



University of Massachusetts- Boston Office of Civil Rights and Title IX

Procedures for Complaints Alleging Sexual or Gender-based Misconduct in the Workplace

A. Introduction and Scope

These Procedures provide an internal mechanism through which the University of Massachusetts Boston ("UMass Boston" or the "University") may identify, respond to, and prevent incidents of unlawful discrimination and harassment based on sex, gender, sexual orientation, gender identity and expression, sexual misconduct, and related retaliation in accordance with the University of Massachusetts Non-Discrimination and Harassment Policy (Board of Trustees Policy T16-040, the "Non-Discrimination and Harassment Policy"). Individuals are strongly encouraged to come forward and report incidents of any form of unlawful discrimination or harassment and to seek assistance from a UMass Boston official or contact the Office of Civil Rights and Title IX ("CRTIX"). UMass Boston is committed to taking prompt, corrective action when it becomes aware of alleged unlawful discrimination, harassment, sexual harassment, or sexual misconduct. UMass Boston prohibits any retaliation towards employees who engage in protected activities (such as filing a complaint, participating in an investigation as a witness, requesting an accommodation, etc.).

In May of 2020, the U.S. Department of Education issued new regulations for colleges and universities that address sexual harassment, including sexual assault, dating violence, domestic violence, and stalking. Those regulations define sexual harassment for the purposes of Title IX. To comply with those regulations, UMass Boston's Title IX Grievance Procedures shall apply to sexual harassment as defined by federal regulations.

These Procedures pertain to the definition of sexual misconduct (sexual harassment) and other forms of sex or gender-based unlawful discrimination, harassment, and retaliation described in the Non-Discrimination and Harassment Policy. Although the Non-Discrimination and Harassment Policy refers to "sexual harassment," these Procedures use the term "sexual misconduct" to refer to prohibited conduct that does not meet the Title IX definition of sexual harassment.

When a complaint is filed that alleges sexual harassment, the Title IX Coordinator shall determine which procedures apply.

These Procedures shall be conducted in accordance with applicable collective bargaining agreements of the University as well as any University-System policies and University policies.

These Procedures do not in any way deprive an individual of the right to report an incident to campus, local, or state law enforcement, or to file a claim with any of the outside enforcement

agencies at any time before, during, or after this process. Any individual who files a complaint with any outside agency or court shall not be deemed to have waived their rights to initiate or continue the internal complaint process at UMass Boston. No individual who files a complaint or reports an incident of unlawful discrimination with UMass Boston shall be required to also report to law enforcement or any outside agency, unless they choose to report to law enforcement.

Definitions of Gender-Based Harassment or Discrimination, and Sexual Misconduct for conduct encompassed by this Procedure.

Through the Non-Discrimination and Harassment Policy, the University prohibits discrimination or harassment based on sex, gender, sexual orientation, gender identity and expression, or sexual misconduct (sexual harassment). Discrimination and harassment based on such legally protected characteristics are defined as follows:

Unlawful discrimination is conduct that is directed at a specific person or persons that subjects them to treatment that adversely affects their employment, application for employment, education, admissions, University benefits, programs, or activities, because of their sex, gender, sexual orientation, or gender identity and expression.

Harassment is conduct by a person or persons against another person or persons based upon their legally protected class that adversely has the effect of:

- (i) unreasonably interfering with a person or person's employment, educational benefits, academic grades or opportunities, or participation in University programs or activities; or
- (ii) unreasonably interfering with a person or person's work or academic performance; or
- (iii) creating an intimidating, hostile, or offensive working or academic environment

Below are examples of activities that may be considered gender-based harassment if unwelcome and depending upon the specific facts and circumstances. The list is not inclusive or exhaustive:

- Verbal: Epithets, slurs, innuendos, stereotyping, jokes, or other verbal conduct made with the intention of, or having the effect of, denigrating or showing hostility toward an individual or group based upon an individual's sex, gender, sexual orientation, and gender identity and expression.
- Nonverbal: Display or creation of written or graphic materials, symbols, or other objects with the intention of, or having the effect of, denigrating or showing hostility toward an individual or group based upon an individual's sex, gender, sexual orientation, and gender identity and expression.
- Physical: Gestures or threatening, intimidating, or hostile acts made with the intention of, or having the effect of denigrating or showing hostility toward an individual or group based upon an individual's sex, gender, sexual orientation, and gender identity and expression.

UMass Boston prohibits sexual misconduct. Sexual misconduct is defined, consistent with the definition of sexual harassment in the Non-Discrimination and Harassment Policy as:

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of sexual nature when: 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic work, 2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual or 3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working or academic environment.

Below are examples of activities that may be considered sexual misconduct if unwelcome and depending upon the specific facts and circumstances. The list is not inclusive or exhaustive:

- Sharing sexually inappropriate images or videos, such as pornography, with co-workers;
- Making inappropriate sexual gestures with hands or through body movements;
- Inappropriate and unwanted touching, including pinching, patting, rubbing, neck/shoulder massage, or purposefully brushing up against another person;
- Asking sexual questions, such as questions about someone's sexual history or their sexual orientation or making offensive comments about someone's sexual orientation or gender identity;
- Repeatedly asking for a date after the person has expressed disinterest.

UMass Boston prohibits retaliation. Retaliation is defined as:

The interference through intimidation, including threats, coercion, or unlawful discrimination, with an individual's right or privilege secured under the law [Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Violence Against Women Act of 1994, the Massachusetts antidiscrimination laws, or other laws] or interfering with an individual's right to make a complaint, testify, assist, or participate in any manner in an investigation, proceeding or hearing, or to intervene to prevent a violation of this policy.

Allegations of retaliation that relate to discrimination or harassment based on sex, gender, sexual orientation, gender identity and expression, or sexual misconduct (sexual harassment) provided in the Non-Discrimination and Harassment Policy, will be handled according to these Procedures.

B. Supportive Measures, Confidential Resource Providers, and Advisors

When the Director of the Office of Civil Rights and Title IX is made aware of allegations of discrimination, harassment, or sexual misconduct, the Director of the Office of Civil Rights and Title IX or a designee will discuss supportive measures with the complainant. An individual need not have filed a complaint to receive supportive measures, and supportive measures are available regardless of whether the alleged discrimination, misconduct, harassment, or retaliation occurred on or off campus, or within a University program or activity. To the extent the respondent is known, and a formal complaint is filed, the Director of Civil Rights and Title IX may also provide the respondent with supportive measures.

Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available without being unduly burdensome to another party, and without fee or charge to the complainant or the respondent. Supportive measures are short-term, and are designed, based on an individualized assessment, to restore or preserve access to the University's education program or activity. Examples of supportive measures include; but limited to:

- Counseling
- Course-related adjustments, including extensions of deadlines or section transfers
- Modifications of work or class schedules
- Mutual restrictions on contact between the parties
- Changes in work or housing locations
- Changes in transportation arrangements
- Leaves of absences
- Assistance notifying law enforcement of alleged sexual harassment
- Assistance in seeking a court-issued protective order

To the extent there is a continuing need for supportive measures after the conclusion of the investigatory process, the Title IX Coordinator will work with appropriate University resources to provide continued assistance to the parties. Supportive measures may be re-evaluated on a periodic basis.

In addition to providing supportive measures, the Director of Civil Rights and Title IX will discuss the Non-Discrimination and Harassment Policy, the Title IX Grievance Procedure, this Procedure and/or other policies and procedures with the parties as appropriate.

UMass Boston will maintain as confidential any supportive measures provided to the complainant or respondent, to the extent that maintaining such confidentiality would not impair the ability of UMass Boston to provide the supportive measures. UMass Boston will maintain records of supportive measures for seven (7) years from their implementation.

Emergency Removal

Supportive measures may include removal of a party from the University or a University program or activity on an emergency basis when UMass Boston has determined that the party poses an immediate threat to any person's physical health or safety arising out of the sexual harassment allegations.

When supportive measures include emergency removal, the individual being removed will be given a written description of the reasons for the emergency removal. The individual being removed has the right to be heard regarding the application or scope of the emergency removal whether before the measure(s) is imposed, or immediately thereafter by contacting the Director of the Office of Civil Rights and Title IX.

Confidential Resource Providers

UMass Boston has designated confidential resource providers to provide information on: reporting options of harassment, discrimination, and/or sexual misconduct, and the effects of each option; counseling services available on and off campus; medical and health services available on and off

campus; supportive measures; the University's disciplinary process; and the legal process carried out through local law enforcement agencies. If requested, the Confidential Resource Providers may coordinate with the Director of Civil Rights and Title IX to arrange supportive measures. Confidential Resource Providers may notify complainants, respondents, or other community members of their rights and the University's responsibilities regarding a protection order, no contact order, and any other lawful orders issued by the University or a civil, criminal and tribal court. Confidential Resource Providers' services are confidential unless a party, in writing, requests that certain information be disclosed, or as otherwise required by state or federal law. A list of Confidential Resource Providers is available at umb.edu/titleix/resources or umb.edu/crtix, or by contacting the Director of Civil Rights & Title IX.

Advisors

Complainants and respondents are entitled to bring an advisor or support person of their choice, including a union representative, advocate, or counsel, to meetings and other proceedings related to a complaint under this Procedure. While the University will not limit who may serve as a party's advisor, parties should be aware that their advisor may be prohibited in serving in other roles in a formal investigation, e.g. as a witness. Parties may consult with their advisor during investigatory meetings, but the advisor may not speak for the party.

C. The Complaint Process

I. Who May File A Complaint.

Any member of the UMass Boston community who believes that they have been unlawfully discriminated against or harassed based on their sex, gender, sexual orientation, gender identity or expression, or subject to sexual misconduct or retaliation in violation of the Non-Discrimination and Harassment Policy may file a complaint pursuant to this Procedure. Members of the "UMass Boston Community" include all faculty, staff, and students, applicants for employment, and other users of University services and programs or individuals who are authorized to conduct business with and/or perform other services on behalf of the University.

The designated investigator, on behalf of CRTIX and UMass Boston may proceed to investigate a complaint without the cooperation of the individual who originally reported the conduct. The Director of the Office of Civil Rights and Title IX on behalf of UMass Boston may also institute an investigation where no complaint has been filed. In such circumstances, the Director of Civil Rights and Title IX or their designee will, to the extent possible, inform the persons affected by alleged harassment, discrimination, sexual misconduct, or retaliation of their rights, options, and the availability of supportive measures. The Director of the Office of Civil Rights and Title IX does not become the complainant by filing the complaint on behalf of the University.

An individual may file a report of a concern anonymously using UMass Boston's online complaint form (https://cm.maxient.com/reportingform.php?UMassBoston&layout_id=2), which does not require that the name of the reporter be provided. Please note that anonymous reporting significantly limits the University's ability to respond or pursue appropriate action against the respondent. Anonymous reporting does not fulfill the responsibility of an individual who has been designated a Responsible Employee by a collective bargaining

agreement to report discrimination or harassment to the University.

II. Where May A Complaint Be Filed.

The Director of the Office of Civil Rights and Title IX or their designee serves as the discrimination and harassment officer for the University, as well as the Title IX Coordinator, providing oversight of the process and the designated investigator. The Director of Civil Rights and Title IX administers the University of Massachusetts Non-Discrimination and Harassment Policy, the UMass Boston Title IX Grievance Procedure, and this Procedure. In any instance where the designated investigator has a conflict of interest with respect to a complaint brought under this process, the Director of Civil Rights and Title IX or their designee shall designate an alternate trained investigator to handle the matter. Concerns about a conflict of interest with the Director of Civil Rights and Title IX may be directed to the Vice Chancellor for Human Resources.

An individual may initiate the complaint process by submitting a written complaint to the Office of Civil Rights and Title IX. The complaint may be submitted by email, in person, by mail, or by using the online form available here:

https://cm.maxient.com/reportingform.php?UMassBoston&layout_id=2. Contact information for the Director of Civil Rights and Title IX and Title IX Coordinator is provided below:.

Director of the Office of Civil Rights and Title IX / Title IX Coordinator
University of Massachusetts Boston
Quinn Administration Building, Room 03-23
Boston, MA 02125
Phone: 617-287-4818
Email: civilrights.titleix@umb.edu

III. Filing the Complaint

A complainant is encouraged to file a complaint as soon as possible after allegedly discriminatory or harassing conduct, sexual misconduct, or retaliation occurs. A complaint must be reported to the Office of Civil Rights and Title IX within three hundred (300) calendar days of the complainant's first knowledge of the alleged conduct. **IT IS THE COMPLAINANT'S RESPONSIBILITY TO BE CERTAIN THAT ANY COMPLAINT IS FILED WITHIN THE THREE HUNDRED (300) DAY PERIOD.**

Respondents found to be in violation of UMass Boston policies will be subject to disciplinary action. Disciplinary action shall be based upon the nature and severity of the offense as well as any record of prior disciplinary action imposed on the respondent. In general, sanctions may include, but are not limited to: written warnings, letters of reprimand, attendance at appropriate workshops, suspension, and removal from administrative or supervisory duties and/or termination of employment. Sanctions are not determined by CRTIX. Ultimately, they are determined by either Human Resources or the Provost's Office and Human Resources. Employees who are members of a collective bargaining unit should refer to the relevant collective bargaining agreement for further

information about employee discipline.

If a complaint involves allegations of child abuse, it will be reported to law enforcement as required by Massachusetts law.

(i) Informal Complaint Resolution Process

In an attempt to encourage prompt resolution of potential complaints, the complainant may request the intervention of CRTIX to resolve a complaint informally. The Title IX Coordinator will determine whether an informal resolution is appropriate in lieu of a formal investigation of the complaint. Both parties must provide voluntary, written consent to the informal resolution process.

Informal resolution is available prior to a determination of responsibility, and if the complainant and respondent voluntarily consent to the process in writing. Informal resolution is not available in cases in which an employee is alleged to have sexually harassed a student. Informal resolution may involve agreement to pursue individual or community remedies, including targeted or broad-based educational programming or training; supported direct conversation or interaction with the respondent; mediation; indirect action by the Title IX Coordinator; and other forms of resolution that can be tailored to the needs of the parties. CRTIX will attempt to resolve the matter informally with consultation with the respondent and, if applicable, the appropriate supervisors and/or administrators. Informal resolution attempts will not have precedential effect on any formal complaint filed.

The informal resolution process should be completed within 30 business days in most cases, unless good cause exists to extend the time. The parties will be notified in writing and given the reason for the delay and an estimated time of completion.

If an informal resolution agreement ("Informal Resolution Agreement") has not been executed by all parties within thirty (30) business days of the informal complaint being received by CRTIX, the complainant or the Title IX Coordinator may escalate the complaint to the formal complaint process. Moreover, either party or the Title IX Coordinator may escalate the complaint to the formal complaint process at any time before an Informal Resolution Agreement has been executed.

If the complainant and respondent agree to an informal resolution that is acceptable to UMass Boston, the Informal Resolution Agreement will be put into writing and both the complainant and respondent will execute the agreed upon Informal Resolution Agreement. During the informal resolution process, either party may consult with an advisor of their choice, who may attend relevant meetings. During any stage in the informal resolution process, the Director of the Office of Civil Rights and Title IX may recommend and enact an interim action to protect the complainant, the respondent, UMass Boston or any witness. Such action shall not be deemed punitive or disciplinary.

Administration of the Resolution Agreement.

The Director of the Office of Civil Rights and Title IX or designee will monitor compliance with Informal Resolution Agreements. Informal Resolution Agreements will be maintained in CRTIX.

Breach of Resolution Agreements.

If the complainant or respondent believes that either party has failed to comply with the terms of the Informal Resolution Agreement, they shall notify the Director of the Office of Civil Rights and Title IX. Notice must be in writing and submitted within thirty (30) calendar days of the date when the party became aware of the alleged noncompliance. The party in question may request that the terms of the Informal Resolution Agreement be specifically implemented or, alternatively, that the allegation(s) be reinstated for further action from the point the complaint process ceased

For record retention, see Section D.

(ii) Formal Complaint

Complainants who chose to file a formal complaint with CRTIX shall file a written complaint through the CRTIX online reporting form, by email, by mail or in person as discussed in Section II. Such complaint shall be specific and should contain:

- (a) the name and department/office of the complainant;
- (b) the name and department/office of the respondent;
- (c) a clear statement of the facts in detail which explain what happened and what the complainant believes was the unlawful discriminatory act or acts. The statement should include the date(s) of when the unlawful discriminatory act or acts occurred; the names and addresses or department/office of all known witnesses; and the impact of the discriminatory behavior;
- (d) a statement stating whether or not the complainant has filed or reported the incidents outlined in this complaint or similar incidents to any UMass Boston employee or any other person. Provide the name of the employee(s) or other person(s) and their address or department/office and the date when the incident(s) was/were reported. If an external complaint has been filed, the statement should indicate the name of the department or agency with which the information was filed;
- (e) any other supplemental information or documents as may be requested.

IV. Investigation

Initial Interview

After receiving the formal complaint, the Director of Civil Rights and Title IX will assign the complaint to a designated investigator. The designated investigator shall interview the complainant to ascertain any facts, circumstances, or witnesses not contained in the written complaint. The designated investigator will, at the time a complainant makes a complaint, provide the complainant with a copy of the relevant UMass Boston policies and procedures. Within ten (10) business days, of the filing of the complaint accepted by CRTIX, the designated investigator will consult with the Director of Civil Rights and Title IX, and will provide each party with written notice of the allegations being investigated pursuant to this Procedure, including the date, time, and location (if known) of the alleged conduct, and a specific statement of which policies were allegedly violated and by what actions.

The Investigation

The primary responsibility for ensuring that a proper investigation and resolution of complaints filed with CRTIX rests with the Director of the Office of Civil Rights and Title IX. The investigation may include, among other things, interviewing the complainant, the respondent, and any witnesses; reviewing law enforcement investigation documents if applicable; and gathering and examining other relevant documents, social media, and evidence. The parties will be given an equal opportunity to present and relevant evidence for the investigator's consideration, and to suggest questions for the investigator to pose to the other party, but will not personally pose questions to each other. The investigation shall, where appropriate, include a review of prior alleged claims of discrimination or harassment by the respondent.

The respondent is presumed not responsible during the investigative process. Prior to the conclusion of the investigation, each of the parties will be given the opportunity to inspect and review the evidence gathered during the investigation which is relevant to the allegations.

The investigation into a claim of discrimination or harassment will be completed within sixty to ninety (60-90) working days of the respondent being notified of the complaint. The designated investigator may extend the investigation at their discretion. The complainant and respondent will be notified in writing of any extension period.

The designated investigator will weigh all the evidence, make findings of fact, and will determine by a preponderance of the evidence whether there has been a violation of the Non-Discrimination and Harassment Policy or other relevant policy. The designated investigator will provide a report summarizing their findings and determination (the "Investigative Report") to the complainant, respondent, and the appropriate Vice Chancellor. Once the parties have received the Investigative Report, they may respond in writing within five (5) business days. The parties' response will also be provided to the appropriate Vice Chancellor. If the designated investigator determines that UMass Boston's policy has been violated, in conjunction with the Director of the Office of Civil Rights and Title IX they may make a recommendation which may include formal intervention, including counseling and/or training, or any other such remedial action as may be recommended.

The appropriate Vice Chancellor in consultation with Human Resources will within seven (7) business days of receiving the Investigative Report and the parties' responses accept or reject the recommendation of CRTIX, or may request that CRTIX conduct further investigation. The appropriate Vice Chancellor shall, notify the parties of their decision. The final outcome may be appealed by either the complainant or respondent to the Chancellor or his designee in accordance with Section C.V. Supportive measures provided to the complainant, the respondent, or any witness during the informal or formal process shall not be deemed punitive or disciplinary.

The Investigative Report shall not be placed in the complainant's or respondent's personnel file or student record. However, if disciplinary action is taken a letter describing the disciplinary action may be placed in the appropriate personnel file, containing only such information as necessary (and not including the identity of the complainant).

Confidentiality. The designated investigator upon receipt of a complaint and during an investigation will attempt to limit the dissemination of information relating to a matter to the extent permitted by applicable law; however, confidentiality cannot be guaranteed..

V. Appeal

Either party may request an appeal of the decision rendered on one of the following grounds within ten (10) working days of the date that the appropriate Vice Chancellor indicates that the findings and determination are final:

- (1) Procedural irregularity that affected the outcome of the matter
- (2) New evidence that was not reasonably available at the time the determination was made, and that could affect the outcome of the matter; or
- (3) The Title IX Coordinator, Investigator(s), or other individual who contributed to the administration and outcome of the process had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter.

Either party may request an appeal of the sanctions rendered on the ground that the severity of the sanction is substantially disproportionate given the details of the case within ten (10) working days of the notice of discipline.

To request an appeal, the party must file a written appeal to the Chancellor. The Chancellor or designee will review the accepted complaint, the Investigative Report, the evidence gathered and, if applicable, the discipline notice and the discipline imposed. The Chancellor or his designee shall make a final decision in writing within ten (10) working days either accepting, denying, or modifying the discipline imposed. The Chancellor may extend the time to respond to the appeal by an additional ten (10) working days. The decision of the Chancellor or his designee is final and cannot be appealed.

Nothing in these procedures or process is intended to interfere with an individual's right to utilize other applicable grievance or appeal procedures following the imposition of disciplinary action.

D. Record Retention

All materials relative to an informal resolution or formal investigation shall be confidential, except as necessary to carry out disciplinary process or as permitted under law, and shall be maintained by CRTIX for a period of seven (7) years. The complaint, Investigative Report, and/or Informal Resolution Agreement shall be available to the complainant or respondent. Records held by CRTIX may be subject to judicial subpoena, and subject to applicable laws.

E. False Complaints and the Student Code of Conduct

UMass Boston reserves the right to discipline an individual who brings a false complaint of discrimination. No complaint will be considered "false" solely because it cannot be corroborated.

A complainant or witness who causes an investigation of an incident of sexual harassment shall not

be subject to a disciplinary sanction for a violation of the Student Code of Conduct related to that incident unless the University determines that the complainant or witness's participation in the matter was not in good faith or that the violation of the Student Code of Conduct was egregious. An egregious violation includes, but is not limited to, conduct that places the health and safety of person(s) at risk.

F. Training

Required Training: Title IX Coordinators, Investigators, and other employees involved in the disciplinary process participate annually in training related to sexual harassment, sexual misconduct, gender-based discrimination and harassment, and Title IX training.

Additional training required by Title IX and other federal and state regulations, and other University policies, including the Non-Discrimination and Harassment Policies, will be provided upon matriculation or employment, and periodically thereafter, to all students and employees.

G. Outside State and Federal Agencies

Equal Employment Opportunity Commission (EEOC)

John F. Kennedy Federal Building

475 Government Center

Boston, MA 02203

(617) 565-3200

<http://www.eeoc.gov/laws/statutes/ada.cfm>

Massachusetts Commission Against Discrimination (MCAD)

One Ashburton Place, Room 601

436 Dwight Street, Room 220

Boston, MA 02108 (617) 727-3990

Springfield, MA 01103 (413) 739-2145

Office for Civil Rights (OCR)

5 Post Office Square

8th floor

Boston, MA 02109

Phone: (617) 289-0111

Customer Response Center: (800) 421-3481

Fax: (617) 289-0150

TDD: (800) 877-8339

Email: ocr.boston@ed.gov

H. Sources of Assistance, Counseling, and Support

Support services are available to UMass Boston community members who have experienced discrimination, harassment, sexual harassment, or sexual misconduct, regardless of whether they report the incident or file a complaint with the University. Below are on-campus and off-campus resources which may be available to respond, assist, and/or provide support. Inclusion in this list is not an endorsement. This information is subject to change.

For a list of individuals trained as Confidential Resource Providers, please contact the Office of Civil Rights and Title IX, or visit umb.edu/titleix/resources.

FOR IMMEDIATE EMERGENCY ASSISTANCE, DIAL 911.

On-campus emergency assistance is also available from the University of Massachusetts Boston Police Department at 617-287-1212. Upon request, the University of Massachusetts Boston Police Department may assist students or employees in filing such a complaint or seeking a court protective order.

If a member of the UMass Boston community is granted a court protective order from any court in the country, that individual is encouraged to provide the order to the UMass Boston Police Department and the Title IX Coordinator, so that they may enforce the order as required. The community member may then meet with an officer from the UMass Boston Police Department to develop a Safety Action Plan, which is a plan for University Police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to the supportive measures listed in this document.

In cases of sexual assault, the Massachusetts Sexual Assault Nurse Examiner (SANE) Program provides trauma-informed, expert forensic nursing care. For assaults that occurred within the past 5 days, SANE nurses may provide a medical forensic examination and forensic evidence collection kit. SANE services are available at the following healthcare providers in Boston:

Beth Israel Deaconess Medical Center
330 Brookline Avenue
Boston, MA 02215
(617) 667-7000

Boston Medical Center
One Boston Medical Center Place
Boston, MA 02118
(617) 638-6800

Cambridge Hospital
(Operating 24 hrs/day, 7 days a week)
1493 Cambridge Street
Cambridge, MA 02139
(617) 665-2300

Children's Hospital – Boston
300 Longwood Avenue
Boston, MA 02115
(617) 355-6000

Massachusetts General Hospital
55 Fruit Street
Boston, MA 02114
(877) 424-5678

Newton Wellesley Hospital
 2014 Washington Street
 Newton, MA 02462
 (617) 243-6000

Boston Area Rape Crisis Center (BARCC)
 99 Bishop Allen Drive
 Cambridge, MA 02139
 24/7 Hotline: (800) 841-8371
 TTY: (617) 492-6434
 Office: (617) 492-8306

Additional information about the SANE program, including state-wide SANE sites, and recommendations about the preservation of evidence, can be found here:
<https://www.mass.gov/ma-sexual-assault-nurse-examiner-sane-program>.

ON-CAMPUS CONFIDENTIAL RESOURCES:

For students:

<u>Type of Resource</u>	<u>Name of Resource</u>	<u>Contact Information</u>	<u>Location and Hours</u>
Counseling	Counseling Center at University Health Services	Phone: 617-287-5690 Website: https://www.umb.edu/healthservices/counseling_center	University Health Services Quinn Administration Building, 2 nd Floor. 100 Morrissey Boulevard Boston, MA 02125 **Medical and counseling support are available by phone after hours and on weekends.
Health	University Health Services	Phone: 617-287-5660 Website: https://www.umb.edu/healthservices	General medicine hours of operation are Monday - Friday, 8:30 a.m. – 5:00 p.m. Counseling appointments are available Monday- Wednesday, 8:30 a.m. – 7:00 p.m., and Thursday – Friday, 8:30 a.m. – 5:00 p.m.

For employees:

Counseling	ComPsych GuidanceResources Employee Assistance Program	Phone: 844-393-4983 Website: https://www.guidanceresources.com/groWeb/login/login.xml (Web ID: UMASS)	24 hours a day, every day
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For all community members:

Pastoral counseling	Interfaith Campus Ministries	Phone: 617-287-5838 Email: interfaith.campusmin@umb.edu	McCormack Hall, 3 rd Floor, Ryan Lounge 9:30 a.m. – 7:30 p.m.
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ON-CAMPUS NON-CONFIDENTIAL RESOURCES

<u>Type of Campus Resource</u>	<u>Resource</u>	<u>Address/ Location</u>	<u>Contact Information</u>
Office of Civil Rights and Title IX	Valerie Imparato Director, Office of Civil Rights and Title IX	Quinn Admin Building, Room 03/023	Phone: 617-287-7391 Email: Civilrights.titleix@umb.edu Website: https://www.umb.edu/crtix
Deputy Title IX Coordinator, Students	Shawn DeVeau, Associate Dean of Students	Campus Center, 4 th Floor	Phone: 617-287-5800 Email: Shawn.DeVeau@umb.edu Website: https://www.umb.edu/life_on_campus/dean_of_students
Deputy Title IX Coordinator, Athletics	Megan Cullinane, Associate Director of Athletics		Phone: 617-287-5280 Email: megan.cullinane@umb.edu
Office for Diversity, Equity and Inclusion	Georgianna Melendez, Assistant Chancellor for Diversity, Equity, and Inclusion	Quinn Admin Building, Room 03/022	Phone: 617-287-4827 Email: diversity@umb.edu Website: https://www.umb.edu/odei

University Police Department	UMass Boston Police Department	Quinn Admin Building, Room 100	Emergency: 911 Cell phone emergency: 617-287-1212 Non-emergency: 617-287-7799 Website: https://www.umb.edu/police
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OFF CAMPUS RESOURCES

<u>Type of Resource</u>	<u>Resource</u>	<u>Address/ Location</u>	<u>Contact Information</u>
Medical, Counseling, and Advocacy	Center for Violence Prevention and Recovery at Beth Israel Deaconess Medical Center	330 Brookline Avenue, Boston, MA	Phone: 617-667-8141 Website: https://www.bidmc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery
Medical, Counseling, and Advocacy	Domestic Violence Program at Boston Medical Center	One Boston Medical Center Place, Boston, MA 02118	Phone: 617-414-5457 Website: https://www.bmc.org/programs/domestic-violence-program
Medical, Counseling, and Advocacy	Brigham and Women's C.A.R.E. Clinic	75 Francis St., Boston, MA 02115	Phone: 617-525-9684 Website: https://www.brighamandwomens.org/womens-health/connors-center/care-clinic/contact-care-clinic

Counseling and Advocacy	Boston Area Rape Crisis Center (BARCC)	99 Bishop Allen Dr., Cambridge, MA 02139	24-7 Hotline: 800-841-8371 Phone: 617-492-8306 Website: https://barcc.org/
Counseling	Safelink Domestic Violence Hotline		Phone: 877-785-2020
Counseling	National Sexual Assault Hotline		Phone: 800-656-4673
Counseling	National Suicide Prevention Lifeline		Phone: 800-273-8255
Legal Services	Victims Rights Law Center	115 Broad St., 3 rd Floor, Boston, MA 02110	Phone: 617-399-6720

Legal Services	Justice Bridge		Phone: 617-860-3414 https://www.justice-bridge.org/about
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