



## UNIVERSITY OF MASSACHUSETTS BOSTON Title IX Policy and Grievance Procedures

### Title IX Policy

#### Introduction and Scope

*The policy grievance procedures set forth herein apply to allegations of sex discrimination and sex-based harassment under Title IX that occurred on or after August 1, 2024. Prior policies or procedures will apply for allegations that occurred before August 1, 2024.*

The University of Massachusetts Boston (“UMass Boston” or “University”) prohibits sex discrimination and sex-based harassment in accordance with Title IX as published in Part 106 of Title 34 of the Code of Federal Regulations and sexual misconduct in accordance with M.G.L. c. 6 §§ 168D and 168E. UMass Boston is firmly committed to working to ensure that all applicants for admission or employment, employees, students and persons who are authorized to conduct business with and/or perform other services on behalf of UMass Boston are not subject to sex-based discrimination or harassment.

This Policy and the subsequent Grievance Procedures apply to complaints for sex discrimination, as the term “sex discrimination” is defined in Section I of this Policy and provides for the prompt and equitable resolution of such complaints in compliance with Title IX regulations and Massachusetts law. UMass Boston also prohibits other forms of discrimination and harassment as defined in other applicable policies and as required by federal and state law.

Procedures for addressing such other forms of discrimination and harassment may be found in the Student Code of Conduct, Procedures for Complaints Alleging Unlawful Discrimination or Harassment in the Workplace, or other University policies or procedures. In addition, these Grievance Procedures may be used to address sexual misconduct, other forms of discrimination and harassment, or other misconduct as appropriate.

Questions about this Policy and its Grievance Procedures and related policies and procedures may be referred to UMass Boston’s Title IX Coordinator, Valerie Imparato, or to the Office of Civil Rights and Title IX. See the contact information in Section III of this document. For additional information and a list of support resources on campus and off campus, please see: <https://www.umb.edu/crtix>.

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**I. Definitions**

*Advisor* means an individual chosen by a party (the Complainant or the Respondent), who may provide support to that party as detailed in Section V of this Procedure. Both parties are highly encouraged to have an advisor of their choice with them throughout the grievance process.<sup>1</sup> If a party needs assistance identifying an advisor, they are encouraged to contact the Title IX Coordinator.

*Administrative Complaint* means:

A Complaint initiated by the Title IX Coordinator on behalf on the institution in lieu of an individual Complainant. See Section III. C., “Administrative Complaints” for more information.

*Complainant* means:

- a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX<sup>2</sup>; or,
- a person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in the University’s education program or activity; or,
- The University Title IX Coordinator, under circumstances described in Section III. C.

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<sup>1</sup> The advisor may be, but is not required to be, a union representative, advocate, or counsel.

<sup>2</sup> Under certain circumstances, such as where the Complainant is a minor or the parent or guardian has the legal authority to act on behalf of the Complainant, a parent or legal guardian may file and execute a complaint on behalf of the Complainant.

**Complaint** means an oral or written communication to the Title IX Coordinator that objectively can be understood as a request to investigate conduct that could reasonably constitute sex discrimination. When the Title IX Coordinator executes the complaint to begin the grievance process, the Title IX Coordinator does not become a party.

**Confidential Employee** means an employee who, because of their position, may not reveal an individual's identity or other information without permission, even to the Title IX Coordinator or designee. Confidential Employees are however required to provide the reporting party with the Title IX Coordinator's name and contact information. The following categories of employees are confidential employees:

- Licensed sexual assault counselors, psychologists, psychotherapists, social workers, clergy, and attorneys, and those persons working under the supervision of such individuals, when acting in their professional role providing services to a patient or client;
- University employees bound by privilege or confidentiality obligations under federal or Massachusetts law;
- An employee who is conducting an Institutional Review Board-approved human-subjects research study designed to gather information about Sex-Based Harassment. The employee's confidential status is only with respect to information received while conducting the study;
- University employees providing administrative, operational and/or related support for a confidential employee in the performance of such services; and
- Confidential Resource Providers

**Confidential Resource Provider** means an employee or other individual designated to provide information on reporting options of sex discrimination 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. Upon receiving information that could reasonably be determined to constitute sex discrimination, Confidential Resource Providers are required to provide the reporting party with the Title IX Coordinator's name and contact information. If requested, the Confidential Resource Provider shall coordinate with the Title IX Coordinator to arrange supportive measures. The Confidential Resource Provider 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](http://umb.edu/titleix/resources) or [umb.edu/crtix](http://umb.edu/crtix), or by contacting the Title IX Coordinator.

**Dating Violence:** See Sexual Harassment.

**Disciplinary sanctions** means consequences imposed on a respondent following a determination under Title IX that the respondent violated the recipient's prohibition on sex discrimination.

**Domestic Violence:** See Sexual Harassment.

**Pregnancy or related conditions means** (1) Pregnancy, childbirth, termination of pregnancy, or lactation; (2) Medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or (3) Recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

**Respondent** means an individual who has been alleged to have violated the University's prohibition on sex discrimination.

**Responsible Employee means** an employee (a) who, because of their position, must report known or possible incidents of sexual harassment or sexual misconduct by students or employees, including the known details of the incident(s) and the name(s) of alleged victim(s) and Respondent(s), to the Title IX Coordinator or other appropriate school designee. Campus police officers are Responsible Employees. UMass Boston's Responsible Employees include the following categories of employees:

- Vice Chancellors;
- Vice Provosts;
- Deans;
- Faculty
- Advisors
- All department heads and chairs;
- Staff and Librarians who direct the work of others in supervisory roles (including student employees);
- Campus police officers (but see exception in footnote below);<sup>3</sup>
- Student Affairs staff (including student employees); and
- Employees specifically tasked with responding to sexual harassment and sexual violence (excluding confidential employees).

**Relevant** means related to the allegations of sex discrimination under investigation as part of the grievance procedures under. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

**Retaliation** means intimidation, threats, coercion, or discrimination against any person by the University, a student, or an employee or other person authorized by UMass Boston to provide aid,

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<sup>3</sup> Exception for public safety personnel: Although campus police officers are designated as Responsible Employees, if a student or employee reporting sexual assault or domestic violence requests confidentiality, the campus police officer must not disclose the name of the reporting party to the Title IX Coordinator(s).

benefit, or service under the University's education program or activity, for the purpose of interfering with any right or privilege secured under the law [Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, Massachusetts anti-discrimination laws, or other laws] , or because the person has reported information, made a Complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy.

**Sexual Assault:** See Sex-Based Harassment.

**Sex Discrimination:** under Title IX means treating someone differently on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation or gender identity. Sex-Based Harassment is a form of Sex Discrimination.

**Sex-Based Harassment** under Title IX means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and/or gender identity that is:

- (i) *Quid pro quo harassment:* An employee, agent, or other person authorized by the recipient to provide an aid, benefit, or service under the recipient's education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person's participation in unwelcome sexual conduct;
- (ii) *Hostile environment harassment:* Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the recipient's education program or activity; or,
- (iii) *Specific Offenses:* "Sexual assault" as defined in 20 U.S.C. § 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. § 12291(a)(10), "domestic violence" as defined in 34 U.S.C. § 12291(a)(8), or "stalking" as defined in 34 U.S.C. § 12291(a)(30), as amended, and as are listed separately below in alphabetical order:

**Dating Violence:** The term "dating violence" means violence committed by a person--

(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and

(B) where the existence of such a relationship shall be determined based on a consideration of the following factors:

- (i) The length of the relationship;
- (ii) The type of relationship;
- (iii) The frequency of interaction between the persons involved in the

relationship.

***Domestic Violence:*** The term “domestic violence” includes felony or misdemeanor crimes of violence committed by a current or former spouse or intimate partner of the victim, by a person with whom the victim shares a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse or intimate partner, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction.

***Sexual Assault:*** The term “sexual assault” means an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.

***Sex Offenses, Forcible***—Any sexual act directed against another person, without the consent of the victim including instances where the victim is incapable of giving consent.

***Forcible Rape***—(Except Statutory Rape) The carnal knowledge of a person, forcibly and/or against that person’s will or not forcibly or against the person’s will in instances where the victim is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity.

***Forcible Sodomy***—Oral or anal sexual intercourse with another person, forcibly and/or against that person’s will or not forcibly or against the person’s will in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

***Sexual Assault With An Object***—To use an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person’s will or not forcibly or against the person’s will in instances where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

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

***Sex Offenses, Nonforcible***—(Except Prostitution Offenses) Unlawful, nonforcible sexual intercourse.

***Incest***—Nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

**Statutory Rape**—Nonforcible sexual intercourse with a person who is under the statutory age of consent.

**Stalking.** The term “stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to--

(A) fear for his or her safety or the safety of others; or

(B) suffer substantial emotional distress.

**Supportive Measures** means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to: (1) Restore or preserve that party’s access to the education program or activity, including measures that are designed to protect the safety of the parties or the educational environment; or (2) Provide support during the grievance procedures under or during the informal resolution process.

**Undesignated Employee** is an employee who is not designated as a Responsible Employee or a Confidential Employee. Undesignated employees are required to provide the Title IX Coordinator’s name and contact information to reporting parties and are encouraged to practice bystander awareness and to bring any incidents of sex-based harassment to the attention of the Title IX Coordinator.

## **II. Jurisdiction**

This Grievance Procedure applies to allegations of sex-based harassment, as defined in Section I of this Procedure, when the allegations of sex-based harassment occur in the University's education program or activity against a person in the United States. This includes allegations of sexual harassment that occurred:

1. On property owned or controlled by the University or property owned or controlled by a student organization that is officially recognized by the University, and conduct that is subject to UMass Boston’s disciplinary authority; or
2. at or in locations, events or circumstances over which the University exercised substantial control over both the Respondent and the context in which the sexual harassment occurred.

The University has an obligation to address sex-based hostile environment under its education program or activity, even when some conduct alleged to be contributing to the hostile environment occurred outside the University’s education program or activity or outside the United States.

This Grievance Procedure may also be used to address allegations of sexual misconduct, discrimination, harassment, or other misconduct, as appropriate.

## **III. Reporting Sex-Based Harassment**

**Sex-Based Harassment** is prohibited as defined in Section I of this Procedure. Such behavior

should be reported in accordance with this Procedure in order to provide immediate supportive measures to both parties, grievance options for the Complainant, and whenever possible, to prevent any recurrence.

The Complainant is encouraged but not required to report sex-based harassment by completing the online complaint form: [https://cm.maxient.com/reportingform.php?UMassBoston&layout\\_id=2](https://cm.maxient.com/reportingform.php?UMassBoston&layout_id=2).

Responsible Employees are required to report possible sex-based harassment of which they have knowledge to the Title IX Coordinator.

All other employees who are not Responsible Employees as defined above and who receive information regarding concerns of sex-based harassment from a student may but are not required to make a report to the Office of Civil Rights and Title IX and must provide the reporting student(s) with information regarding all available campus resources and reporting options. If the reporting student wishes to make a report to the Title IX Coordinator, the employee must assist the student in reporting the information. Office of Civil Rights and Title IX employees and Deputy Title IX Coordinators are available to answer questions about relevant policies and procedures by any community member.

The following is information to determine to whom you may wish to report, or to whom you must report, based on your role and needs.

#### **A. Confidential Reporting Options**

An individual (other than someone acting in the capacity of a Responsible Employee) may file a report or a concern anonymously using UMass Boston's online complaint form ([https://cm.maxient.com/reportingform.php?UMassBoston&layout\\_id=2](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 limits the University's ability to respond or pursue appropriate action against the Respondent. Filing an anonymous report online is **not** considered filing a complaint under this Grievance Procedure.

Please note, Responsible Employees cannot guarantee confidentiality, including anonymity, and are required to report potential concerns of sex-based harassment to the Title IX Coordinator. An anonymous online report submitted by a Responsible Employee does not fulfill their requirement to notify the Title IX Coordinator of potential concerns of sex-based harassment.

#### **B. Filing a Complaint of Sexual Harassment**

Complainants participating in or attempting to participate in a program or activity at the University at the time of the alleged misconduct may file a complaint with the Title IX Coordinator. Complaints may be submitted to the Title IX Coordinator orally or in writing, in person, by mail, by email, or by use of the following online reporting form: [https://cm.maxient.com/reportingform.php?UMassBoston&layout\\_id=2](https://cm.maxient.com/reportingform.php?UMassBoston&layout_id=2). To the extent possible, complaints should include the conduct that forms the basis for the allegations of sexual harassment, the identity of the Respondent, if known, and the date(s) and location(s) of the alleged conduct, if known.



Upon the Title IX Coordinator, or designee being informed of allegations of sex-based harassment, the Title IX Coordinator or designee will discuss with the Complainant their rights, options, and supportive measures. In order to initiate the Grievance Procedure outlined in Section VIII, the Complainant must request a complaint, or the Title IX Coordinator must initiate a complaint in accordance with the requirements of an Administrative Complaint, as further described in the definition of Administrative Complaint.

For information about how to file a complaint or to learn more about the Grievance Procedure, contact the Title IX Coordinator. Contact information for the Title IX Coordinator is listed below and at <https://www.umb.edu/crtix> and <https://www.umb.edu/titleix>.

**University of Massachusetts Boston Title IX Coordinator:**

Valerie Imparato, Associate Vice Chancellor, Office of Civil Rights  
and Title IX University of Massachusetts Boston  
Quinn Administration Building, 3rd Floor  
100 Morrissey Boulevard, Boston, MA 02125  
Office hours: 9:00 AM – 5:00 PM  
Phone: 617-287-7391  
Email: [AnneValerie.Imparato@umb.edu](mailto:AnneValerie.Imparato@umb.edu)

If a Complainant files a complaint, the University must provide relevant information about the complaint to the Respondent, in writing, prior to an interview.

Complainants may, but are not required to, notify law enforcement authorities, including campus, local, or state police, of alleged sexual misconduct. The University encourages Complainants to notify both the Title IX Coordinator and law enforcement when sexual misconduct occurs that may also be criminal. However, the choice of whether and where to report conduct belongs to each individual, and Complainants may decline to file a report with law enforcement or with the Title IX Coordinator. On-campus law enforcement's contact information is below:

**University of Massachusetts Boston Police Department:<sup>4</sup>**

Emergency: 911  
Cell phone emergency: 617-287-1212  
Non-emergency: 617-287-7799  
Dispatch non-emergency: 617-287-7780 or 617-287-7791

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<sup>4</sup> If a member of the UMass Boston community is granted an order of protection from domestic or dating abuse, harassment, stalking or sexual assault from any state 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. Community members may 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. To apply for a legal abuse or harassment prevention order, no contact order or other protective order, the person seeking it must apply directly with the appropriate governmental office.

Tip line: 617-287-5555  
Quinn Administration Building, 1st Floor, Room 100  
100 Morrissey Boulevard, Boston, MA 02125  
<https://www.umb.edu/police>

If a Complainant has filed a Title IX complaint with UMass Boston, the Complainant has the option to (1) withdraw their complaint from the UMass Boston process at any time and to file a complaint with an external agency such as those listed below, or other antidiscrimination agency; or (2) the Complainant may continue with their complaint at UMass Boston while simultaneously having a complaint with an outside agency. Depending on the circumstances, UMass Boston may determine to continue with its review of the initially alleged incidents if the Complainant decides to withdraw their complaint.

**External enforcement agencies:**

The United States Department of Education Office for Civil Rights  
5 Post Office Square, 8<sup>th</sup> Floor  
Boston, MA 02109-3921  
Telephone: (617) 289-0111  
Facsimile: (617) 289-0150  
Email: [OCR.Boston@ed.gov](mailto:OCR.Boston@ed.gov)  
<https://www2.ed.gov/about/offices/list/ocr/index.html>

The United States Equal Employment Opportunity Commission  
JFK Federal Building,  
25 Sudbury Street  
Boston, MA 02222  
voice phone: 800-669-4000, TTY: 800-669-6820  
<https://www.eeoc.gov/>

The Massachusetts Commission Against Discrimination, Boston Office  
One Ashburton Place, Room 601  
Boston, MA 02108  
voice phone: 617-994-6000, TTY: 617-994-6196  
<https://www.mass.gov/orgs/massachusetts-commission-against-discrimination>

**C. Administrative Complaints**

In circumstances where the Title IX Coordinator initiates a complaint, the Title IX Coordinator or their designee will notify the complainant prior to doing so and appropriately address reasonable concerns about the complainant's safety or the safety of others, including by providing supportive measures. Although the Title IX Coordinator may file a complaint, they are not considered the Complainant.

The Title IX Coordinator may initiate a complaint only if alleged conduct presents an imminent

and serious threat to someone's health or safety or prevents the University from ensuring equal access based on sex to its education program or activity. The Title IX Coordinator will make a fact-specific determination on whether to initiate a complaint by considering, at a minimum, the eight below factors:

1. The complainant's request not to proceed with initiation of a complaint;
2. The complainant's reasonable safety concerns regarding initiation of a complaint;
3. The risk that additional acts of sex discrimination would occur if a complaint is not initiated;
4. The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;
5. The age and relationship of the parties, including whether the respondent is an employee of the recipient;
6. The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;
7. The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred; and
8. Whether the recipient could end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures

#### **IV. Reporting Requirements for Responsible Employees**

If you are a Responsible Employee, you are required to report all sex-based discrimination concerns to the Title IX Coordinator (see contact information above).

##### **Responsible Employees:**

1. Are required to report possible sex-based discrimination. Responsible Employees must promptly report the incident(s) directly to the Title IX Coordinator. Responsible Employees must report all relevant details including the names of all persons involved, and relevant facts regarding the alleged incident (including the date, time, and location of the event related to the concern, if known). Responsible Employees must make these reports even if the reporting person requests confidentiality, and regardless of whether a police report has been filed. Responsible Employees are required to report to the UMass Boston Police Department, the local police department, or the Massachusetts Department of Children and Families any abuse of a minor, per M.G.L. ch. 119, § 51A.
2. Cannot guarantee confidentiality. The University has a responsibility to respond to complaints to the extent possible. A decision to keep a concern confidential would prevent the University from fully investigating and responding to the complaint. The University may review the complaint for the purpose of ending sex-based discrimination, preventing its recurrence, and remedying its effects. For these reasons, confidentiality cannot be assured. Only Confidential Employees can provide confidentiality. However, privacy will be maintained to the extent possible while complying with the requirements of University policies, state and federal law.

## V. Rights and Expectations for the Parties and Witnesses

### Rights

**Advisors** - Both parties are welcome to have an advisor of their choice during all stages of the Grievance Procedure, who may provide support to that party, and may inspect and review evidence gathered during the investigation. The advisor may only act in an advisory capacity for the party and may not speak on behalf of the party or otherwise participate during the investigation. The advisor may review evidence gathered during the investigation and may review the Investigator's report and other communications. The advisor is prohibited from disseminating the evidence and/or Investigator's report without both parties' written consent. During investigatory meetings, the parties will have the opportunity to take a break and confer with their advisors. Because the advisor will review personally identifiable information from the Complainant's and Respondent's education records, the parties and witnesses who are students may need to consent in writing to the disclosure of this information to the advisor in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 USC § 1232g; 34 CFR Part 99). The consent would specify that the information may only be used for purposes of the grievance process and cannot be further disclosed.

**Scheduling:** Both parties will be provided with written notice of the date, time, location, and participants for all hearings, investigative interviews or other meetings with sufficient time to prepare to participate.

**Information Provided:** Upon receipt of a complaint, both parties will receive copies of this Grievance Procedure, the allegations potentially constituting sex-based discrimination,<sup>5</sup> and a list of support resources. Each party will be provided with all information directly related to the allegations, including inculpatory and exculpatory evidence, and the investigative report that fairly summarizes all relevant evidence gathered during the investigation.

**Confidentiality and Gathering of Information:** The Investigators, Title IX Coordinator, Hearing Officers, Appeal Officers, or other decision-makers, will not restrict the ability of either party to discuss the allegations under investigation and gather and present relevant evidence, except as is provided by this Grievance Procedure and other University policies. For example, a party may not discuss the allegations in a manner that is retaliatory, or knowingly present false evidence.

**Neutrality:** All UMass Boston Title IX Coordinators, Title IX Deputy Coordinators, Investigators, Hearing Officers, and Appeals Officers involved in the Grievance Procedure will conduct a neutral review of the complaint and give equal consideration to the accounts and documentation provided by both parties. The Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the grievance proceeding's conclusion.

Parties with concerns regarding potential bias or conflict of interest may report that concern to the Title IX Coordinator. Such a concern regarding the Title IX Coordinator may be reported to the Vice Chancellor for Human Resources.

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<sup>5</sup> The notice of allegations includes the identity of the parties, a description of the alleged conduct constituting sexual harassment, including the date(s) and location(s) of the incident(s), if known.

**Privacy:** The Investigators, Title IX Coordinator, and other employees involved in the grievance process will maintain the privacy of both parties to the extent possible. While information is only divulged on a need-to-know basis, confidentiality cannot be ensured.

**Retaliation Protections:** Retaliation against any person including the parties and witnesses, based on their participation in this Grievance Procedure is prohibited by this Grievance Procedure, and state and federal laws. UMass Boston will take steps to prevent retaliation and will take strong responsive action if it occurs. A concern of retaliation should be immediately reported to the Title IX Coordinator, who may initiate an investigation. This includes concerns of retaliatory actions taken by the University or its officials.

**Right to File a Criminal Report:** Anyone who may have been subjected to sex-based discrimination, which may also constitute a crime, has the right to file a complaint with law enforcement authorities, and will not be dissuaded from doing so. 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.

**Right to External Civil or Criminal Processes:** Any person who has filed or is participating in the investigation of a complaint under this Grievance Procedure may also utilize external civil or criminal processes available to them from courts or agencies outside of the University.

**Appeal Rights:** Please see information about the appeal request process at the end of Section IX of this Procedure.

### **Expectations**

Both parties and witnesses are obligated not to retaliate; to update the Investigator(s) if their contact information changes; to be truthful in presenting information; to provide information or participate within the timeframe provided by the Investigator(s); to promptly notify the Investigator(s) if someone has attempted to improperly learn of or change their account with the purpose of disrupting the outcome of the review; and to notify the Investigator(s) if they believe they have faced retaliation as a result of their participation in this Grievance Procedure.

The University expects advisors to make themselves available and to conduct themselves with decorum and according to the requirements of this Grievance Procedure in all proceedings.

**False Information or Complaint:** Knowingly filing a false complaint or providing false information in a proceeding under this Grievance Procedure is prohibited.

**Violations of the Student Code of Conduct:** A Complainant or witness who causes an investigation of an incident of sex-based discrimination 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.

## **VI. Supportive Measures**

When the Title IX Coordinator is made aware of sex-based discrimination or allegations of sex-based discrimination, the Title IX Coordinator or designee will discuss supportive measures with the Complainant and Respondent where relevant. An individual need not have filed a complaint to receive supportive measures, and supportive measures are available regardless of whether the alleged sex-based discrimination occurred on or off campus, or within a University program or activity. To the extent the Respondent is known, and a complaint is filed, the Title IX Coordinator may provide the Respondent with supportive measures. These measures are short-term, non-disciplinary, non-punitive individualized services offered as appropriate and reasonably available, and without fee or charge to the Complainant or the Respondent.

Supportive measures are designed to restore or preserve that individual's access to the University's education program or activity without unreasonably burdening another party, including measures designed to protect the safety of all parties or the University's educational environment or provide support during UMass Boston's Grievance Procedure. Supportive measures may include, but are not limited to:

- Counseling;
- Extensions of deadlines and other course-related adjustments;
- Campus escort services;
- Increased security and monitoring of certain areas of the campus;
- Restrictions on contact applied to one or more parties;
- Leaves of absence;
- Changes in class, work, housing, or extracurricular or any other activity, regardless of whether there is or is not a comparable alternative; and
- Training and education programs related to sex-based harassment.

The Title IX Coordinator will provide either party with a timely opportunity to seek, from an appropriate and impartial employee, modification or reversal of the decision to provide, deny, modify, or terminate supportive measures applicable to them. The Title IX Coordinator will also provide either party with the opportunity to seek additional modification or termination of a supportive measure applicable to them if circumstances change materially

In addition to providing supportive measures, the Title IX Coordinator or designee will discuss the University's Title IX Grievance Procedure with the parties as appropriate. To the extent there is a continuing need for supportive measures after the conclusion of the Grievance 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.

The University 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 the University to provide the supportive measures. The University will maintain records of supportive measures for seven years from their implementation.

### **Emergency Removal**

The University retains the authority to remove a Respondent from the University's education program or activity on an emergency basis, where the University (1) undertakes an individualized

safety and risk analysis, and (2) determines that an imminent and serious threat to the health or safety of a Complainant or any students, employees, or other persons arises from the allegations justifies removal. when the University has determined that the party poses an immediate threat to any person's physical health or safety arising out of the allegations.

The University will provide the Respondent being removed a written description of the reasons for the emergency removal, and an opportunity to challenge the decision immediately following 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 Title IX Coordinator.

## **VII. Informal Resolution**

The parties may, but are not required to, participate in an Informal Resolution process. At any time prior to a decision maker reaching a determination regarding responsibility, either the Complainant or the Respondent may request that the University facilitate Informal Resolution of a claim of sex discrimination. The parties may be accompanied by an advisor at any and all stages of the Informal Resolution process. The Informal Resolution process may include, but is not limited to, mediated discussions or other restorative justice measures. The University will not facilitate Informal Resolution in cases involving allegations that a University employee sexually harassed a student. The University may facilitate Informal Resolution when:

- All parties have consented in writing to participate in the Informal Resolution process; and
- The Title IX Coordinator, in consultation with the appropriate administrators, has determined that Informal Resolution is appropriate

Upon determining that Informal Resolution is appropriate, the Title IX Coordinator will assign the Informal Resolution to a facilitator who has been trained in the impartial Informal Resolution of sex discrimination complaints. The facilitator will attempt to aid the parties to find a mutually acceptable resolution.

A matter will be deemed satisfactorily resolved when both parties expressly agree to an outcome that is also acceptable to the University. At any point prior to such an express agreement, either party may withdraw from the Informal Resolution process, and the matter will proceed pursuant to Section VIII of this Procedure.

If an Informal Resolution agreement is reached and the matter is deemed satisfactorily resolved, a written Informal Resolution agreement will be signed by and provided to the Complainant, the Respondent, and the Title IX Coordinator, and the complaint will be dismissed. The Title IX Coordinator will maintain the Informal Resolution agreement for seven years from its execution and will share it only to the extent necessary to carry out its purposes.

Ordinarily, the parties will have ten (10) calendar days from the date that a facilitator is assigned to reach an Informal Resolution agreement. This timeframe may be extended for good cause by the facilitator or Title IX Coordinator, and written notice of such extensions shall be provided to each

party.

Participation in Informal Resolution is voluntary and will not be made a condition of either party's enrollment or employment. In participating in the informal resolution process, the Parties understand that the timeframes governing the Grievance Procedure will temporarily cease, and only reinstate upon reentry into the Grievance Procedure.

### **VIII. Dismissals**

The University **MUST** dismiss a complaint if:

- Conduct did not occur in an education program or activity.

The University **MAY** dismiss a complaint if:

- The University is unable to identify the respondent after taking reasonable steps to do so;
- After making reasonable efforts to clarify the allegations with the complainant, the University determines that the conduct alleged in the complaint, even if proven, would not constitute sex-based harassment;
- The Complainant voluntarily withdraws any or all allegations in the complaint in writing, the Title IX Coordinator declines to initiate an Administrative Complaint, and the University determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex-based harassment;
- The Respondent is no longer affiliated with the University as a student or employee; or
- There are circumstances that prevent the University from gathering evidence sufficient to reach a determination.

When an allegation is dismissed, the University must send written notice of the dismissal including a rationale to the complainant. If the dismissal occurs after the respondent has been notified of the allegations, the University must also notify the respondent of the dismissal including a rationale simultaneously. The University must notify the complainant of the right to appeal the dismissal in accordance with the appeal proceeding outlined in Section IX of this Grievance Procedure. If the dismissal occurs after the respondent has been notified of the allegations, then the University must also notify the respondent of the right to appeal the dismissal with the appeal proceeding outlined in Section IX of this Grievance Procedure. When a complaint is dismissed, referrals to other resources and supportive measures will be offered as appropriate.

A dismissal of a complaint under Title IX does not preclude actions under other University's policies and regulations including, but not limited to, the Student Code of Conduct, the Non-Discrimination and Harassment Policy, and the Principles of Employee Conduct.

### **IX. Grievance Procedure for Sex Discrimination and Sex-Based Harassment where Both Parties are Employees**



*This Grievance Procedure applies where the allegations reported fall under the definition of sex-discrimination as defined in section I., or when they fall under the definition of sex-based harassment as defined in section I. **and** all parties involved are employees. As required by 34 C.F.R. 106.45, separate grievance procedures apply to sex-based harassment claims where one of the parties is a student. Those procedures are outlined in section X.*

### **A. Initial Review**

Within 5 business days of receiving a report of alleged sex-based harassment, a neutral Investigator or the Title IX Coordinator will contact the impacted party if known. Within 10 business days from the first meeting with the impacted party, a neutral, trained Investigator(s) will conduct a timely and impartial review to assess the allegations reported, and may conduct preliminary interviews to determine whether the allegations, if true, could constitute a finding that sex-based harassment occurred, such that the matter would be eligible for a complaint. The Title IX Coordinator will determine if a complaint will be dismissed or proceed to investigation.

### **B. Investigation**

The primary responsibility for ensuring that a proper investigation and resolution of complaints filed with CRTIX rests with the Associate Vice Chancellor of Civil Rights and Title IX. If the Title IX Coordinator determines that an investigation should proceed, the Investigator(s) will conduct a thorough and fair investigation of the complaint in a timely manner and based on the preponderance of the evidence standard.<sup>6</sup> Prior to interviewing either party, and within 7 business days, the Investigator(s) will provide each party with this Grievance Procedure and written notice of the allegations potentially constituting sex-based harassment, 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 written notice will also inform both parties of their right to an advisor of their choice, the prohibition on providing false information, and the presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. The written notice must also include a statement that retaliation is prohibited and a statement that the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence.

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 fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible for the investigator's consideration. The Investigator(s) must provide to each party and the party's advisor, if any, an equal opportunity to access the relevant and not otherwise impermissible evidence gathered during the investigation in an electronic format or a hard copy. After receiving the evidence, the parties will have at least ten calendar days to submit a written response. The investigation will be completed within sixty to ninety (60-90) working days of the

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<sup>6</sup> In order to find that conduct occurred under the preponderance of the evidence standard, the Investigator(s) must find that the evidence gathered indicates that it is more likely than not that the conduct occurred.

respondent being notified of the complaint. The designated investigator may extend the investigation for good cause. The complainant and respondent will be notified in writing of any extension period.

The designated investigator will provide a report summarizing their findings and determination, including the rationale for such determination and procedures and permissible bases for appeal, (the “Investigative Report”) to the complainant and respondent. The investigator’s findings of fact, conclusion, and determinations must be based on the preponderance of the evidence standard and should be the result of an evaluation of all relevant and not otherwise impermissible evidence, including inculpatory and exculpatory evidence. Determinations regarding credibility may not be based on a person’s status as a complainant, respondent, or witness. Once the parties have received the Investigative Report, they may respond in writing within five (5) business days. If the designated investigator determines that UMass Boston's policy has been violated, in conjunction with the Associate Vice Chancellor 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 Investigative Report and the parties’ responses (if any) will be provided to the relevant administrators. The relevant administrators 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. The appropriate administrator shall notify the parties of their decision. The final outcome may be appealed by either the complainant or respondent to the Appeals Officer in accordance with Section XII. Supportive measures provided to the complainant, the respondent, or any witness during the informal or formal process shall not be deemed punitive or disciplinary.

## **X. Grievance Procedure for Sex-Based Harassment where a Party is a Student**

*The below Grievance Procedure applies where the allegations reported fall under the definition of sex-based harassment as defined in section I. **and** at least one of the parties involved is a student. Separate grievance procedures apply to claims of sex discrimination and to sex-based harassment claims where all parties is are employees. Those procedures are outlined in section IX.*

### **A. Initial Review**

Within 5 business days of receiving a report of alleged sex-based harassment, a neutral Investigator or the Title IX Coordinator will contact the impacted party if known. Within 10 business days from the first meeting with the impacted party, a neutral, trained Investigator(s) will conduct a timely and impartial review to assess the allegations reported, and may conduct preliminary interviews to determine whether the allegations, if true, could constitute a finding that sex-based harassment occurred, such that the matter would be eligible for a complaint. The Title IX Coordinator will determine if a complaint will be dismissed or proceed to investigation.

### **B. Investigation**

If the Title IX Coordinator determines that an investigation should proceed, the Investigator(s) will conduct a thorough and fair investigation of the complaint in a timely manner and based on the

preponderance of the evidence standard.<sup>7</sup> Prior to interviewing either party, and within 7 business days, the Investigator(s) will provide each party with this Grievance Procedure and written notice of the allegations potentially constituting sex-based harassment, including the date, time, and location (if known) of the alleged conduct, a specific statement of which policies were allegedly violated and by what actions, and a statement that retaliation is prohibited. The written notice will also inform both parties of their right to an advisor of their choice, the prohibition on providing false information, and the presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

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 and not otherwise impermissible documents, social media, and evidence. The parties will be given an equal opportunity to present any relevant and not otherwise impermissible evidence for the investigator's consideration. The Investigator(s) must provide to each party and the party's advisor, if any, an equal opportunity to inspect and review the relevant and not otherwise impermissible evidence gathered during the investigation in an electronic format or a hard copy. After receiving the evidence, the parties will have at least ten (10) calendar days to submit a written response.

After the parties have an opportunity to respond to the relevant and not otherwise impermissible evidence, the Investigator(s) will draft an investigative report that fairly summarizes relevant evidence, including inculpatory and exculpatory evidence. The Investigator(s) will send the report to each party and the party's advisor (if any) for their review and written response at least 10 calendar days before the Hearing. The parties will also have an opportunity to provide the Investigator with any relevant and not otherwise impermissible questions that they may have for the other party or for the witnesses. These questions will be asked during the Live Hearing (as further described below). After receiving the written responses and questions, the final report and the parties' written responses and questions will be provided to the Hearing Officer(s) and the parties.

After the conclusion of ten calendar days, the matter will be referred to the Hearing Officer(s) for a Live Hearing. The Hearing Officer will be designated by the Title IX Coordinator and may be the Investigator. The Title IX Coordinator or designee will assist in scheduling the Live Hearing.

The investigation will be completed within sixty to ninety (60-90) working days of the respondent being notified of the complaint. Any timeframes described herein can be extended for good cause. The complainant and respondent will be notified in writing of any extension period.

### **C. Live Hearing**

After reviewing the investigative report and all the evidence, a Hearing Officer will facilitate a Live Hearing, which will be presided over by the Hearing Officer or a panel of Hearing Officers, each of whom has received relevant training and does not have a conflict of interest or bias related to the

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<sup>7</sup> In order to find that conduct occurred under the preponderance of the evidence standard, the Investigator(s) must find that the evidence gathered indicates that it is more likely than not that the conduct occurred.

particular case.

At the Live Hearing, both parties will have an opportunity to submit any additional relevant and not otherwise impermissible questions for the other party to the Hearing Officer. The Hearing Officer(s) must permit each party to submit relevant and not otherwise impermissible questions to ask of each other; this includes those that challenge credibility. The parties must submit the questions to the Investigator during the 10-day period they have to review the report before the Hearing. However, parties will be allowed to submit relevant follow-up questions to the Hearing Officer during the Hearing, in real time. All questions will be asked by the Hearing Officer on behalf of each party, and never by a party personally. The Hearing Officer will ask all relevant and not otherwise impermissible questions submitted by the parties and will explain any decision to exclude a question as not relevant or otherwise impermissible.

Questions and evidence about the Complainant's sexual interests or prior sexual behavior are not permissible, unless they are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual conduct with respect to the Respondent and are offered to prove consent to the alleged sex-based harassment. The Hearing Officer(s) may not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the Live Hearing or refusal to participate in questioning. Neither the Hearing Officer(s) nor the advisor may request or demand that either party provide evidence that is protected under a privilege as recognized by state or federal law or evidence provided to a confidential employee, unless the party has voluntarily waived the privilege or confidentiality. Employees with a legal privilege may include, but are not limited to:

- Licensed sexual assault counselors, psychologists, psychotherapists, social workers, clergy, and attorneys, and those persons working under the supervision of such individuals, when acting in their professional role providing services to a patient or client.
- University employees that are bound by statutory privilege obligations under Massachusetts law.

The University will provide for the Live Hearing to occur with the parties in separate rooms with technology enabling the Hearing Officer(s) and parties to see and hear the party answering questions. During the Live Hearing, both parties and their advisors will have access to all relevant and not otherwise impermissible evidence gathered during the investigative process for their reference. During the Live Hearing, either party may request a break at any time to confer with their advisor, and/or to examine the evidence. The Live Hearing will be recorded, and such recording or transcription will be made available to both parties upon request.

After the Live Hearing, the Hearing Officer(s) will prepare a written report, which they will provide to the parties simultaneously within seven business days after the conclusion of the Live Hearing. The written report must include the following: the identification of the allegations potentially constituting sex-based harassment; information about the policies and procedures the University used to evaluate the allegations; the Hearing Officer's evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred; a description of the procedural steps taken from the receipt of the complaint through the determination; findings of fact supporting the determination, conclusions regarding the application of the relevant definitions

in Section I to the facts; and a statement of, and rationale for, the result as to each allegation. The results will include a determination regarding responsibility, and/or whether allegations must be dismissed as discussed in Section VIII., [000] and whether remedies designed to restore or preserve equal access to the University's program or activity will be provided to the Complainant. For employee-related matters, the Hearing Officer(s) will share the draft of the report with the relevant administrators or supervisors, and consult with them as to applicable disciplinary sanctions, if any.<sup>8</sup> The final report will be provided to the parties. The final report will also include procedures and permissible bases for appeal of the Hearing Officer(s)'s determination.

The Hearing Officer(s)'s findings of fact, conclusion, and determinations must be based on the preponderance of the evidence standard and should be the result of an evaluation of all relevant and not otherwise impermissible evidence, including inculpatory and exculpatory evidence. Determinations regarding credibility may not be based on a person's status as a Complainant, Respondent, or witness.

## **XI. Sanctions**

Disciplinary sanctions that are determined for employees may include but are not limited to: a verbal warning; placing a letter in the employee's personnel file; increased supervision; unpaid leave; suspension; or termination from University employment. Disciplinary sanctions will be issued in accordance with University policy and, in the case of employees who are union bargaining unit members, the applicable collective bargaining agreement

Disciplinary sanctions that the Hearing Officer(s) may determine for students may include but are not limited to: exclusion from participation in specified University programs or activities, probation, suspension, or expulsion from the University.

Remedies that the University may provide for either students or employees should be designed to restore or preserve equal access to the University's programs and activities, and may include, but are not limited to: the extension of support measures for a specified period of time, or imposition of additional support measures; training for the parties or a specified group of University community members; and/or dissemination of materials related to sexual harassment awareness in specified areas of the University. The Title IX Coordinator is responsible for effective implementation of any remedies.

Any timeframe referenced in this section can be extended for good cause, and with written notice to the parties, by the Investigator(s) or the Hearing Officer(s).

## **XII. Appeal**

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<sup>8</sup> More information about employee discipline may be found in the collective bargaining agreement applicable to the Respondent's employment, if any. Nothing in this Procedure shall preclude the University from imposing discipline for conduct that is not subject to this Procedure. Nothing in this Procedure shall preclude any bargaining unit member from utilizing the applicable grievance procedure in their collective bargaining agreement to challenge disciplinary sanctions.

Both parties have the right to appeal the Hearing Officer(s)' determination within ten calendar days (which can be extended for good cause, and with written notice to both parties) of receiving the decision. The parties can appeal the Hearing Officer(s)' determination on and/or dismissal of the allegations on the following bases:

- (A) Procedural irregularity that affected the outcome of the matter
- (B) New evidence that was not reasonably available at the time the determination was made, and that could affect the outcome of the matter; or
- (C) The Title IX Coordinator, Investigator(s), or Hearing Officer(s) 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.

The parties must submit the appeal, which must be in writing and signed, to the Title IX Coordinator within ten calendar days of the determination.<sup>9</sup> The Title IX Coordinator will assign the appeal to a trained Appeal Officer who will then review and make a determination. The Appeal Officer must provide both parties a copy of the appeal. The party who did not file the appeal will have ten calendar days to submit any written responses to the appeal. The Appeal Officer will then issue a written decision, including the rationale for their findings on appeal to both parties simultaneously. The decision of the Appeal Officer is final.

### **XIII. Sources of Assistance, Counseling, and Support**

Support services are available to UMass Boston community members who have experienced sex discrimination or sex-based harassment, regardless of whether they report the incident or file a Title IX complaint.

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](http://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.

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

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<sup>9</sup> If the grounds for appeal include conflict of interest or bias by the Title IX Coordinator, the appeal may be submitted to the Vice Chancellor for Human Resources.

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>
<b>Counseling</b>	Counseling Center at University Health Services	Phone: 617-287-5690 Website: <a href="https://www.umb.edu/healthservices/counseling_center">https://www.umb.edu/healthservices/counseling_center</a>	University Health Services Quinn Administration Building, 2 <sup>nd</sup> Floor. 100 Morrissey Boulevard Boston, MA 02125  **Medical and counseling support are available by phone after hours and on weekends.
<b>Health</b>	University Health Services	Phone: 617-287-5660 Website: <a href="https://www.umb.edu/healthservices">https://www.umb.edu/healthservices</a>	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:**

<b><u>Counseling</u></b>	ComPsych GuidanceResources Employee Assistance Program	Phone: 844-393-4983 Website: <a href="https://www.guidanceresources.com/groWeb/login/login.xhtml">https://www.guidanceresources.com/groWeb/login/login.xhtml</a> <a href="#">ml</a> (Web ID: UMASS)	24 hours a day, every day
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**For all community members:**

<b><u>Pastoral counseling</u></b>	Interfaith Campus Ministries	Phone: 617-287-5838 Email: <a href="mailto:interfaith.campusmin@umb.edu">interfaith.campusmin@umb.edu</a>	McCormack Hall, 3 <sup>rd</sup> Floor, Ryan Lounge 9:30 a.m. – 7:30 p.m.
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**ON-CAMPUS NON-CONFIDENTIAL RESOURCES**



<b><u>Type of Campus Resource</u></b>	<b><u>Resource</u></b>	<b><u>Address/ Location</u></b>	<b><u>Contact Information</u></b>
<b>Office of Civil Rights and Title IX</b>	Valerie Imperato, Associate Vice Chancellor, Office of Civil Rights and Title IX	Quinn Admin Building, Room 03/023	Phone: 617-287-7391 Email: <a href="mailto:Civilrights.titleix@umb.edu">Civilrights.titleix@umb.edu</a> Website: <a href="https://www.umb.edu/crtix">https://www.umb.edu/crtix</a>
<b>Deputy Title IX Coordinator, Students</b>	Shawn DeVeau, Associate Vice Chancellor for Student Affairs and Dean of Students	Campus Center, 2 <sup>nd</sup> Floor	Phone: 617-287-5800 Email: <a href="mailto:Shawn.DeVeau@umb.edu">Shawn.DeVeau@umb.edu</a> Website: <a href="https://www.umb.edu/life_on_campus/dean_of_students">https://www.umb.edu/life_on_campus/dean_of_students</a>
<b>Deputy Title IX Coordinator, Athletics</b>	Stephanie Dollar, Deputy AD for Internal Administration/Senior Woman Administrator		Phone: 617-287-6975 Email: <a href="mailto:Stephanie.Dollar@umb.edu">Stephanie.Dollar@umb.edu</a>
<b>Office for Inclusive Belonging and Excellence</b>	Calvin R. Hill, Vice Chancellor Inclusive Excellence and Belonging	Quinn Admin Building, Room 03/022	Phone: 617-287-4877 Email: <a href="mailto:Chill@umb.edu">Chill@umb.edu</a>

<b>University Police Department</b>	UMass Boston Police Department	Quinn Admin Building, Room 100	Emergency: 911 Cell phone emergency: 617-287-1212 Non-emergency: 617-287-7799 Website: <a href="https://www.umb.edu/police">https://www.umb.edu/police</a>
University Ombuds Office	Martha Patrick, University Ombudsperson and Director of Ombuds Services		Phone: 617.287.6861 Email: <a href="mailto:ombuds@umb.edu">ombuds@umb.edu</a>

## **OFF CAMPUS RESOURCES**

<b><u>Type of Resource</u></b>	<b><u>Resource</u></b>	<b><u>Address/ Location</u></b>	<b><u>Contact Information</u></b>
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<b>Medical, Counseling, and Advocacy</b>	Center for Violence Prevention and Recovery at Beth Israel Deaconess Medical Center	330 Brookline Avenue, Boston, MA	Phone: 617-667-8141 Website: <a href="https://www.bidmc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery">https://www.bidmc.org/centers-and-departments/social-work/center-for-violence-prevention-and-recovery</a>
<b>Medical, Counseling, and Advocacy</b>	Domestic Violence Program at Boston Medical Center	One Boston Medical Center Place, Boston, MA 02118	Phone: 617-414-5457 Website: <a href="https://www.bmc.org/programs/domestic-violence-program">https://www.bmc.org/programs/domestic-violence-program</a>

<b>Medical, Counseling, and Advocacy</b>	Brigham and Women's C.A.R.E. Clinic	75 Francis St., Boston, MA 02115	Phone: 617-525-9684 Website: <a href="https://www.brighamandwomens.org/womens-health/connors-center/care-clinic/contact-care-clinic">https://www.brighamandwomens.org/womens-health/connors-center/care-clinic/contact-care-clinic</a>
<b>Counseling and Advocacy</b>	Boston Area Rape Crisis Center (BARCC)	99 Bishop Allen Dr., Cambridge, MA 02139	24-7 Hotline: 800-841-8371 Phone: 617-492-8306 Website: <a href="https://barcc.org/">https://barcc.org/</a>
<b>Counseling</b>	Safelink Domestic Violence Hotline		Phone: 877-785-2020
<b>Counseling</b>	National Sexual Assault Hotline		Phone: 800-656-4673

<b>Counseling</b>	National Suicide Prevention Lifeline		Phone: 800-273-8255
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<b>Legal Services</b>	Victims Rights Law Center	115 Broad St., 3 <sup>rd</sup> Floor, Boston, MA 02110	Phone: 617-399-6720
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<b>Legal Services</b>	Justice Bridge		Phone: 617-860-3414 <a href="https://www.justice-bridge.org/about">https://www.justice-bridge.org/about</a>
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#### **XIV. Required Training**

Required Training: All employees are required to participate annually in 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.