A sex offense and murder occurring in the same incident are both counted. Dating violence, domestic violence, stalking, and hazing are counted as required without being suppressed by the Hierarchy Rule.

9. Crime-Statistics Methodology and 2023–2025 Statistics

ZMC reviewed reports to its Campus Security Authorities and requested statistics from the St. George Police Department. Police responses for 2023 and 2024 identified no matching crimes. ZMC reports one on-campus fondling offense in 2025. The Police Department could not provide a separate count for immediately adjacent public property.

ZMC requested police statistics and reviewed its CSA reports. The tables report the offenses identified through those sources. A zero means no reportable offense was identified from the available information. For public property, the police-source limitation below applies; those zeros are not a police certification that no offense occurred.

On-campus statistics

Category	2023	2024	2025
Murder and nonnegligent manslaughter	0	0	0
Manslaughter by negligence	0	0	0
Rape	0	0	0
Fondling	0	0	1
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
Dating violence	0	0	0
Domestic violence	0	0	0
Stalking	0	0	0
Hazing	N/A*	N/A*	0
Weapons-law arrests	0	0	0
Weapons-law disciplinary referrals	0	0	0
Drug-law arrests	0	0	0
Drug-law disciplinary referrals	0	0	0
Liquor-law arrests	0	0	0
Liquor-law disciplinary referrals	0	0	0

**Hazing data: Federal collection began in 2025; "N/A" means the category was not required for that earlier year, not that zero incidents were affirmatively established.*

On-campus student-housing statistics

ZMC had no on-campus student-housing facility in 2023, 2024, or 2025. The residential-facility subset is not applicable and no separate residential statistics exist.

Noncampus statistics

Category	2023	2024	2025
Murder and nonnegligent manslaughter	0	0	0
Manslaughter by negligence	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
Dating violence	0	0	0
Domestic violence	0	0	0
Stalking	0	0	0
Hazing	N/A*	N/A*	0
Weapons-law arrests	0	0	0
Weapons-law disciplinary referrals	0	0	0
Drug-law arrests	0	0	0
Drug-law disciplinary referrals	0	0	0
Liquor-law arrests	0	0	0
Liquor-law disciplinary referrals	0	0	0

Public-property statistics

Category	2023	2024	2025
Murder and nonnegligent manslaughter	0	0	0
Manslaughter by negligence	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
Dating violence	0	0	0
Domestic violence	0	0	0
Stalking	0	0	0
Hazing	N/A*	N/A*	0
Weapons-law arrests	0	0	0
Weapons-law disciplinary referrals	0	0	0
Drug-law arrests	0	0	0
Drug-law disciplinary referrals	0	0	0
Liquor-law arrests	0	0	0
Liquor-law disciplinary referrals	0	0	0

Public-property source limitation. The St. George Police Department advised that it could not produce separate statistics for the public property immediately adjacent to ZMC. ZMC identified no reportable public-property crimes in its CSA reports or the police records supplied. The zeros reflect these available sources and are subject to this limitation. ZMC retains its police requests and responses and will correct the report if it receives additional qualifying information.

Hate crimes

Hate-crime offense	2023	2024	2025
Murder and nonnegligent manslaughter	0	0	0
Manslaughter by negligence	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, or vandalism of property	0	0	0

No hate crimes were reported for 2023, 2024, or 2025.

Unfounded crimes

Unfounded reports	2023	2024	2025
Total crimes formally unfounded by law enforcement	0	0	0

Only law enforcement may formally unfound a crime. No crime was reported by law enforcement as formally unfounded for 2023, 2024, or 2025.

10. Sexual Assault, Dating Violence, Domestic Violence, and Stalking Prevention and Response

ZMC prohibits sexual assault, dating violence, domestic violence, stalking, sexual harassment, and

retaliation. This policy applies to students, employees, contractors, clients, and visitors to the extent ZMC has authority to act. Conduct outside Title IX jurisdiction may still violate the student or employee code, this VAWA policy, or criminal law.

Primary and ongoing prevention programs

ZMC provides primary prevention and awareness programs to incoming students and new employees and ongoing prevention and awareness campaigns for students and employees. Programs are culturally relevant, inclusive of diverse communities and identities, responsive to community needs, informed by research or assessed for value and effectiveness, and consider environmental risk and protective factors.

The programs include:

- ZMC's prohibition of dating violence, domestic violence, sexual assault, stalking, and retaliation.
- Federal Clery definitions and applicable Utah definitions of the offenses and consent.
- Safe and positive options for bystander intervention.
- Information on risk reduction that recognizes warning signs, supports people who experience harm, and avoids victim blaming.
- Reporting choices, confidentiality and privacy, supportive measures, evidence preservation, law-enforcement options, protective orders, and campus and community resources.
- Healthy relationships, affirmative consent, professional massage-therapy boundaries, and ZMC's clinic safety procedures.

Incoming-student education occurs at orientation for every cohort; new-employee education occurs at onboarding; refresher education occurs at least annually; and ongoing messages or activities occur at least once per academic term. ZMC documents program content, date, audience, presenter, and attendance.

Bystander intervention

A bystander who observes warning signs may act safely by using one or more of the following approaches: directly name the concern when safe; distract to interrupt the situation; delegate to an instructor, administrator, friend, security professional, or police; delay and check on the person afterward; document only when safe and give the record to the affected person or authorities rather than posting it. No one should take an action that creates additional danger. Call 911 when there is an immediate threat.

Risk reduction

Responsibility for sexual or interpersonal violence always rests with the person who commits it. Risk-reduction information is not a guarantee and must never be used to blame a victim. Community members may reduce risk by communicating boundaries and seeking affirmative consent; respecting a withdrawal of consent; watching for coercion or incapacity; maintaining access to transportation and trusted contacts;

staying aware of surroundings; securing drinks and belongings; using a check-in or buddy plan; and seeking help when a situation feels unsafe. A person who sees concerning conduct should support the affected person's choices and connect them with help.

Written rights and options after a report

When a student or employee reports to ZMC that the person experienced dating violence, domestic violence, sexual assault, or stalking—on or off campus—ZMC provides a written explanation of rights and options. The written notice includes:

- Procedures to follow, including whom to contact, the importance of preserving evidence, and to whom an offense should be reported.
- Options to notify law enforcement, receive ZMC assistance in doing so, or decline to notify law enforcement.
- Rights and ZMC responsibilities concerning orders of protection, no-contact orders, restraining orders, or similar lawful orders.
- Available health, mental-health, advocacy, victim-support, legal-assistance, visa and immigration assistance, student financial-aid assistance, and other services on campus and in the community.
- Options for academic, schedule, transportation, working, and other supportive or protective measures; how to request them; and their availability when reasonably available regardless of whether the person reports to police.
- The applicable institutional disciplinary procedures.
- Information about confidentiality and how ZMC protects personally identifying information.

Immediate safety, medical care, and evidence

In an emergency, call 911. A person may seek medical care even without deciding whether to report to police or ZMC. For a possible sexual assault, prompt medical attention can address injuries, sexually transmitted infections, pregnancy concerns, and forensic evidence. DOVE Center can assist with advocacy and available local options.

Evidence may include clothing, bedding, photographs, injuries, text messages, email, social-media content, location data, call records, receipts, names of witnesses, and a written account made while events are fresh. When possible, avoid deleting electronic information, altering the scene, washing clothing or bedding, or taking actions that could destroy evidence. Seeking care or reporting after bathing, changing clothes, or time has passed is still appropriate.

Protective orders and accommodations

ZMC will comply with valid protective, restraining, no-contact, and similar orders of which it has notice and that it has authority to enforce. A person may provide a copy to the Title IX Coordinator. ZMC may issue an institutional no-contact directive independent of a court order.

Supportive or protective measures may include changes to class, clinic, or work schedules; excused absences or deadline adjustments; alternative participation arrangements; safety planning; restrictions on contact or access; campus escorts when reasonably available; and referrals to advocacy, counseling, medical, financial-aid, or legal resources. ZMC keeps measures private to the extent possible without impairing implementation. Measures are not disciplinary and should not unreasonably burden the other party before a responsibility determination.

Confidentiality and public information

ZMC does not include victims' or accused persons' names or personally identifying information in crime statistics, timely warnings, emergency notifications, or the public hazing transparency report. ZMC maintains as confidential any accommodation or protective measure to the extent doing so does not impair the College's ability to provide it. ZMC may disclose information when required by law, necessary to carry out a fair process, or needed to address a serious safety concern.

Disciplinary proceedings for VAWA offenses

Proceedings addressing dating violence, domestic violence, sexual assault, or stalking are prompt, fair, and impartial from initial investigation through final result. They are conducted by officials who receive annual training on the offenses, victim safety, and how to conduct an investigation and hearing that protects safety and promotes accountability. Officials must be free from conflict of interest or bias for or against complainants or respondents generally or an individual party.

ZMC provides both parties:

- Timely written notice of meetings at which a party may be present.
- Timely and equal access to information that will be used in informal or formal disciplinary meetings and hearings.
- The same opportunity to be accompanied by an advisor of choice. ZMC does not limit either party's choice or presence of advisor, although it may impose equally applied rules governing the extent of an advisor's participation outside the Title IX hearing process.
- Resolution within reasonably prompt time frames, with written notice of any good-cause extension and the reason.
- Simultaneous written notice of the result and rationale, sanctions imposed, appeal procedures, any change to the result, and when the result becomes final.

Choosing and using the disciplinary process

The Title IX grievance process in Section 11 applies when ZMC has actual knowledge of alleged conduct that meets the federal Title IX definition and jurisdiction and a formal complaint initiates that process. If the allegation does not meet those requirements, ZMC uses its non-Title-IX sexual-misconduct process: the

student-conduct process when the respondent is a student, and the employee or contractor conduct process when the respondent is an employee or contractor. Dismissal from the Title IX process does not prevent use of the applicable non-Title-IX process. When more than one process could apply, the Title IX Coordinator documents the selection and gives both parties written notice.

A person may start the non-Title-IX process by reporting orally or in writing to the Title IX Coordinator, who will help reduce the report to a written complaint when needed. The process ordinarily includes: safety and supportive-measure assessment; written notice of allegations and applicable rules; an impartial investigation with an equal opportunity to identify witnesses and submit evidence; timely and equal access to information to be used; an equal opportunity to respond; an administrative meeting or hearing before an impartial decision-maker; a written determination under the preponderance-of-the-evidence standard, which is ZMC's standard of evidence; simultaneous written notice to the parties; and an equal appeal opportunity. The decision-maker is not the investigator. ZMC ordinarily seeks to issue the initial determination within 90 business days after written notice, with any good-cause extension and its reason provided in writing to both parties. An appeal ordinarily must be filed within 10 business days and is decided by a trained, impartial official who had no prior role.

Appeals in the non-Title-IX process may be based on a procedural irregularity that materially affected the outcome; new evidence not reasonably available earlier that could affect the outcome; or a conflict of interest or bias by an official that affected the outcome. If ZMC permits another appeal ground, it offers it equally to both parties. The appeal decision, rationale, any result change, and date the result becomes final are provided simultaneously in writing.

ZMC uses the preponderance-of-the-evidence standard, meaning more likely than not, for sexual-misconduct proceedings against students and employees. Potential sanctions include warning, education, probation, loss of privileges, no-contact or access restrictions, suspension, dismissal or expulsion, termination of employment or contract, and other measures appropriate to the circumstances. Remedies for a complainant are designed to restore or preserve equal access and may include the supportive measures listed above.

11. Title IX Notice and Grievance Process

Notice of nondiscrimination

Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex in education programs and activities receiving federal financial assistance. ZMC does not discriminate on the basis of sex in its education program or activity, admissions, or employment. Prohibited sex discrimination includes sexual harassment as defined below, sexual assault, dating violence, domestic violence, stalking, retaliation, and discrimination based on pregnancy or related conditions.

Inquiries about Title IX and reports or complaints may be directed to the ZMC Title IX Coordinator identified in Section 2, to the U.S. Department of Education's Office for Civil Rights, or to both. ZMC applies the operative 2020 Title IX regulations. The Department of Education states that the 2024 amendments were vacated nationwide and are not effective in any jurisdiction.

ZMC provides the Coordinator's title, office address, email address, and telephone number and its nondiscrimination notice to applicants for admission and employment, students, parents or legal guardians of elementary and secondary students if any, employees, and any unions or professional organizations holding collective-bargaining or professional agreements with ZMC. ZMC publishes the notice prominently on its website and in each catalog or handbook it makes available to those groups. Any person may report sex discrimination, including sexual harassment, at any time by mail, telephone, email, or another method that delivers the information to the Coordinator.

Pregnancy and related conditions

ZMC prohibits discrimination based on pregnancy, childbirth, false pregnancy, termination of pregnancy, recovery, and related medical conditions. ZMC provides reasonable adjustments or modifications when required, treats pregnancy-related temporary disability consistently with other temporary disabilities, permits a voluntary medically necessary leave and reinstatement as required, and provides an appropriate private space for lactation other than a bathroom. A student or employee may contact the Title IX Coordinator to request assistance.

Title IX Coordinator

The Title IX Coordinator coordinates ZMC's compliance, receives reports, explains supportive measures and the formal-complaint process, monitors patterns and barriers to reporting, coordinates training and records, and ensures that required notices are published. The Coordinator may not serve as the decision-maker or appeal decision-maker in the same matter. If the Coordinator has a conflict of interest, ZMC designates a trained, impartial alternate and publishes that person's contact information for the matter.

Title IX sexual harassment

For the Title IX grievance process, sexual harassment means conduct on the basis of sex that satisfies one or more of the following:

- A ZMC employee conditions an educational aid, benefit, or service on a person's participation in unwelcome sexual conduct (*quid pro quo*).
- Unwelcome conduct that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to ZMC's education program or activity.
- Sexual assault, dating violence, domestic violence, or stalking as defined in Section 8.

ZMC may prohibit broader conduct under its code of conduct even when it does not meet this federal definition.

Jurisdiction and actual knowledge

The Title IX grievance process applies when ZMC has actual knowledge of alleged Title IX sexual harassment occurring in ZMC's education program or activity against a person in the United States. An education program or activity includes locations, events, or circumstances over which ZMC exercised substantial control over both the respondent and the context. Actual knowledge means notice to the Title IX Coordinator or an official with authority to institute corrective measures. ZMC requires employees to forward reports to the Coordinator as an institutional policy, even when the federal actual-knowledge rule would not independently designate every employee.

ZMC responds promptly and in a manner that is not deliberately indifferent. The Title IX Coordinator promptly contacts the complainant to discuss supportive measures, considers the complainant's wishes, explains that measures are available with or without a formal complaint, and explains how to file one.

Formal complaint and parties

A complainant is a person alleged to be the victim and who is participating in or attempting to participate in ZMC's education program or activity when filing a formal complaint. A respondent is the person reported to have engaged in the conduct. A formal complaint is a document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment against a respondent and requesting investigation. It may be delivered in person, by mail, or by email and must contain the complainant's physical or digital signature or otherwise indicate that the complainant is filing it.

The Coordinator may sign a formal complaint when an investigation is necessary, including to address safety or a pattern. Signing does not make the Coordinator a complainant or party and does not remove the obligation to be impartial.

Supportive measures

Supportive measures are individualized, non-disciplinary, non-punitive services offered as appropriate, reasonably available, and without fee before or after a formal complaint or when no complaint is filed. They are designed to restore or preserve equal access, protect safety, or deter harassment without unreasonably burdening the other party. Measures and confidentiality are described in Section 10.

Emergency removal and administrative leave

ZMC may remove a respondent from its education program or activity on an emergency basis only after an individualized safety and risk analysis determines that an immediate threat to a person's physical health or safety arising from the allegations justifies removal. ZMC provides notice and an immediate opportunity to challenge the decision. This provision does not alter disability-law rights. ZMC may place a nonstudent employee respondent on administrative leave during the process as permitted by law.

Required grievance-process safeguards

ZMC's process includes the following safeguards:

- Equitable treatment of complainants and respondents and remedies for a complainant only after a responsibility determination, except for non-disciplinary supportive measures.
- A presumption that the respondent is not responsible until the process concludes.
- Objective evaluation of all relevant inculpatory and exculpatory evidence, without credibility decisions based on a person's status as complainant, respondent, or witness.
- No conflict of interest or bias by the Coordinator, investigator, decision-maker, appeal decision-maker, or informal-resolution facilitator.
- Reasonably prompt time frames and written notice of good-cause delays or limited extensions. ZMC ordinarily seeks to complete the process within 90 business days, excluding appeals, while allowing additional time for complexity, party or witness availability, concurrent law-enforcement activity, language assistance, or disability accommodation.
- The preponderance-of-the-evidence standard, applied consistently to formal complaints against students and employees.
- The range of possible sanctions and remedies listed in Section 10.
- Protection of legally recognized privilege and restriction on access to treatment records unless the person gives voluntary written consent.
- No retaliation for reporting, participating, refusing to participate, or exercising Title IX rights.

Step 1 — Written notice

After a formal complaint, ZMC provides written notice to the known parties with enough time to prepare. The notice includes the grievance process and informal-resolution option; the allegations known at the time, including identities, conduct, date, and location if known; the presumption of non-responsibility; the right to an advisor of choice; the right to inspect and review evidence; and the code provision prohibiting knowingly false statements made in bad faith. Additional allegations are provided in a supplemental notice before interview or investigation of those allegations.

Step 2 — Investigation and evidence review

ZMC bears the burden of gathering sufficient evidence; it does not shift that burden to either party. Both parties have equal opportunity to present witnesses and evidence, including experts; discuss the allegations; and have an advisor present at meetings. ZMC does not restrict either party from gathering or presenting

relevant evidence. ZMC gives written notice of investigative interviews or meetings with sufficient time to prepare.

Before completing the investigative report, ZMC sends each party and advisor, if any, the evidence directly related to the allegations in electronic or hard-copy form. The parties have at least 10 days to submit a written response, which the investigator considers. ZMC then creates a report that fairly summarizes relevant evidence and sends it to each party and advisor at least 10 days before the hearing for written review and response.

Step 3 — Live hearing

ZMC conducts a live hearing before a trained decision-maker who was not the investigator or Title IX Coordinator. At either party's request, the hearing occurs with the parties in separate rooms using technology that allows participants to see and hear one another simultaneously. ZMC creates an audio or audiovisual recording or transcript and makes it available to the parties for inspection and review.

Each party's advisor may ask the other party and witnesses all relevant questions and follow-up questions, including questions challenging credibility. Cross-examination is conducted directly, orally, and in real time by the advisor, never personally by a party. If a party does not have an advisor at the hearing, ZMC provides an advisor of its choice without fee for cross-examination. The decision-maker rules on relevance before an answer and explains any decision to exclude a question.

Questions about a complainant's sexual predisposition or prior sexual behavior are not relevant unless offered to prove that someone other than the respondent committed the alleged conduct or concern specific incidents with the respondent and are offered to prove consent. The decision-maker will follow controlling law concerning statements and nonappearance and will not draw an inference about responsibility solely because a party or witness does not appear or refuses to answer questions.

Step 4 — Written determination

The decision-maker issues a written determination that identifies the allegations; describes procedural steps; states findings of fact; applies the code to the facts; gives the result and rationale for each allegation; states any sanctions and whether remedies will be provided; and explains appeal procedures. ZMC provides it simultaneously to both parties. The determination becomes final when an appeal decision is issued or when the appeal deadline passes without an appeal.

Appeals

Either party may appeal a determination or a mandatory or discretionary dismissal on these grounds: a

procedural irregularity that affected the outcome; new evidence not reasonably available when the determination or dismissal was made that could affect the outcome; or a conflict of interest or bias by the Title IX Coordinator, investigator, or decision-maker that affected the outcome. If ZMC offers any additional appeal ground, it offers it equally to both parties.

An appeal must ordinarily be filed within 10 business days. ZMC notifies the other party in writing, implements appeal procedures equally, assigns a trained decision-maker who had no prior role, allows both parties a reasonable equal opportunity to submit a written statement, and issues a simultaneous written decision with the rationale.

Dismissal and other conduct processes

ZMC must dismiss a formal Title IX complaint if the alleged conduct, even if proved, would not meet the Title IX sexual-harassment definition, did not occur in ZMC's education program or activity, or did not occur against a person in the United States. ZMC may dismiss if the complainant withdraws in writing, the respondent is no longer enrolled or employed, or specific circumstances prevent sufficient evidence gathering. ZMC provides both parties prompt simultaneous written notice and reasons. Dismissal from Title IX does not prevent action under another ZMC policy or criminal law.

Informal resolution

After a formal complaint and written notice of allegations, ZMC may offer a voluntary informal process if appropriate. ZMC gives written notice of the allegations, requirements, records consequences, and the right to withdraw before agreement and resume the formal process. Both parties must give voluntary written consent. Informal resolution is never required as a condition of enrollment, employment, or another right and is not available for allegations that an employee sexually harassed a student.

Training, publication, and records

ZMC ensures that the Title IX Coordinator, investigators, decision-makers, appeal decision-makers, advisors supplied for hearings, and informal-resolution facilitators receive role-appropriate training. Training covers the Title IX sexual-harassment definition, scope of ZMC's program or activity, investigation and grievance procedures, hearings and technology, relevance and sexual-history rules, report writing, impartiality, and avoiding sex stereotypes and conflicts of interest.

ZMC's public repository for Title IX training materials is <https://zmc.edu/title-ix-training/>. ZMC must post all materials used to train Title IX personnel and keep them publicly available. ZMC retains for seven years each sexual-harassment investigation and determination, recordings or transcripts, sanctions, remedies, appeals, informal resolutions, training materials, and records of its response to reports, including supportive measures or the documented reasons its response was not deliberately indifferent.

Retaliation and false information

No person may intimidate, threaten, coerce, or discriminate against someone for making a report or complaint, participating or refusing to participate in a process, or exercising Title IX or Clery rights. Complaints of retaliation may be reported to the Title IX Coordinator. Charging a person with a code violation arising from the same facts for the purpose of interfering with Title IX rights is retaliation. Good-faith reports are protected even when not substantiated. Knowingly making a materially false statement in bad faith may violate ZMC policy; a finding of non-responsibility alone does not establish bad faith.

External complaint

A person may contact the U.S. Department of Education, Office for Civil Rights, at 800-421-3481 or file online at <https://ocrcas.ed.gov/>. Using ZMC's process is not a prerequisite to contacting OCR or law enforcement.

12. Hazing Policy and Stop Campus Hazing Act Disclosures

ZMC prohibits hazing. Consent or willingness to participate does not excuse hazing. The prohibition applies on or off campus and to recognized and unrecognized student organizations when ZMC has authority to act.

Federal definition

Hazing is an intentional, knowing, or reckless act committed by a person, individually or with others, against another person, regardless of that person's willingness to participate, that occurs in the course of initiation into, affiliation with, or maintenance of membership in a student organization and causes or creates a risk, above the reasonable risk encountered in the ordinary course of participation in ZMC or organization activities, of physical or psychological injury.

Examples include whipping, beating, striking, electronic shocking, placing a harmful substance on the body, or similar activity; causing, coercing, or otherwise inducing sleep deprivation, exposure to the elements, confinement in a small space, extreme calisthenics, or similar activity; causing, coercing, or inducing consumption of food, liquid, alcohol, drugs, or another substance; causing, coercing, or inducing sexual activity; conduct that places a person in reasonable fear of bodily harm through threatening words or conduct; any activity against another person that includes a criminal violation of federal, state, tribal, or local law; and any activity that induces, causes, or requires another person to perform a duty or task involving

such a criminal violation.

Student organization means an organization at ZMC, such as a club, society, association, athletic team, club-sports team, fraternity, sorority, band, or student government, in which two or more members are students. The organization need not be established or recognized by ZMC.

Reporting, investigation, and sanctions

Report hazing to the President/Title IX Coordinator or another CSA. Call 911 for immediate danger or injury. Employees and CSAs must promptly forward suspected hazing. Retaliation for reporting or participating is prohibited.

ZMC evaluates immediate safety and medical needs, preserves evidence, determines Clery classification and warning duties, and investigates under the applicable student, employee, or organization conduct procedure. ZMC ordinarily provides written notice of the allegation; assigns a trained, impartial investigator; gives the respondent an opportunity to respond and the parties an opportunity to identify witnesses and evidence; evaluates relevant evidence under the preponderance standard; and issues a written finding and sanction, if any. ZMC ordinarily seeks to issue a finding within 60 business days, with written notice of any good-cause extension. An affected student or employee may appeal within 10 business days for material procedural error, material new evidence, or conflict of interest or bias. Potential sanctions include education, warning, probation, loss of privileges or organization recognition, access restrictions, suspension, dismissal, termination, and referral to law enforcement.

Applicable Utah law. Utah Code § 76-5-107.5 prohibits hazing in connection with an organization's initiation, admission, affiliation, officeholding, or continued membership, among other covered circumstances. The law covers intentional, knowing, or reckless acts that endanger an individual's mental or physical health or safety and provides criminal penalties. This state-law offense is distinct from the federal Clery definition used to compile statistics in this report.

Prevention program

ZMC provides a research-informed, campus-wide hazing-prevention program to students, staff, and faculty. It includes the federal definition, ZMC's policy, reporting and investigation procedures, applicable law, primary prevention strategies, bystander intervention, ethical leadership, and ways to build belonging and group cohesion without hazing. The program is delivered to incoming students and new employees and reinforced at least annually. ZMC documents content, delivery, audience, and attendance.

Statistics and transparency report

ZMC began collecting Clery hazing statistics on January 1, 2025, the federally required collection date, and includes 2025 hazing statistics in this ASR. No hazing report was made to a CSA or identified in the responsive police information for 2025.

If ZMC makes a finding that an established or recognized student organization violated its hazing standards, ZMC will publish a Campus Hazing Transparency Report in a prominent location on its public website. Each entry will identify the organization; describe the violation, ZMC's findings, sanctions, and whether the incident involved the abuse or illegal use of alcohol or drugs; and state the date the incident was alleged to have occurred, the investigation start date, the date the investigation ended with a finding, and the date ZMC notified the organization. The report will contain no personally identifiable student information. The public page will also link to the annual hazing statistics and provide ZMC's hazing policy and information about applicable state, local, and tribal laws. ZMC will update the report at least twice each year when new findings exist and retain each update for five calendar years from publication. ZMC is not required to create the report before its first finding or to update it for a period with no new finding.

13. Additional Required Disclosures

Sex-offender registration information

Information supplied by state law-enforcement agencies concerning registered sex offenders, including information provided under section 121 of the Adam Walsh Child Protection and Safety Act, may be obtained through the Utah Sex and Kidnap Offender Registry at <https://sexoffender.utah.gov/>. ZMC does not verify or republish registry records. Questions about a record should be directed to the responsible law-enforcement agency.

Missing students and fire safety

ZMC owns or controls no on-campus student housing. The Clery missing-student notification procedures and the Higher Education Act annual fire-safety report and fire-log requirements for student housing are not applicable. ZMC nevertheless reports any immediate welfare concern or suspected missing person to law enforcement and cooperates with emergency responders.

Retaliation, intimidation, and coercion

ZMC, its officers, employees, and agents may not retaliate, intimidate, threaten, coerce, or otherwise discriminate against a person for exercising rights or responsibilities under the Clery Act, Title IX, VAWA, or

this report. Reports of retaliation should be made to the Title IX Coordinator; a conflict involving the Coordinator will be assigned to an impartial alternate.

Records and annual review

ZMC retains crime-statistics support, police requests and responses, CSA reports, warning and notification decisions, emergency-test records, program documentation, distribution evidence, and federal-survey confirmation for the period required by federal records rules and not less than the three calendar years reported plus the current year. Title IX records are retained for seven years. ZMC reviews this report at least annually and whenever law, contacts, geography, or procedures materially change.

14. Resources

Emergency and law enforcement

- Emergency police, fire, or medical assistance: 911
- St. George Police Dispatch: 435-627-4300
- Washington County Sheriff's Office Dispatch: 435-634-5730
- Washington County Emergency Management: 435-301-7360 • <https://www.washco.utah.gov/departments/emergency-management/>

Advocacy and crisis support

- DOVE Center 24-hour helpline: 435-628-0458 • <https://dovecenter.org>
- RAINN National Sexual Assault Hotline: 800-656-HOPE (4673) • <https://hotline.rainn.org>
- National Domestic Violence Hotline: 800-799-SAFE (7233), text START to 88788 • <https://www.thehotline.org>
- 988 Suicide & Crisis Lifeline: call or text 988 • <https://988lifeline.org>

Institutional and federal contacts

- ZMC Title IX Coordinator/President Rebecca Faraway: 435-216-8512 • rebecca@zmc.edu
- ZMC Consumer Disclosures: <https://zmc.edu/consumer-disclosures/>
- U.S. Department of Education Office for Civil Rights: 800-421-3481 • <https://ocrcas.ed.gov/>
- U.S. Department of Education Campus Safety and Security data: <https://ope.ed.gov/campusafety/>

Services and contact information can change. Call 911 for immediate danger and use the provider's official

website to confirm non-emergency services.

15. Authorities

This report is based principally on 20 U.S.C. § 1092(f); 34 C.F.R. §§ 668.41 and 668.46 and Appendix A to Subpart D of Part 668; the Violence Against Women Reauthorization Act amendments to the Clery Act; the Stop Campus Hazing Act, Public Law 118-173; Title IX, 20 U.S.C. §§ 1681–1688; the operative 2020 Title IX regulations and current U.S. Department of Education guidance following vacatur of the 2024 amendments; and the Utah statutes cited in Sections 8 and 12.

The official federal sources used for this edition are:

- Clery Act regulations and required policy/statistical disclosures: <https://www.ecfr.gov/current/title-34/subtitle-B/chapter-VI/part-668/subpart-D/section-668.46>
- Annual notice and distribution requirements: <https://www.ecfr.gov/current/title-34/subtitle-B/chapter-VI/part-668/subpart-D/section-668.41>
- FBI UCR definitions incorporated into Clery reporting: <https://www.ecfr.gov/current/title-34/subtitle-B/chapter-VI/part-668/subpart-D/appendix-Appendix%20A%20to%20Subpart%20D%20of%20Part%20668>
- Current Title IX status and 2020-rule resources: <https://www.ed.gov/laws-and-policy/civil-rights-laws/title-ix-and-sex-discrimination/sex-discrimination-overview-of-law>
- Stop Campus Hazing Act: <https://www.govinfo.gov/content/pkg/PLAW-118publ173/html/PLAW-118publ173.htm>

Supplemental definitions and written notifications

Written notifications

At the time that ZMC is informed that a student, employee is the victim of dating violence, domestic violence, sexual assault or stalking, or at such other earlier time as appropriate under the circumstances, ZMC will provide written notification about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student financial aid, and other services available for victims in the community or at ZMC.

Additionally, at the time that ZMC is informed that a student or employee is the victim of dating violence, domestic violence, sexual assault or stalking, or at such other earlier time as appropriate under the circumstances, ZMC will provide written notification about options for, available assistance in, and how to request changes to academic, living, transportation, and working situations or protective measures if they are reasonably available.

If it is determined by local, state or federal law enforcement that a student, staff member or ZMC clinic guest has committed a crime of dating violence, domestic violence, sexual assault, sexual harassment, or stalking, the student, staff member or clinic guest that committed the crime will be subject to disciplinary investigation by ZMC Administration to determine appropriate remedial (designed to address a complainant's safety and well-being and continued access to educational opportunities) and protective measures (involving action against a respondent).

Additional definitions

- **Affirmative Consent:** Words and overt actions indicating agreement to participate in sexual acts.
- **Capacity for Consent:** The legal ability to consent to sexual acts. A person's capacity for legal consent is based on age, developmental disability, intoxication, physical disability, the power differential between the perpetrator and survivor, unconsciousness (e.g., sedation, sleeping, etc.), or level of vulnerability (e.g., an adult dependent on others for care).
- **Complaint:** A verbal or written statement that a situation is unacceptable.
- **Complainant:** A complainant is one who reports an allegation of sexual misconduct to Zion Massage College and initiates ZMC's sexual misconduct adjudication process. A complainant may be the survivor of sexual misconduct, a bystander, or any other person with reliable information about alleged sexual misconduct. A complainant need not be a member of ZMC's community so long as ZMC has jurisdiction over the person accused of sexual misconduct (e.g., a client in the school student clinic could be a complainant, etc.).
- **Consent:** Agreement to sexual acts. A person must be legally capable to give consent and consent must be affirmative and freely given.
- **Civil Case:** A civil case is a lawsuit brought by an individual citizen (called a plaintiff) against another citizen (called a defendant) seeking compensation for harm done to the plaintiff. The disagreement is settled by a judge in court.
- **Criminal Case:** A criminal case is brought by the government on behalf of the people when a person is accused of a crime.

- **Formal Complaint (Title IX):** A document filed by a complainant or signed by the Title IX Coordinator alleging Title IX sexual harassment against a respondent and requesting an investigation. A complainant's filing must include a physical or digital signature or otherwise indicate that the complainant is filing it. A verbal report alone is not a Title IX formal complaint; reports of other misconduct may begin ZMC's non-Title-IX process under Section 10.
- **Freely Given Consent:** Freely given consent means a person offered his/her consent to sexual acts of their own free will, without being induced by fraud, coercion, violence, or the threat of violence.
- **Impact Statement:** A written statement, provided during a complaint proceeding, which describes the harmful effects produced by the actions of an accused or convicted party and suffered by the survivor or others, offered especially for consideration by the panel deciding an appropriate punishment.
- **Informal Complaint:** A complaint made by one person verbally or by letter, text message, or email alerting another that his or her attention or behavior is unwelcome and unwanted. So long as the behavior is not repeated, the situation is resolved.
- **Preponderance of Evidence Standard:** One type of evidentiary standard used in a burden of proof analysis typically to make a decision in civil cases. In the preponderance of evidence standard, the proof need only show that the facts are more likely to be than not to be.
- **Respondent:** A respondent is an individual accused of sexual misconduct in a complaint filed with (ZMC).
- **Retaliation:** The action of inflicting hurt or harm on someone for a perceived injury or wrong suffered at their hands. Forms of retaliation include ridicule by classmates or the teacher, loss of educational opportunities, poor grades on adequate work, and others.
- **Sexual Abuse:** Sexual abuse most often describes an adult forcing themselves on a child, on an elderly person, on a person with a mental disability, or on a patient.
- **Sexual Assault:** Sexual assault most often describes unwanted sexual touching that occurs when one adult forces themselves on another.
- **Sexual Discrimination:** Unequal treatment based on gender or gender identity.
- **Sexual Exploitation:** An adult using the power they derive from their status in a situation to coerce sexual conduct from another.
- **Sexual Exploitation by a Helping Professional:** When a professional in a helping role uses the trust a client/patient inherently places in them to manipulate the client/patient sexually.
- **Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to, or rejection of, this conduct explicitly or implicitly affects an individual's employment or education, unreasonably interferes with an individual's work or school performance, or creates an intimidating, hostile, or offensive work or education environment.
- **Sexual Misconduct:** A general term encompassing any behavior of a sexual nature that is inappropriate given the circumstances, committed without consent, or committed by force, intimidation, coercion, or manipulation.
- **Sexual Violence:** A broad umbrella term that encompasses more serious sexual behaviors including sexual assault, sexual abuse, and sexual exploitation.
- **Stalking:** The act or crime of willfully and repeatedly following or harassing another person in circumstances that would cause a reasonable person to fear injury or death, especially because of express or implied threats.