Assumption University

Annual Security & Fire Safety Report



October 10, 2022

Prepared by: The Assumption University Department of Public Safety/Campus Police
Website: http://www.assumption.edu/police

EMERGENCY: Call 7777 OR 911 / NON- EMERGENCY: 508-767-7225
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MESSAGE FROM THE CHIEF OF PUBLIC SAFETY

Welcome to Assumption University! The Department of Public Safety/Campus Police is located in the lower level of the Kennedy Memorial Hall. This location is centrally located on the campus, offers handicap accessibility, and allows us to enhance our customer service goals for you to obtain parking permits, student ID's or avail yourselves to the Public Safety Team. The Department of Public Safety/Campus Police provides a comprehensive program of police, security, crime prevention, fire safety, Emergency Management and emergency medical services to help ensure that the university community remains a safe and pleasant place, conducive to a learning environment.

Since the outbreak of COVID19 pandemic in the spring semester of 2020, operations at Assumption University have been substantially impacted and required new protocols. In response, Assumption University developed a comprehensive plan to promote the health and safety of the campus community, *Forward, Together: Ensuring Educational and Operational Continuity* (formerly *Pathway to Fall*) The changing nature of the COVID19 pandemic requires that this plan be a living document that is regularly evaluated and updated as the public health situation or state and federal guidelines change. In creating this plan, four priorities guided the University's approach:

1. The safety of students, faculty, and staff
2. Assurance that students may begin or continue their degree programs
3. Compliance with Commonwealth and federal guidelines
4. The continuation of on-campus operations

For your safety, Assumption University secures all exterior doors to all residence halls 24 hours/7 days per week. Please lock your room doors and refrain from pegging or propping doors as this affects everyone's right to be safe on campus. Although we consider our community to be a safe one, being unaware or careless in your daily activities can create unsafe situations.

Alcohol abuse on college and university campuses is the #1 precursor for trouble. Besides having a negative impact on grades and overall health, alcohol and drug abuse directly contributes to violations of university rules and regulations. Substance abuse often results in criminal charges, including arrest and prosecution for crimes such as disorderly conduct, malicious destruction to property, assault and battery, and sexual assaults, to name just a few. Please be responsible; do not become a campus statistic.

Assumption University continues to be extremely proud of its campus safety record. Nevertheless, safety depends, to a large extent, on the cooperation and involvement of this community. Each of us must assume a personal responsibility by taking precautions to prevent ourselves from becoming a victim. Well-marked emergency telephones are located throughout the campus and should be used to report crimes or other types of emergencies. Assumption University encourages students and staff to use the RAVE GUARDIAN personal safety app to report crime, suspicious activity and to enhance their personal security. The app is free to all Assumption students. Students and staff are encouraged to report crimes and suspicious activities immediately to campus police at extension #7225, or in the event of an emergency, dial extension #7777. Calls are answered 24-hours a day by a trained Communications Dispatcher. The Department of Public Safety maintains direct communications with the Worcester Police, Fire, and ambulance services to ensure prompt assistance from these agencies when needed. The TTY number for hearing impaired persons is 9-711.

Assumption University Police Officers and non-sworn security staff are dedicated to the principles of Community Policing and to the goal of maintaining a high quality of life for our students, faculty, and staff. A truly safe campus can only be achieved with the cooperation of all.

The information on our website / portal is designed to inform, advise, and alert our students of the current programs and policies related to crime awareness and reporting procedures at Assumption University. Please refer to our website www.assumption.edu/police & **My Assumption Portal-University Resources tab Public Safety**- for information, alerts, policies, and other Public Safety related issues. Remember, it is your responsibility to be familiar with the Assumption University rules and regulations.

If you have questions or concerns, please contact a member of the Campus Police to discuss them. The Annual Security and Fire Safety Report is a collaborative effort between Public Safety, the Title IX Coordinator, Residential Life and the Office of Student Affairs.

Chief Steven B. Carl
Associate Vice President for Public Safety

I. INTRODUCTION

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act were signed into law in November 1999. At the time it was known as the "Student's Right to Know and Campus Security Act." The law requires educational institutions participating in student financial aid programs under Title IV of the Higher Education Act of 1965 to disclose college and university crime statistics by October 1st of each year via the Annual Security and Fire Safety Report. The report includes safety policies and procedures and provides statistics concerning certain crimes that occurred on campus for the three previous calendar years. In compliance with the Higher Education Opportunity Act of 2008, this booklet also contains information on required fire safety policies and fire related statistics. The Annual Security and Fire Safety Report also includes information to comply with the Campus Save Act of 2013, which requires information on sexual violence prevention programs on campus.

This report covers the Assumption University main campus in Worcester and information regarding the satellite campus located in Rome Italy. The satellite campus in Rome is owned by Assumption University and consists of one multi-use building (Villino Dufault) which is not patrolled by Assumption University Police Officers, nor do we conduct investigations at this site.

A printed copy of the Annual Security Report may be obtained by contacting the Department of Public Safety/Campus Police at (508) 767-7225. The information is also available via our website http://www.assumption.edu/police using the Annual Security Reports link.

II. CAMPUS LAW ENFORCEMENT

LAW ENFORCEMENT ON CAMPUS

The Campus Police Department is located at the lower level of the Kennedy Memorial Hall (see map – page 23) 500 Salisbury Street, Worcester, MA 01609. The Campus Police Department is open twenty-four hours a day, seven days a week. Officers patrol the campus in marked police vehicles, bicycles and/or on foot. Currently, our command staff consists of Associate Vice President for Public Safety/Police Chief, Deputy Director/Lieutenant, Administrative Lieutenant and three Sergeants. The current Patrol Staff consists of eight full-time, uniformed police officers. In addition, The Campus Gatehouse is staffed by a non-sworn Gate Attendant during peak hours, and our Communications Dispatch Center operates 24/7. Public Safety Contacts

The Police Officers are graduates from recognized police academies, receive annual In-Service training and maintain current C.P.R and First Responder certifications. Officers are empowered to investigate all criminal offenses committed on University property in accordance with the provisions of Chapter 22C, Section 63, of the Massachusetts General Laws and have the power to arrest. The Associate Vice President for Public Safety / Chief of Campus Police and supervisory staff are also encouraged to participate actively in professional associations that foster increased proficiency in their areas of responsibilities.

The men and women of the Assumption University Department of Public Safety/Campus Police are dedicated to the principles of Community Policing and to the goals of maintaining the campus as a safe and pleasant place in which to live, work and study. Although we are responsible for enforcing the laws of the Commonwealth of Massachusetts, we are also charged with enforcing relevant University policies and rules, including traffic and parking regulations. A truly safe campus can only be achieved through the cooperation of all. All Departmental employees receive annual training on Title IX, Sexual Assault / Domestic Abuse / Stalking / Harassment and Campus Security Authority responsibilities.

Non-Campus Buildings (Satellite Campuses):
Assumption University oversees one satellite campus that is not patrolled by Assumption University Campus Police. The Rome, Italy Satellite Campus is administered as part of the undergraduate program.

- Villino Dufault, Via San Pio V, 55 in *Rome*, *Italy* 00165 (Maximum 25 students per year)

The Jacob Wetterling Act:
The Jacob Wetterling Crimes Against Children and Sexually Violent Offender Registration Act, also mandates the State Sexual Offender Registry to notify the Campus Police Department of any person registered with them who is enrolled as a student or employed at this institution. Upon notification of an offender registered with the state registry, the information would be placed in a binder at the Department of Public Safety and made available to anyone to examine the information during normal business hours.

Campus Save Act 2014
What is the "SaVE Act"?

- This means Sexual Violence Elimination (SaVE) and is about violence against women;
- It expands the 1992 sexual violence reporting and policy;
- Became law March 2013, the SaVE Act has four central components:
    1. Identify the institution's Campus Security Authority personnel
    2. Create a Campus Sexual Assault Victim Bill of Rights
    3. Expand sexual crime reporting on campus
    4. Ensure the University has standard operating procedures for handling incidents of sexual violence.

INTER-AGENCY RELATIONSHIPS

Assumption University maintains a close working relationship with other local, state, and federal law enforcement agencies as well as the District Attorney's Office. They may assist with investigations, share relevant information, i.e. crime trends and statistics, and endeavor in mutually beneficial training initiatives. Maintaining effective communications with area campus police departments, and local and state police allows us to be informed of issues giving rise to Timely Warning Notifications regarding crimes committed in the area. We also maintain direct telephone contact with these agencies to ensure prompt assistance from these agencies when needed. In July of 2022, Assumption University entered into a formal Memorandum of Understanding with the City of Worcester Police Department for Sexual Misconduct Investigations.

HOW TO REPORT A CRIME

Members of the Assumption University community are encouraged to immediately report crimes, suspicious activities or other emergencies to Campus Police at emergency ext. 7777. Well-marked emergency phones are strategically located throughout the campus. The TTY number for hearing impaired persons is 9-711 from an on-campus phone. Assumption University also provides **RAVE Guardian**, a smart phone application that provides a direct connection to Campus Police to report a crime. The app can be downloaded free from the App Store or Google Play by anyone who has a current assumption.edu email. Campus Police is located at the lower level of the Kennedy Memorial Hall. 500 Salisbury Street, Worcester, MA 01609. Community members who are using an outside telephone system may contact Campus Police at (508) 767-7225. Incidents may also be reported to the local police, dial 911, or the State Police by dialing 508-829-4431. Campus Police will also assist you in notifying the appropriate off-campus law enforcement authorities at your request.

Calls received at Campus Police, located in the main campus, are answered by trained Communications Dispatchers and then assigned for investigation or follow-up. Calls are recorded for quality assurance and investigative purposes. When an incident is reported it is entered into our daily log, a computerized incident management system, which facilitates case management and the collection of our crime statistics for the Annual Security and Fire Safety Report. Results of investigations may include but are not limited to: arrest of a suspect, application for a criminal complaint (s), referral to other agencies, referral to the University Judicial System, or unsubstantiated / unfounded dispositions. The Assumption University Judicial System uses the preponderance of the evidence as the standard of proof.

Incidents and crimes may also be reported to the Associate Dean of Students ext.7325, the Director / Assistant Director of Residential Life ext. 7655, or any other individual working for those departments. These Include your Resident Director or Resident Assistant, Athletic Coach or Faculty Club Advisor. All employees at Assumption are designated as Campus Security Authorities, unless exempt (Professional and Pastoral Counselors while functioning in that capacity); as such employees have an obligation to make immediate non-personally identifying statistical reports to Public Safety so those statistics may be included in this report. Employees may contact the Associate Vice President for Human Resources at ext. 7318. The following counseling and other victim support services are also available to all Assumption University students at the main campus: Counseling Services ext. 7329; Student Health Services ext. 7329; and/or Campus Ministry ext. 7419. Incidents reported to designated on-campus counselors may be kept confidential, except as required by law.

Campus Police Officers do not patrol the satellite campus in Rome, Italy nor do they conduct investigations into incidents or crimes reported to have occurred in that jurisdiction. To report an incident, crime, or suspicious activity occurring at a satellite campus, contact the building's security officer/satellite faculty coordinator or call the local police department's emergency number.

REPORTING OF CRIME STATISTICS

Campus Police believes an informed public is a safety-conscious public. As a result, crime statistics and crime-related activities are reported to the University community on a timely basis. The information is derived from incidents reported directly to Campus Police as well as the designated Campus Security Authorities on campus. All employees on campus have been so designated, and include all the Student Affairs Division Personnel, unless exempt (Professional and Pastoral Counselors while functioning in that capacity), those faculty, administrators, and staff having a "significant responsibility for student and campus activities." The statistics are compiled using the Uniform Crime Reporting definitions.
Numerous efforts are made to advise the University community members by utilizing the following mediums:

- Daily Administrative Logs are distributed to many of the University administrators.
- Public Logs are available for viewing at Campus Police during regular business hours, for the past 60 days.
- Le Provocateur, the University newspaper, has in the past been provided the public log for inclusion in the publication. Special articles concerning security issue may also appear from time to time.
- The Campus Police website. www.assumption.edu/police
- The Annual Security and Fire Safety Report which includes crimes committed on the main campus and from the Worcester Police Department regarding the contiguous area. Statistics also include crimes committed in the classrooms and contiguous areas of the satellite offices, during the days / hours in use by Assumption University students.

SECURITY OF BUILDINGS AND GROUNDS

Most campus buildings and facilities are open on campus. They are accessible to members of the University community, their guests and visitors during the day, and in the evenings when classes are in session. Accessibility is also available during designated hours on weekends and holidays, depending on the wide variety of events and activities taking place outside the normal business hours. Residence halls are not open to the public.

The following security precautions are designed to eliminate or minimize criminal opportunities: A gate attendant monitors campus access, traffic and assists with guest registration. Parking lots and walkways are well lit. Emergency telephones are strategically located to report suspicious/criminal activity to Campus Police. Officers patrol the campus in marked police vehicles, bicycles and/or on foot.

General Information:

- University students and employees are issued an identification card and parking permit to enhance security on campus.
- Guests to residential areas who enter the University must be registered by the sponsoring student with the Department of Campus Police prior to their arrival on campus. In the interest of security, the guest may be required to provide identification.
- Pegging and propping doors impacts everybody's right to be safe on campus. DO NOT peg doors, and please un-peg a pegged door if you observe one.
- Any suspicious persons or activities should be reported to Campus Police at ext. 7777.
- Fire alarm systems are monitored by Campus Police and an off-site monitoring company.

Card Access & Security Cameras:
Assumption University has a card access system and security cameras in many of the dormitory style residence halls on campus. Card access provides an additional level of security by recording the information on a student identification card used to gain access to a University dormitory. Security cameras have also been installed in the foyer of these dormitories to video record those entering and leaving the residences. Please note that authorized students entering a residence hall should be weary of unauthorized people attempting to "piggy-back" into their residence and should notify campus police should this occur. Also, the security cameras are not monitored 24/7, but are recorded and consulted should an "incident of significance" be reported that requires the video be reviewed. The residence halls with card access and video cameras installed are:

Plough Hall	West Hall	South Hall	Worcester Hall	Nault Hall	Alumni Hall
Living Learning Center	Wachusett Hall	Salisbury Hall	Hanrahan Hall	Young Hall	Desautels Hall

Other campus buildings with card access and/or security cameras are:

Admissions House	Carriage House	Information Technology Center	Plourde Center
Dion Hall	Moquin Hall	Authier Hall	Dufault Hall
Founders	Testa	Fuller / IT	Admissions/Carriage House
Kennedy Hall	Library	Armanet	Chapel
Tsotsis	Desautels Hall (Cashier's Office)	Health Science Building	

Buildings:

- Academic Buildings
  Although the University encourages an open campus environment, campus buildings are kept locked outside of normal operating hours. Faculty, staff, and students must receive proper authorization to enter when these facilities are closed. Entry to these buildings and facilities after hours must be approved by the designated Department Chair.

- Residence Halls
  The Office of Residential Life encourages and strives for a community atmosphere in the Residence Halls, whereby students open the doors to their room or apartment when they are home. Students are encouraged to socialize and move around their building for academic and social purposes. The following security precautions are designed to eliminate or minimize criminal opportunities:
  - When leaving your room area, students are encouraged to keep their room doors locked and to carry their keys at all times.
  - Do not hold doors open for persons without keys.
  - Outside doors should never be pegged open, as this impacts everyone's right to be safe.
  - Students should report lost or stolen identification cards or keys immediately to Campus Police or their Resident Director.
  - All maintenance, housekeeping employees and vendors entering residence halls wear identification badges or appropriate identifying uniform.
  - All residence halls are closed during official University vacations.

Campus Grounds:
The Building and Grounds Department provides maintenance to the campus facilities and residential halls located on the main campus in Worcester. Even though Campus Police routinely check the campus grounds and buildings and report unsafe conditions to the Buildings and Grounds staff, community members with concerns (i.e. electrical, plumbing, inoperative hardware) should call Building & Grounds, ext. 7391, during normal business hours. If you feel any problem presents a hazard or a danger, contact Campus Police and they will assist you in getting the situation rectified.

Non-Campus Buildings (Satellite Campuses):
Assumption University has one satellite campus in Rome, Italy that is not patrolled by Assumption University Campus Police:
-Villino Dufault, Via San Pio V, 55 in *Rome*, *Italy* 00165.
Unsafe facility conditions or those issues causing concern for personal safety or the protection of property should be brought to the attention of the Coordinator of the facility, the on-site facility security staff, and/or the Associate Vice President of Academic Affairs, Eloise Knowlton.

III. PROGRAMS AND SERVICES

CRIME PREVENTION PROGRAMS

Campus Police and Assumption University believe it is more beneficial to prevent crimes than to react to them after the fact. A primary vehicle for accomplishing this goal is thru various comprehensive crime prevention programs.

- **Alarm Systems** are available campus wide and monitored in campus police for intrusion, fire and duress alarms.
- **Bike Patrol (**seasonal) to supplement cruiser & foot patrols and to enhance community interaction.
- **Courtesy Transport (on-campus)** is provided seven days a week, 24 hours a day. Students may utilize this service for safety reasons by calling Campus Police ahead and requesting the service. Officers will make every attempt to respond to the request in a timely manner and escort the student(s) to on-campus locations.
- **Crime Prevention Presentations** are made regularly to students, faculty and staff when requested. These programs include information about personal safety to include sexual assault programs to prevent sex offenses, dating / domestic violence and stalking. They are offered each semester and information can be obtained by calling ext. 7225.
- **MVP / Bystander Training** Student Affairs require all First Year and Transfer students to complete bringing in the bystander training which focuses on community members not as victims or potential targets of harassment, rape and abuse, but empowers bystanders who can support abused peers and confront abusive ones.
- **Drug and Alcohol Awareness Program** informs students, faculty and staff of important drug related issues. These programs are offered each semester. The Office of Student Life requires all new and transfer students to complete drug and alcohol awareness classes.
- **Sexual Violence -** Student Affairs require all First Year and Transfer students to complete Everfi's Haven Program. *Haven* uses a population-level approach to educate all students on the issues associated with sexual assault and relationship violence.
- **Domestic / Dating Violence / Stalking -** Student Affairs require all First Year and Transfer students to complete Everfi's Haven Program. *Haven* uses a population-level approach to educate all students on the issues associated with sexual assault and relationship violence.

- **Emergency (Blue Light) Telephones** are located throughout the campus.
- **Entry ways** of Residence Halls are monitored by Campus Police utilizing surveillance cameras. Exterior doors are locked 24/7 and entry is with authorized card access.
- **RAVE Guardian** smart phone app is provided by Assumption University and can be downloaded free from the App Store or Google Play by anyone who has a current assumption.edu email. This app provides a direct connection to campus police and other trusted members (guardians) of the Assumption campus community.
- **The Public Safety Website** has many links to helpful information about crime prevention, personal safety and protection, including on-line safety and social media safety.
- **Gate House Security** is provided at the front entrance of the campus by non-sworn Gate Attendants during peak times. They provide information/directions, monitor campus access and traffic, and assist with guest registration.
- **Operation Identification** is a program requiring the engraving of your driver's license number on items such as a computer, television, stereo equipment, sports equipment, and texts.
- **Parking Lot Security** is enhanced with well-lit parking lots and patrolled by Campus Police.
- **Patrol Officers** periodically conduct a security check of the area where you are working, studying or residing.
- **Rape, Aggression, Defense (R.A.D.)** is a self-defense tactics and techniques course. The program promotes sexual offense awareness, education and prevention. This program is offered several times per year, information can be obtained at the **Campus Police Office / Web-Site**.
- **Safe Ride Program (off-campus)** offered by the Student Government Association (SGA) to students who are off-campus and need a ride back to campus. The SGA has arranged for the Yellow Cab Company to transport students back to campus for a reduced fair. The SGA is also working with Uber. Contact the SGA office for more information.
- **Peer Education** Peers Advocating Wellness for Students (PAWS) has expanded the education they are providing around the issues of Sexual Assault, Dating Violence, Domestic Violence and Stalking. Student Affairs works with the student volunteers on their programs.
- **Timely Warning Notifications** are issued by the Chief of Public Safety to alert the campus community to any "Clery Act" crime reported that are considered to represent a serious or continuing threat to students and employees. When it is determined that a timely warning notification is required, a campus wide e-mail will be sent, posters will be placed in residence halls and academic buildings and may be run on the University cable network. All students and employees are encouraged to check their email and campus mailboxes on a regular basis.
- **Safety Alerts** may be issued for non-Clery related crimes occurring on campus. They may also be issued for known serious crimes occurring off campus locally. These Safety Alerts are designed for informational purposes and may suggest general safety precautions.
- **Academic/Residence Hall** building evacuation drills are conducted each semester.
- **A.L.I.C.E** (Alert, Lockdown, Inform, Counter, Evacuate) trainings are provided by the Department of Public Safety.

EMERGENCY MEDICAL SERVICES

Police Officers are trained and certified as First Responders and in CPR. Automatic External Defibrillators (AED's) are available on each shift as well as at locations across campus. During a medical emergency, it is standard procedure to transport sick or injured persons to nearby hospitals by ambulatory services, if such transport is deemed necessary. For non-emergency injuries or illnesses Student Health Services is also available. They are located in the Armanet House. It is staffed by the Director of Health Services, a Medical Doctor, and Staff Nurse Practitioners.

PERSONAL SAFETY TIPS

Although Assumption University has instituted security services and procedures, the personal safety of each individual who enters the campus is his or her own responsibility. Failure to take precautions or maintain an awareness of the environment and surroundings may result in increased risk. Campus Police recommends utilizing the **RAVE Guardian** smart phone app which is provided by Assumption University and can be downloaded free from the App Store or Google Play by anyone who has a current assumption.edu email. This app provides a direct connection to Campus Police and other trusted members (guardians) of the Assumption campus community.

When walking:

1. Avoid traveling alone after dark, especially in dark vacant areas. Call the Campus Police Department ahead of time and request an escort. Walk on well-lighted, regularly traveled walkways and avoid short cuts. Look alert and be aware of your surroundings. Ask a friend to walk with you.
2. Do not hitchhike or accept rides from casual acquaintances or unknown persons.
3. Carry a whistle or another device that makes noise, keep it close and ready to use.
4. Report suspicious individuals or vehicles to the Campus Police.
5. If you think you are being followed or feel that you are in danger, run, scream, and make noise. Let someone know you are in danger.

6. If you find yourself being confronted by an assailant, stay alert. Remember while screaming and struggling may in some instances frighten off the assailant, in other instances such actions may further antagonize the assailant and bring forth a more violent reaction. Assess the situation before choosing your course of action. Whether or not the assailant is armed or has made threats against your life will, obviously, be a determining factor in your decision. The key word in this type of situation is SURVIVAL.
7. The Assumption University Campus Police offers a R.A.D. (Rape Aggression Defense) class. Information regarding upcoming classes will be posted at the Plourde Center after the start of each semester.

When driving:

1. Don't pick up hitchhikers.
2. Whenever possible limit your driving to well-lit heavily traveled roads.
3. Keep your windows and doors locked.
4. If ever threatened and you cannot drive away, sound your horn and attract attention.
5. If your vehicle ever breaks down, signal for assistance by raising your hood. Stay inside your vehicle with your windows closed and your doors locked. If a Good Samaritan stops, open your window just enough to ask them to call the police. If the person appears to be a threat, sound the horn, and don't stop until they leave.
6. If you think you are being followed, keep out of desolated areas. Look for a place where there are people and stop. Try to find the nearest police station.
7. When parking at night, choose well-lit areas. Before getting out of your vehicle, check for people loitering.

When in the residence halls:

1. Keep your doors locked at all times. Close any windows, which are accessible from the outside.
2. Never sleep in an unlocked room or townhouse.
3. Don't put your name or address on your key ring.
4. Don't put your vehicle key and residence key on the same ring.
5. Don't put your school identification card with your residence keys.
6. If you should lose your keys, notify Residential Life. Arrangements will be made to have your lock replaced by Buildings and Grounds.
7. Residents should always ask for identification from service personnel.
8. Don't let strangers use your phone. Offer to make a call for them, or direct them to a payphone.
9. If you start receiving harassing phone calls, notify the Campus Police.
10. If you find or believe that your room has been entered, **do not** go inside. Go to a phone and call the Campus Police. If you are already inside and discover that your room has been entered, do not touch anything as you may disturb evidence that is important to a police investigation.
11. If an intruder awakens you, do not try to apprehend him. An intruder may be armed or could quickly arm himself with something inside of the room. If the intruder poses an immediate threat, try to leave the room, if possible, without placing yourself in more danger.
12. **DO NOT PEG OPEN FLOOR DOORS OR EXTERIOR DOORS**. This only invites unwanted persons in.
13. If you see a suspicious person or vehicle on campus, contact the Campus Police with as much information as possible.
14. Report broken locks/windows/doors to the Buildings & Grounds Staff.
15. Do not bring large amounts of cash or valuables to campus.
16. Keep items of value out of sight.
17. If you live in a residence hall, take your room key to the shower with you.
18. Participate in "Operation Identification." This program will allow you to permanently engrave and document your valuables. Contact the Campus Police Department for more information.

When utilizing faculty offices and classrooms:

Most campus buildings and facilities are accessible to members of the campus community, guests, and visitors during normal hours of business, Monday-Friday.

1. Keep all offices and labs locked when not in use.
2. Report broken locks on windows and doors to the Building & Grounds Staff.
3. All department keys should be collected when not in use. Keys should only be issued when absolutely necessary.
4. Do not label keys for their use.
5. Always lock your desk and/or filing cabinet when leaving unattended.
6. Consider using password protection for your computer.
7. Do not leave expensive personal property in your office unsecured.
8. When leaving, make sure you have secured your door.
9. If you see someone suspicious, do not hesitate to notify the Campus Police.

When utilizing athletic facilities:

1. Avoid using the facilities alone, especially after dark or during off hours.
2. The locker rooms are there for your convenience; when using a locker, make sure it is secured.
3. It is best to shower when others are present in the locker room.
4. If you encounter an intruder inside of the locker room consider yelling for help as there are usually people inside the building that should hear you. Also, try to make a mental note regarding the description of the intruder; it may aid police in locating him/her later.

IV. GENERAL SECURITY POLICIES

DRUG AND ALCOHOL POLICIES

The University prohibits the illegal possession or use of any controlled drug or substance as defined by the statues of the Commonwealth of Massachusetts. The following are considered to be evidence of drug policy violations and sufficient grounds for full disciplinary actions: the actual presences of a controlled substance/illegal drug; the presence of any drug paraphernalia; the presence of smoke or odors. Students present at the time of the violation will also be held responsible.

In conformity with Massachusetts law, only students who have attained the age of twenty-one are permitted the use of alcoholic beverages in their private residences within approved residential areas and at officially authorized campus functions. Massachusetts's law forbids the sale or serving of alcoholic beverages to persons under the age of twenty-one.

Students who illegally use a controlled drug or are unauthorized (not yet 21 years old) to possess alcoholic beverages are in violation of Massachusetts General Law and University policies and will be subject to criminal prosecution and/or disciplinary action under the University Code of Conduct. See Student Handbook for detailed description of the Drug and Alcohol Policy.

SEXUAL ASSAULT AWARENESS PROGRAMS AND POLICIES

Available Resources

Assumption University is committed to addressing sexual assault by educating the University community on matters regarding sexual misconduct, providing sexual assault survivors with the support they need and continuously reviewing our response to incidents so that we can respond to future incidents appropriately and provide support for victims.

This website is a central location for students to obtain the information they need and will continue to evolve as more information becomes available, requirements change, and processes are modified. We encourage you to review this site, share it with others, and send us your suggestions about how we can improve it, provide more information, or improve our response. https://www.assumption.edu/knowmore

Campus Police works closely with Office of Student Affairs, Residential Life**,** and Counseling Services to promote awareness about rape and sexual assault. Rape is defined in the general laws of Massachusetts as follows: "Whoever has sexual intercourse with a person and compels such person to submit by force or against their will or compels such person to submit by threat of bodily injury. If the act occurs while the victim is unconscious, asleep or otherwise unable to communicate unwillingness, it is still considered rape."

Students accused of any Sexual Assault / Misconduct, may be prosecuted in Criminal Court and/or are subject to University disciplinary action, whether or not formal criminal charges are filed. Both the accuser and the accused are entitled to the opportunity to have others present during disciplinary proceedings, and both are informed of the outcome. A student found to have committed Sexual Assault / Misconduct in violation of the Code of Student Conduct is subject to suspension or expulsion from Assumption University. Any action taken by Assumption is independent of any potential criminal proceeding outcomes. See the Assumption University Sexual Misconduct Policy for descriptions as well as definitions. The University's' Sexual Misconduct Policy can also be obtained from the Office of Student Conduct and at the Dean of Students Office. Information and definitions can also be found on the Student Conduct Portal homepage. Timely warnings will never identify or give geographically specific enough information which might identify the victim.

Confidential Reporting – Information on confidentiality is covered on the **KNOWMORE** web-site located at: http://www.assumption.edu/knowmore . The **KNOWMORE** web site includes institutional policy and defines consent, training on bystander intervention, risk reduction and policies and procedures to include what steps to take after a sex offense occurs and reporting options. The **KNOWMORE** web site also has detailed policy information on Domestic

Violence, Dating Violence, Stalking and available confidential advocacy for victims of those crimes.

Campus Advocate – Gabby Daniels provides empowerment counseling, non-judgmental support, information about options, medical, legal, academic, and counseling advocacy. The Campus Advocate is employed by Pathways for Change, Inc. but she is located on campus. The Campus Advocate's supports are free and confidential. The Campus Advocate can be reached at 508-767-7641 or at advocate@assumption.edu

Sexual Misconduct Policy – is located at the following web address:
https://www.assumption.edu/sites/default/files/Public%20Safety/SexualMisconductPolicy.pdf
Printed copies may be requested from the Associate Dean of Students Office as well as the Office of Student Conduct.

Steps to take if you are sexually assaulted:

Preserve all physical evidence.
Physical evidence is often critical to an investigation. For this reason, you should not urinate, wash, douche or shower prior to an examination. You should not eat, drink, smoke or brush your teeth. If you change clothes, put all the clothing you were wearing at the time of the attack in a paper bag, not plastic. If the attack happened in your room or apartment, do not clean or straighten up until all the evidence has been collected.

Get medical treatment as soon as possible.
At the area hospitals you will receive a gynecological exam, if necessary, to check for internal injuries. Lab tests will also be performed for the purpose of collecting evidence in the event that you decide to take legal action against your assailant.

Contact the Assumption University Campus Police.
Dial 7777 from any on campus phone or 508-767-7225 from off campus. You may also use any of the emergency phones located throughout the campus to be automatically connected with a Campus Police Dispatcher (24 hours a day). Incidents may also be reported to the Associate Dean of Students ext. 7325, Director / Assistant Director of Residential Life at ext. 7655 or any individual working for these departments such as your Resident Director or Resident Assistant. Employees may also contact the Director of Human Resources at ext. 7318.

University policy states that University employees who are informed of a sexual assault urge the victim to file a report to Campus Police, regardless of where the offense took place. A Campus Police Officer specially trained in dealing with victims of sexual assault works closely with the victim to ensure that the appropriate medical care and counseling is made available and will assist the victim in notifying the appropriate off-campus law enforcement authorities, if requested. Assumption University will assist you in whatever way possible to make you feel comfortable and safe. Such assistance may include housing relocations, change in course schedules, escort services, etc.

Reporting a sexual assault to the campus or municipal police may not commit you to further legal action. However, the earlier you report an assault the more helpful it will be to police investigating the crime and to prosecute the case successfully. It also helps preserve your options for the future.

Talk with a professional counselor.
Counseling and other victim support services in dealing with the trauma are available to all Assumption University students and employees through the Counseling Services ext. 7329; Student Health Services ext. 7329; and/or Campus Ministry ext. 7419. Incidents reported to designated on-campus counselors may be kept confidential, except as required by law.

Off-Campus Resources: (Dial 9 first if using an on-campus phone)

Assumption University Department of Public will assist you in contacting any off-campus resources, if that is your desire.

Rape Crisis Program of Worcester, MA (24 hours)	508-799-5700
Worcester Police Emergency	911
Worcester Police Rape Investigation Unit	508-799-8661
Pathways for Change (Sexual Assault 24 hours)	1-800-870-5905
Daybreak Domestic Violence (24 hours)	508-755-9030

DOMESTIC & DATING VIOLENCE / STALKING

Reporting Domestic / Dating Violence and Stalking incidents allow the victim to receive support services as well as protection under the Massachusetts Domestic Abuse Laws. Written Restraining Order / No-Contact Order / Counseling / Mental Health / Advocacy and legal assistance information is provided to all victims regardless of where the abuse / violence occurred.

Assumption Police Officers receive annual training on Domestic / Dating Violence and Stalking issues and will assist victims through the process. If it is determined that interim measures are appropriate while the University judicial system is adjudicating a case, the Associate Vice President for Public Safety may take such measures deemed necessary to protect the community. Assumption University Student Conduct has a detailed Stalking Policy.

Stalking incidents are occurring at an alarming rate on the nation's University campuses. It is a crime that impacts men and women of all races/ethnicities, religions, ages, abilities, sexual orientations, and sexual identity. It is a crime that can affect every aspect of a victim's life.

Domestic Violence and Stalking are crimes in Massachusetts and are subject to criminal prosecution. Individuals perpetrating such acts may be subject to disciplinary action through the Office of Student Conduct. If found responsible for such behavior, he/she may face sanctions including but not limited to expulsion from the University. In some circumstances, criminal prosecution may take place simultaneously.

EMERGENCY RESPONSE AND EVACUATION POLICY

It is the intention of the Assumption University Department of Public Safety/Campus Police to provide a warning as soon as possible, of a significant emergency or dangerous situation that exists on campus to students, faculty, staff and guests. The U.S. Department of Education mandates that the campus community be notified within one half hour after a significant emergency or dangerous situation once one has been determined. This will usually be accomplished by verification by campus police or other campus official such as Residential Life or Health Service staff, faculty member or administrator. To that end, several system components have been developed and integrated into the Assumption University Emergency Warning System. Assumption University will test the Emergency Notification System twice per year at the beginning of the fall and spring semesters. The University community will be advised prior to each test via campus email. A letter to the contiguous neighbors will also be sent prior to the test, advising them that "this is only a test." At the conclusion of the test an after-action report will be produced describing the test in detail.

During an actual significant emergency, the Department of Public Safety/Campus Police in conjunction with the University President's Emergency Management/Crisis Response Team will be involved to the extent possible in verifying the emergency, planning the response and appropriate notifications. Assumption University has a detailed "Emergency Response and Recovery Plan". The appropriate response to an emergency could be a partial evacuation, total evacuation, or order to "Shelter-in-Place". Specific instructions will be given and updated as the emergency evolves.

The Department of Public Safety / Campus Police conducts fire evacuation drills once per semester for each residence hall and academic building on campus. Part of these drills includes instructing the students on the Emergency Notification System on campus. Below are the different types of messages that they may heard /sent, and what their actions should be.

The components include the following:

Primary Group Components– used for immediate broadcast of emergency situation requiring notification of the campus community.

- Emergency Broadcast System (EBS) – a loudspeaker system centrally located on campus will be activated by Campus Police during an emergency. A warning siren sound will be followed by a short message (see pre-recorded message below) describing the general nature of the emergency and the recommended action to be taken.
- Rave Text Messaging – Campus Police will send a brief text message (see pre-recorded message below) to undergraduate students through their cell phone number describing the general nature of the emergency and recommended action
- Secondary Group Components– used to supplement and clarify primary group messages as additional information becomes available.
- Assumption University E-mail - An e-mail will be sent out to the campus community describing the nature of the emergency, clarification, and recommended action to be taken.
- Assumption University Voicemail – A voicemail will be sent out to the campus community describing the nature of the emergency, clarification, and recommended action to be taken.
- Off Campus Rave Voicemail - A voicemail message to parents of undergraduate students, graduate students, Continuing Education students and employees alerting them to an emergency situation on campus and recommended action to be taken.
- Assumption University Website – Information concerning an emergency situation on campus and follow-up information will be displayed on the Assumption University webpage.

(Appropriate information will follow using the above components when available. Individual components will be used according to the particular situation.)

EMERGENCY MESSAGES FOR ASSUMPTION UNIVERSITY

(Broadcasts, Rave Text Message, and E-mails)

Message No.	Message Name	Description
1.	Security	"This is an Assumption University alert: A dangerous situation reported on campus. Take cover until further information is provided. Repeat: Take cover until further notice.
2.	Gunshots	"This is an Assumption University alert: Gunshots reported on campus. Take cover until further information is provided. Repeat Gunshots reported. Take cover until further notice."
3.	Severe Weather	"This is an Assumption University alert: Extremely severe weather is approaching. Take shelter immediately. Repeat: Extremely severe weather is approaching. Take shelter immediately."
4.	Tornado Warning	"This is an Assumption University alert: A tornado has been sighted in the area. Take shelter immediately. Repeat: A tornado has been sighted in the area. Take shelter immediately."
5.	Emergency Incident	"This is an Assumption University alert: A dangerous incident has occurred nearby the campus. Seek shelter indoors and stay on campus until further notice. Repeat: Seek shelter indoors and stay on campus until further notice."
6.	Evacuate	"This is an Assumption University alert: A dangerous emergency situation reported on campus. Evacuate the campus property immediately. Repeat: A dangerous emergency situation reported on campus. Evacuate the campus immediately."
7.	Test	"This is an Assumption University alert: This is a test of the Assumption University Emergency Warning System. This is only a test. Repeat: This is only a test of the Assumption University Emergency Warning System."
8.	False Alarm	"This is an Assumption University alert: Previous emergency warning alert was a false alarm. There is no emergency. Please resume normal activity. Repeat: Previous emergency alert was a false alarm. There is no emergency."
9.	All Clear	"This is an Assumption University alert: This is an all-clear notification. Please resume normal activity. Repeat: All clear. Resume normal activity."
10.	Warning	Fast wail-manual message
11.	All Clear	

MISSING STUDENT NOTIFICATION POLICY

Assumption University takes student safety very seriously. To this end, the following policy and procedure has been developed to assist with locating Assumption student(s) living in University-owned, on-campus housing, who, based on the facts and circumstances known to the University, are determined to be missing. This policy is in compliance with Section 488 of the Higher Education Act of 2008.

Most missing person reports in the University environment result from a student changing her/his routine without informing her/his roommates and/or friends of the change. Anyone who believes a student to be missing should report their concern to Campus Police as soon as possible. Every report made to Campus Police will be followed up with an immediate investigation. Once a student has been missing for 24 hours, or if a situation indicates suspicious circumstances in the student disappearance the incident will be reported to appropriate local and/or state police.

Depending on the circumstances presented to University officials and the amount of time the student is believed to have been missing, parents of a missing student will be notified. Parent of a missing student under 18 years will be notified immediately. In the event parental notification is necessary, the Dean of Students (or his/her designee) will place the call.

At the beginning of each academic year, residential students will be asked to provide, on a voluntary basis, emergency contact information in the event s/he is reported missing while enrolled at Assumption University. This emergency information will be maintained by the Office of Student Affairs and updated annually.

V. Assumption University – Main Campus – Clery Act Crime Statistics

CRIMINAL OFFENSES	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	6	0	0	6	6	0	2	0	0	2	2	0	3	0	0	3	2	0
Fondling	1	0	0	1	1	0	2	0	0	2	2	0	1	0	0	1	1	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	6	0	0	6	3	0	1	0	0	1	1	0	0	0	0	0	0	0
Motor Vehicle Theft	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	4	0	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	4	0	0	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	22	0	0	22	18	0	5	0	0	5	5	0	4	0	0	4	3	0

BIAS CRIMES	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0

ARRESTS*	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Weapons Violations	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DISCIPLINARY ACTIONS**	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Weapons Violations	3	0	0	3	3	0	0	0	0	0	0	0	1	0	0	1	1	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	93	0	0	93	79	0	32	0	0	32	32	0	37	0	0	37	37	0
TOTAL	96	0	0	96	82	0	32	0	0	32	32	0	38	0	0	38	38	0

VAWA OFFENSES	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Domestic Violence	4	0	0	4	4	0	2	0	1	3	2	0	0	0	0	0	0	0
Dating Violence	4	0	0	4	4	0	4	0	0	4	4	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	8	0	0	8	8	0	6	0	1	7	6	0	0	0	0	0	0	0

(1) Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls.

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

(3) Public: All property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

(4) Total: Campus Crime + Non-Campus Crime + Public Crime

(5) Residence: A subset of campus crime. Crimes are counted in both categories.

(6) Unfounded: After an investigation by a law enforcement agency any report of a crime that is found to be false or baseless, the crime is considered "unfounded".

*DOES NOT INCLUDE DRUNKENNESS OR DRIVING UNDER THE INFLUENCE IN LIQUOR LAW VIOLATIONS
**DOES NOT INCLUDE DISCIPLINARY ACTIONS THAT WERE STRICTLY FOR SCHOOL POLICY VIOLATIONS
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VI. Assumption University – Rome Campus – Clery Act Criminal Statistics

CRIMINAL OFFENSES	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Incest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Statutory Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Robbery	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Aggravated Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Motor Vehicle Theft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

BIAS CRIMES	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Race	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sexual Orientation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gender Identity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ethnicity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ARRESTS*	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DISCIPLINARY ACTIONS**	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Weapons Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

VAWA OFFENSES	2019						2020						2021					
	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)	Campus (1)	Non-Campus (2)	Public (3)	Total (4)	Residence (5)	Unfounded (6)
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

(1) Campus: Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of, or in a manner related to, the institution's educational purposes, including residence halls.

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

(3) Public: All property, including thoroughfares, streets, sidewalks, and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus.

(4) Total: Campus Crime + Non-Campus Crime + Public Crime

(5) Residence: A subset of campus crime. Crimes are counted in both categories.

(6) Unfounded: After an investigation by a law enforcement agency any report of a crime that is found to be false or baseless, the crime is considered "unfounded".

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****DOES NOT INCLUDE DRUNKENNESS OR DRIVING UNDER THE INFLUENCE IN LIQUOR LAW VIOLATIONS**

ANNUAL
FIRE SAFETY REPORT

Prepared by: The Department of Public Safety/Campus Police
Website: http://www.assumption.edu/police

October 10, 2022

The Assumption University Campus Police and Building & Grounds Department work hand in hand with the Worcester Fire Department to ensure the Assumption campus is in compliance with the fire and safety codes and standards. Egress drills for residential students are conducted twice a year at the beginning of both the fall and spring semesters with the Residential Life Staff in accordance with these codes and standards. Campus Police produced a fire safety video, in cooperation with the Office of Residential Life and the Student Government Association, which is broadcasted on Assumption University's television channel periodically. Training on fire extinguisher use is also provided. In addition, fire extinguishers are inspected on a regular basis. Assumption University has recently completed the installation of fire suppressant sprinkler systems in all of the residence halls.

HIGHER EDUCATION OPPORTUNITY ACT
CAMPUS FIRE SAFETY ANNUAL COMPLIANCE REPORT

OVERVIEW

The Higher Education Opportunity Act (Public Law 110-315) became law in August 2008. It requires all United States academic institutions to produce an annual fire safety report outlining fire safety practices, standards, and all fire-related on-campus statistics. The following public disclosure report details all information required by this law as it relates to Assumption University.

HEALTH AND FIRE SAFETY

Health and Fire Safety Inspection/Right of Entry - The Residential Life Staff will conduct monthly Health and Fire Safety Inspections of all students' rooms. The Director of Residential Life, Associate Director of Residential Life, Area Coordinator, Resident Director, or their designee, shall have the right to enter the premises at a reasonable hour in the day or evening, to make such request for repairs, additions, or alterations as deemed necessary. Notification of inspection time and date need not be posted. The University reserves the right to inspect any room when the University deems such necessary. In addition, the Director of Residential Life, Associate Director of Residential Life, Area Coordinators, Resident Directors as well as other University officials, have the right to enter the premises at any time for any reasonable cause. The primary purpose of entering is to take those precautions which University officials find necessary to protect the health, safety, and general welfare of the occupants and/or of other persons therein and to enforce University policy. Members of the Maintenance staff routinely enter rooms in the performance of their duties. Such entry is not considered an inspection, however, blatant violations, especially those that could affect student safety will be reported to the Office of Residential Life. Fire and Safety Regulations - Use of fire alarms or firefighting equipment for any purpose, except that for which intended, is prohibited according to State law. Impairment of this system could cause loss of life, a great deal of damage to personal belongings and to the residence hall property. Because malicious tampering with fire-equipment seriously jeopardizes the lives of residents, individuals who indulge in such activity will be subject to disciplinary action. For the safety of all residents, evacuation drills are held at least once per semester. It is important for residents to familiarize themselves with the procedures to avoid panic in case of emergency. Participation in drills is mandatory. Violation of any aspect of these regulations will be dealt with as a serious disciplinary offense. For your safety and the safety of others in your community the following are strictly PROHIBITED from students' rooms and townhouses:

1. Smoking (Please see smoking policy in the General Policies and Procedures Section).
2. Candles, of any kind/shape/size. Decorative candles should not be in any room, apartment or townhouse. Potpourri burners and incense, whether burning or not, are prohibited. Possession of candle, incense, or potpourri burner.
3. Fireworks including firecrackers, caps, roman candles, and sparklers. Use and/or possession of fireworks including, but not limited to, firecrackers, smoke bombs, Roman Candles, and sparklers.
4. Weapons are not allowed on campus, even if a student is registered to carry such a weapon. This includes, but is not limited to, firearms, bows and arrows, sling-shots, hunting and other knives, blowguns, BB guns, pellet guns, air-soft guns, air propelled or any other weapon.
5. Items suspended from ceiling (i.e.: flags, fishing nets, tapestries, rugs) cannot block any entrances/exits, windows, and/or fire safety equipment.
6. Any object that blocks the exit from a room or townhouse. That includes wardrobes (creating hallways with wardrobes is prohibited) in the underclass halls, and anything obstructing the exit from a bedroom inside an apartment and/or townhouse (The rule to follow is: a medical emergency stretcher needs to be able to fit easily through any doorway).
7. Temporary partitions or dividers.
8. Furniture that is stacked, such as desks.
9. Cinder Blocks.
10. Leg lifters may be used for beds that are not bunked, however, great care must be taken and this is done at the risk of the student.
11. Unauthorized locks on any door.
12. Obstruction of sprinkler heads or fire and safety equipment.
13. Dismounting or removal of a fire extinguisher. Extinguisher must remain fully charged and mounted in designated areas. Apartments and townhouses must have a fire extinguisher in view.
14. Unauthorized electrical appliances such as hot plates, hot pots, coffee makers (unless equipped with an automatic shut-off switch), "George Foreman" type grills, space heaters, toaster ovens, sun lamps, oversized refrigerators (over 1.5 cubic feet), oversized microwaves (over 500 watts), and halogen lamps. We also recommend that irons be equipped with an automatic shut off switch for safety reasons. Students in apartments should consult Residential Life for a list of approved appliances.

15. Appliance cords with broken insulation or broken plug ends. Electrical octopi (multiple extension cords). Power strips must be used when connecting more than two items to a single wall outlet (which contains room for two plugs). An extension cord may be plugged into the power strip and then be plugged into a single device (here is an allowable example: run a power strip into the wall outlet, plug an extension cord into the power strip and then plug an alarm clock into the extension cord). If you have any doubt or questions, the Office of Residential Life or Buildings and Grounds can provide help and direction.
16. Gasoline camp stoves are not allowed. Gas grills must be at least 25 feet from the building and used on hard, concrete surfaces, away from any wooded area. NO grills that utilize lighter fluid and/or charcoal may be used at any time. Propane tanks of any size may NOT be stored inside any room/apartment/townhouse.
17. Kerosene lamps, even as a decoration.
18. Combustible trash receptacles.
19. Paint cans without lids.
20. Outside antennas or aerials.
21. Rooms kept in unsanitary condition, uncovered food containers, excessive beverage containers, exposed food or disposal of trash other than in an appropriate trash receptacle.
22. Removal of screens, windows, and/or security screen tabs.
23. Neon lighted signs.
24. City and/or street signs are prohibited.

Policy for Outdoor Cooking Grills

The following regulations pertain to the individual use of outdoor cooking grills on campus:

1. Only grills that are run with propane tanks are allowed on campus.
2. NO grills that utilize lighter fluid and/or charcoal may be used at any time.
3. Grills in the areas of Alumni, Desautels, Hanrahan, Living/Learning Center, Nault, Plough, Salisbury, South, Wachusett, West, Worcester, and Young Halls must be located approximately twenty-five (25) feet from the building and/or wooded areas. Grills are to be placed on hard (paved) surfaces.
4. Grills in the area of Aubuchon, Bissonnette, Dion, and Moquin Halls are to be used only on the hard (concrete) surfaces to the front or rear of these apartments.
5. Grills in the area of Authier and Dufault Halls are to be operated only on the paved surfaces in front of the ground level apartments. At no time should a grill be used in the stairwells (towers) of these apartments.
6. Propane tanks of any size may NOT to be stored inside any room/apartment/ townhouse; propane tanks, either empty or full, are NEVER permitted above ground level (i.e. never permitted in the “tower” stairwells of Authier/Dufault). In all cases, the grills should be attended to at all times while in use.

Fire Emergency/Fire Drill Procedures

In case of an alarm, touch your door to feel if it is hot and look under your door for any smoke seeping in. If it is safe to evacuate, then you must leave immediately by way of the nearest exit. Do not use elevators during a fire alarm. Stay calm. Assemble outside at least 150 feet away from the building, not in the fire lanes, since these must be kept clear for fire equipment. Do not re-enter the building until Campus Police establishes the safety of the situation. To the extent that personal safety permits, Residential Life staff assists students with evacuation; however, it is the sole responsibility of the student to evacuate whenever an alarm sounds. Do NOT wait for Residential Life staff members to tell you to evacuate. Any student who does not leave a building when an alarm sounds will be subject to disciplinary sanctions.

False Alarms - A false alarm is extremely dangerous. Repeated false alarms often cause students to treat an actual fire lightly. Anyone found to have intentionally set off a false alarm will be evicted from Assumption housing and may also be subject to suspension or expulsion from the University and prosecution to the fullest extent of the law.

Fire and Safety Equipment - Due to the risk posed to the community by tampering with fire safety systems, the University may, at a minimum, suspend students from the University for involvement in any of the following: causing a fire or flood, registering a false fire alarm (from a pull station or in conjunction with other inappropriate activities, including but not limited to the use of fireworks and “hall sports”), discharging a fire extinguisher, removing, disabling, or tampering with general alarms, smoke detectors, door alarms, fire extinguisher, or stand pipes. A student may be suspended from residence for damaging or tampering with exit signs or emergency lighting. In addition, students will be charged restitution for any damages, fined up to $200.00 by the University, and subject to any charges imposed by the Worcester Fire Department. Students are advised that “accidental” tampering is not regarded as a suitable defense in such matters. Finally, students who fail to evacuate a building during an alarm will be subject to Disciplinary Probation and a fine of $50.00. If no one takes responsibility for unauthorized use of equipment, all residents living in the damaged area will be assessed the cost of replacement of the fire extinguisher and any excessive cleaning charges. To avoid unnecessary charges, take responsibility for the area in which you live.

Alarm Monitoring

At Assumption University, all residence halls are covered with integrated fire sprinkler systems and a redundant fire alarm monitoring systems which are monitored 24 hours/day, seven days/week by the Campus Police office and an offsite monitoring company.

On Campus Residence Hall Fire Safety Systems

Residence Halls	Fire Alarm System Monitoring On-Site & Off Site	Partial[1] Sprinkler System	Full[2] Sprinkler System	Minimum Number of Evacuation/ Fire Drills Each Year	Smoke Detectors	Fire Extinguishers present
Alumni Hall	X		X	2	X	Yes
Desautels Hall	X		X	2	X	Yes
Nault Hall	X		X	2	X	Yes
Hanrahan Hall	X		X	2	X	Yes
Young Hall	X		X	2	X	Yes
Salisbury Hall	X		X	2	X	Yes
Aubuchon Hall	X		X	2	X	Yes
Bissonnette Hall	X		X	2	X	Yes
Dion Hall	X		X	2	X	Yes
Moquin Hall	X		X	2	X	Yes
Dufault Hall	X		X	2	X	Yes
Authier Hall	X		X	2	X	Yes
Worcester Hall	X		X	2	X	Yes
Wachusett Hall	X		X	2	X	Yes
Living & Learning Center Hall	X		X	2	X	Yes
Plough Hall	X		X	2	X	Yes
West Hall	X		X	2	X	Yes
South Hall	X		X	2	X	Yes

Fire Safety Improvements and Upgrades
Assumption University Department of Public Safety/Campus Police and the Building & Grounds Department annually review the fire systems in our residence halls and make upgrades, repairs or revisions when problems are identified. There are no current plans for system upgrades, but this is subject to change. Our systems are also evaluated annually by the Worcester Fire Department for compliance with current code and industry standards.

Residence Hall Fire Drills
Fire drills are held once a semester for each residence hall. Fire drills are mandatory supervised evacuations of a building for a fire. The fire drill is scheduled with Campus Police and Residence Life. The supervised fire drill is scheduled within the first few weeks of the beginning of the semester.

Students who fail to leave the building during any fire drill are documented and the incident is turned over to the Judicial Affairs for adjudication.

Fire/Life Safety Education
Residence Life policy on fire safety is to prohibit usage of electrical cooking appliances, candles, and specific electrical equipment in individual rooms.

Residence Life policy on evacuation from residence halls is in the student handbook and is discussed with residents when they move into the residence hall. This information is also contained in the red Emergency Guide found in all living areas on campus.

In case of a fire, please sound the nearest fire alarm and evacuate the building. Evacuation procedures are as follows:
1. Know the emergency routes from your room and hall.

[1] Partial sprinkler system is defined is defined as having sprinklers in the in common areas only.

[2] Full sprinkler system is defined as having sprinklers in both common areas and individual rooms.

2. Check to see if your door is hot or has smoke around it. If so, stay in your room and wait to be evacuated by firefighters.
3. Shut your door tightly when you leave.
4. Exit your building and follow the directions of staff members.
5. DO NOT remain close proximity to the buildings. Move to your designated evacuation area so that the Residence Life staff can conduct roll call.

Fire Safety Tips

- Should you see a fire, sound the fire alarm immediately and call Campus Police at x7777 then 911.
- Advise Campus Police of the size and location of the fire.
- Campus Police will notify the fire department and will respond to assist.
- Do not enter a building that is on fire.
- Advise Campus Police if you know that someone is in the building.
- Always report any fire, even if it has been extinguished.
- Report vandalized or discharged fire extinguishers to Campus Police.
- Make sure you know what your building's fire alarm sounds like.
- Know your evacuation route (at least two exits).
- Close doors to help prevent the fire from spreading.
- Do not open doors if you suspect fire may be on the other side.
- Stay low to the floor and cover your mouth with a wet cloth to make breathing easier in smoky conditions.
- Never prop open or lock a fire exit.
- University policy dictates that when a fire alarm sounds in any building, the building will be evacuated for everyone's safety.

Fire/Life Safety Inspections

During fall semester a residence life staff person will do a fire/life inspection of your room. You will be notified as to when these inspections will take place, and you will be required to allow the staff person entrance to your room for inspection. If you or your roommate(s) are not home, the room will be inspected without you present and a note will be left indicating the status of your room. Should a violation be found, you will receive a letter indicating what the violation was, and you will be expected to meet immediate compliance. If the violations have not been corrected after an unannounced re-inspection, you and/or your roommate will be subject to disciplinary action.

Some common violations are as follows:

- Extension cords and multi-tap electric units without a breaker
- Items attached to sprinkler heads
- Blocking of egress (exit) pathways
- Evidence of burning of candles, incense, or tobacco products
- Evidence of cooking; or cooking appliances, even if unused
- Evidence of a heavy load of combustibles in a room, on the walls, or ceiling
- Covering a door with paper or other combustible material
- Use of electrical wiring, devices, appliances which are modified or damaged
- Use of portable heater
- Tampered with smoke detector
- Use of halogen lamp/lighting
- Unsafe lofting or raising of beds — including rooms with no guardrails
- Any other situation deemed unsafe by the staff inspection

Smoking Policy

Assumption University prohibits smoking in any of the residence halls and a minimum of fifty feet from any residence hall entrance.

Reporting a Fire

Students reporting a fire should contact Campus Police extension 7777 in an emergency and extension 7225 in a non-emergency situation. Additional 911 can also be called.

Definitions:

Fire - Any instance of open flame or other burning in a place not intended to contain the burning or in an uncontrolled manner.

Fire drill - A supervised practice of a mandatory evacuation of a building for a fire.

Fire-related injury - Any instance in which a person is injured as a result of a fire, including an injury sustained from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of the fire. The term person may include students, faculty, staff, visitors, firefighters, or any other individuals.

Fire-related death - Any instance in which a person is killed as a result of a fire, including death resulting from a natural or accidental cause while involved in fire control, attempting rescue, or escaping from the dangers of a fire, or deaths that occur within 1 year of injuries sustained as a result of the fire.

Fire safety system - Any mechanism or system related to the detection of a fire, the warning resulting from a fire, or the control of a fire including: Sprinkler or other fire extinguishing systems, Fire detection devices, standalone smoke alarms, devices that alert one to the presence of a fire, such as horns or strobe lights, smoke-control and reduction mechanisms, and fire doors and walls that reduce the spread of a fire.

Value of Property Damage - The estimated value of the loss of the structure and contents, in terms of the cost of replacement in like kind and quantity, including: contents damaged by fire, related damages caused by smoke, water, and overhaul, however it does not include indirect loss, such as business interruption

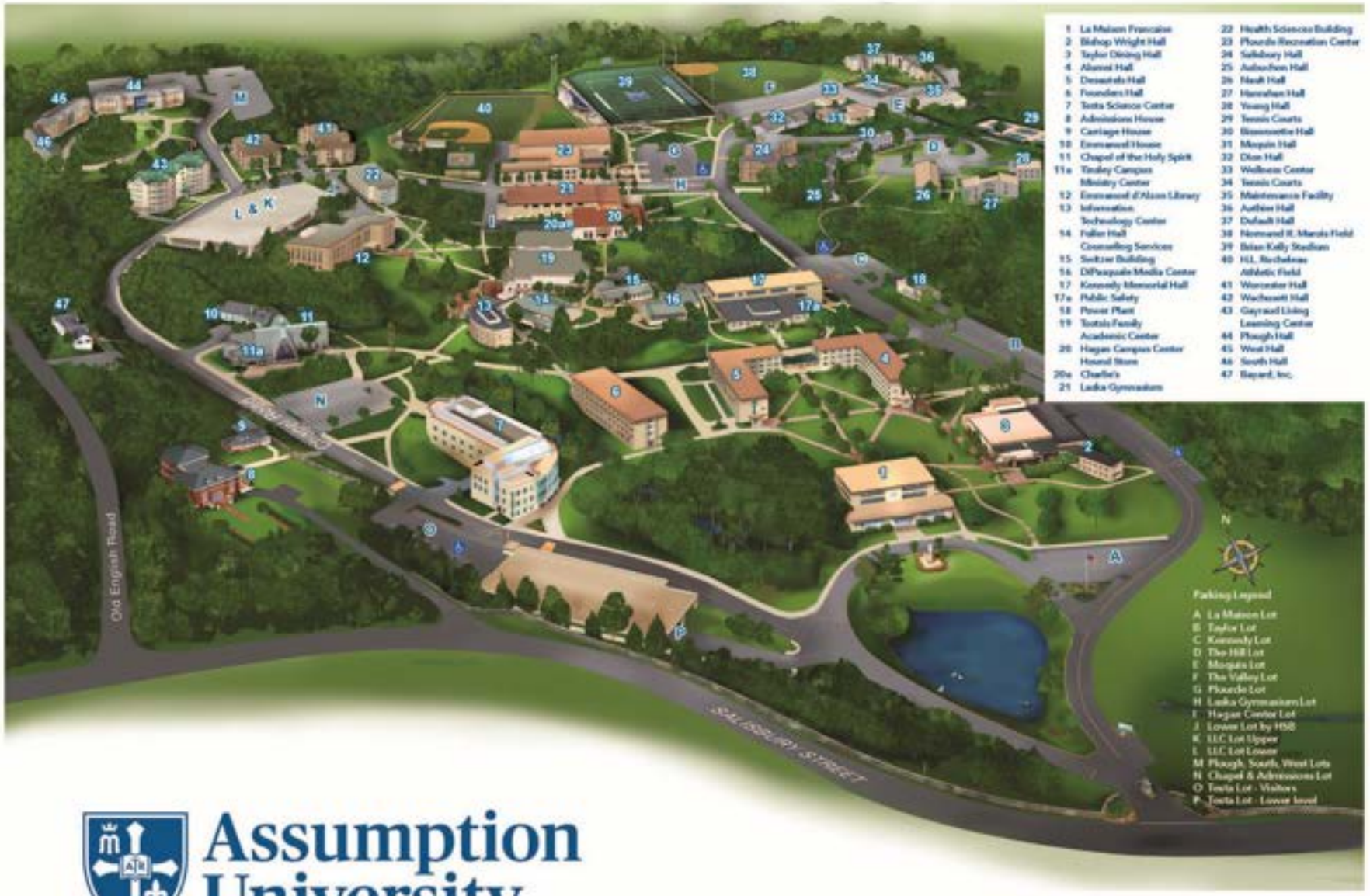
Fire Log - A fire log is kept in the Campus Police Department open to the public during normal business hours. Assumption University maintains a fire log that records any fire that occurred in an on-campus student housing facility and includes information such as the nature, date, time and general location of each fire. The Fire Log entry, or an addition to an entry, shall be made within two business days of the receipt of information. The Fire log for the most recent 60-day period shall be open to public inspection during normal business hours. Any portion of the log older than 60 days will available within two business days of a request for public inspection.

Assumption University – Main Campus – Fires – Summary

	2019			2020			2021		
	FIRES	INJURIES	DEATHS	FIRES	INJURIES	DEATHS	FIRES	INJURIES	DEATHS
Alumni Hall	0	0	0	0	0	0	0	0	0
Desautels Hall	0	0	0	0	0	0	0	0	0
Nault Hall	0	0	0	0	0	0	0	0	0
Hanrahan Hall	0	0	0	0	0	0	0	0	0
Young Hall	0	0	0	0	0	0	0	0	0
Aubuchon Hall	0	0	0	0	0	0	0	0	0
Bissonnette Hall	0	0	0	0	0	0	0	0	0
Dion Hall	0	0	0	0	0	0	0	0	0
Moquin Hall	0	0	0	0	0	0	0	0	0
Dufault Hall	0	0	0	0	0	0	0	0	0
Authier Hall	0	0	0	0	0	0	0	0	0
Worcester Hall	0	0	0	0	0	0	0	0	0
Wachusett Hall	0	0	0	0	0	0	0	0	0
Living & Learning	0	0	0	0	0	0	0	0	0
Plough Hall	0	0	0	0	0	0	0	0	0
West Hall	0	0	0	0	0	0	0	0	0
South Hall	0	0	0	0	0	0	0	0	0
Salisbury Hall	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0

Assumption University – Rome Campus – Fires – Summary

	2019			2020			2021		
	FIRES	INJURIES	DEATHS	FIRES	INJURIES	DEATHS	FIRES	INJURIES	DEATHS
Villino Dufault Via San Pio V, 55	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0



Assumption University

This booklet is intended to be used as a guide.
Specific questions should be directed to the Department of Public Safety/Campus Police 508-767-7225.

This statistical report has been compiled in part by information provided to Assumption University from the Worcester Police Department, as well as other departments and personnel from within Assumption University. When possible, all provided information is verified prior to publication. The Campus Police Department makes all attempts to ensure that statistics are not double counted and are as accurate as they possibly can be.

Any questions regarding this report and/or the information contained should be directed to the Assumption University Department of Public Safety/Campus Police:

Phone - 508-767-7225
Fax - 508-767-7281

The Annual Security Report is available on the Assumption University Campus Police website. A printed booklet can be picked up in person at the Campus Police Department located on the ground floor level of Kennedy Memorial Hall.

http://www.assumption.edu/police

Appendix A

SEXUAL MISCONDUCT POLICY

SEXUAL MISCONDUCT POLICY

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I. INTRODUCTION

A. Statement of Policy

Assumption University (the "University") is committed to maintaining a safe and respectful learning, living, and working environment for all members of the University community free from gender-based discrimination and Sexual Misconduct (as defined in this Policy) including, but not limited to, Sexual Harassment, Sexual Assault, Sexual Exploitation, Relationship Violence, and Stalking.

Sexual Misconduct is antithetical to the mission and values of the University and will not be tolerated. The University will respond to reports and formal complaints of Sexual Misconduct (as defined in this Policy) and will take prompt action to eliminate such conduct, prevent its recurrence, and remedy the adverse effects of such conduct in the University's programs and activities.

A Student, Employee or Third Party determined by the University to have violated this Policy will be subject to sanctions, up to and including the termination of their relationship with the University, withdrawal of the privilege to enter upon University property, and/or to participate in University sanctioned or supported activities and events.

B. Applicability

This Sexual Misconduct Policy ("Policy") applies to all members of the University community including students enrolled for credit or non-credit-bearing coursework ("Students"); University employees, including full-time and part-time faculty, staff, and administrators ("Employees"); as well as third parties such as contractors, vendors, visitors, and guests ("Third Parties") (collectively referred to herein as "Community Member").

This Policy will apply to any instance in which a Community Member is alleged to have engaged in Sexual Misconduct prohibited under this Policy against any person, regardless of the Reporting party's or Responding party's sexual orientation, gender, or gender identity.

Where conduct in violation of this Policy also violates any other University policies, the University's response will be governed by the procedures described herein. Where this Policy applies, its provisions will supersede any conflicting provision contained in other University policies.

C. Reports and Formal Complaints of Prohibited Conduct

The University strongly encourages anyone who experiences, witnesses, or becomes aware of Sexual Misconduct to report such conduct immediately. This Policy specifically prohibits retaliation against any person who makes a good faith report or formal complaint of conduct prohibited under this Policy.

The University Title IX/Sexual Misconduct Coordinator and the Deputy Title IX/Sexual Misconduct Coordinator are the University officials with authority to institute corrective measures on behalf of the University with respect to alleged violations of this Policy.

The University will promptly respond to reports or formal complaints of prohibited conduct made in accordance with the requirements of this Policy. The University's procedures for responding to reports or formal complaints are intended to provide a prompt, fair, equitable, and impartial process for all parties. Accordingly, a number of procedural protections are provided throughout the process. A list of procedural protections is included at Appendix B.

D. Period of Limitations

A report or formal complaint of Sexual Misconduct may be made at any time, regardless of the length of time between the occurrence of the alleged misconduct and the decision to report or file. However, the University strongly encourages individuals to report or file promptly. A delay in reporting or filing a formal complaint may compromise the University's ability to take action and effectively respond to the alleged misconduct, particularly if neither the Reporting party nor the Responding party is employed by the University or enrolled as a Student at the time the Complaint is made.

E. Statement of Non-Discrimination and Coordination of Policies

The University is committed to adhering to all state and federal laws prohibiting discrimination in its educational programs and activities including employment on the basis of a person's race, sex, religion, color, national origin, age, marital or parental status, military service or veteran status, gender, disabilities, genetic information, or other legally protected status, consistent with its Catholic identity and mission as permitted by law.[1]

This Policy supports the University's commitment to compliance with Title IX of the Education Amendments of 1972 (Title IX), a federal civil rights law that prohibits discrimination on the basis of sex in education programs and activities, as well as other federal and state laws prohibiting discrimination in education and employment including Title VII of the Civil Rights Act of 1964 and The Massachusetts Fair Employment Practices Act, M.G.L. Ch. 151B.

Questions concerning the University's policies prohibiting sex-based discrimination including Sexual Misconduct, can be directed to the Title IX Coordinator, Daniel DiTullio, whose office is located in the Office of the President on the first floor of La Maison and who can be contacted by phone at (508) 767-7172 or by email at TitleIX@assumption.edu. Questions concerning other forms of prohibited discrimination and harassment can be directed to the University's Director of Human Resources, Robin

[1] The prohibition of forms of discrimination not covered by this Policy is addressed in the University's Non-Discrimination and Anti-Harassment Policy.

Pellegrino, whose office is located in Alumni Hall, Room 109, and who can be contacted by phone or email at 508-767-7599, rpellegrino@assumption.edu.

In addition to making reports to the University, individuals may direct questions and/or complaints regarding sex-based discrimination to the United States Department of Education Office for Civil Rights, at (OCR@ed.gov or (800) 421-3481), or to the United States Equal Employment Opportunity Commission, John F. Kennedy Federal Building, 475 Government Center, Boston, MA (617) 565-3200 and the Massachusetts Commission Against Discrimination, 484 Main Street, Room 320, Worcester, MA (508) 453-9630, concerning prohibited discrimination in employment.

F. Individuals with Disabilities

The University will provide appropriate accommodations for individuals with disabilities, to the extent necessary and available, to access and participate in the procedures outlined in this Policy. An individual seeking accommodation must notify the Title IX Coordinator of their need for accommodation. Requests for accommodations for Employees and Students may be reviewed in consultation with Human Resources and/or the Office of Accessibility Services.

G. University Title IX/Sexual Misconduct Coordinators

The University has designated Daniel DiTullio to serve as the University Title IX / Sexual Misconduct Coordinator.[2] The Coordinator is charged with oversight and coordination of the University's activities with respect to Title IX compliance and the development and implementation of the University's policies, procedures, and activities to prevent sexual misconduct and response to reports and formal complaints alleging conduct in violation of this Policy. The University has also designated Deputy University Title IX/Sexual Misconduct Coordinators ("Deputy Coordinator") to assist the Coordinator in the discharge of these responsibilities.

The Coordinator is available to meet with any Community Member to discuss this Policy or any issues or concerns with respect to the University's Title IX related policies, procedures and activities. The Coordinator and Deputy Coordinators can be contacted by telephone, email, or in person during regular office hours:

Title IX Coordinator	Daniel DiTullio, Government and Community Relations, Office of the President (508) 767-7172 & 508-767-7478 TitleIX@assumption.edu Df.ditullio@assumption.edu

[2] The Title IX Coordinator may designate the Deputy Title IX Coordinator or another qualified person to assume or assist in performing all or part of their duties under this Policy. Therefore, where the Coordinator is identified as the person responsible for some aspect of this Policy, such provision should be read with the understanding that any duty or function of the Coordinator, other than overall responsibility for the oversight and coordination of Title IX programs and compliance, may be performed by the Deputy or another qualified person designated by the Coordinator.

Deputy Title IX Coordinator	Robert Carson, Associate VP for Human Resources 508-767-7599 rg.carson@assumption.edu Alumni - Hall Room 109
Deputy Title IX Coordinator	Benjamin Kadamus Assoc. Dir. Res. Life, Residential Life 508-767-7505 ba.kadamus@assumption.edu Salisbury Hall - Room 107

II. PROHIBITED CONDUCT

This Sexual Misconduct Policy prohibits forms of sexual misconduct as defined in Title IX regulations issued by the U.S. Department of Education (34 CFR Part 106) and other sexual misconduct that does not fall within the scope of Title IX. Conduct prohibited under this Policy includes the following:

A. Title IX – Sexual Harassment

Title IX Sexual Harassment includes all of the forms of conduct on the basis of sex set forth in this Section III (A) meeting the following requirements:

Jurisdiction – Title IX applies only when the alleged sexual conduct**:**

- Occurs within the United States; and
- Occurs within the University's education program or activity, meaning
    - locations, events, or circumstances over which the University exercises substantial control over both the responding party and the context in which the Title IX Sexual Harassment occurs, and
    - any building owned or controlled by a student organization that is officially recognized by the University; and
    - at the time of filing a formal complaint, a Reporting party is participating in or attempting to participate in the education program or activity at the University.

Title IX – Sexual Harassment includes:

- **Quid Pro Quo Sexual Harassment:** An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct;
- **Sexual Harassment:** Unwelcome sexual conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive to Reasonable Person

that it effectively denies an individual equal access to the University's education program or activity;

- **Sexual Assault:** Any sexual act directed against another person, without the consent of the victim, including instances where the victim is incapable of giving consent. Sexual assault can occur between individuals of the same or different sexes and/or genders. This includes the following: o **Rape:** The carnal knowledge of a person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
    - **Sodomy:** Oral or anal sexual intercourse with another person, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their 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, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
    - **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
    - **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law; or
    - **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of sixteen (16).
- **Domestic Violence:** A felony or misdemeanor crime of violence committed: (a) by a current or former spouse or intimate partner of the victim; (b) by an individual with whom the victim shares a child in common; (c) by an individual who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (d) by an individual similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the felony or misdemeanor crime of violence occurred; (e) by any other individual against an adult or youth victim who is protected from that individual's acts under the domestic or family violence laws of the jurisdiction in which the felony or misdemeanor crime of violence occurred.
    - Intimate partner is defined as an individual with whom one has or had a short- or long-term relationship that provides romantic and/or physical intimacy or emotional dependence. Intimate relationships can occur between individuals of the same gender or different genders and may include (but are not limited

to) marriages, civil unions, dating relationships, "hook-up" relationships, relationships in which partners are characterized as "girlfriends" or "boyfriends," and relationships between individuals with a child in common.

- **Dating Violence**: Violence committed by an individual who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship shall be based on the reporting individual's statement and with consideration of other evidence including the length of the relationship, the type of relationship, and the frequency of interaction between the individuals involved in the relationship. This includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

- **Stalking**: Engaging in a course of conduct directed at a specific individual that would cause a reasonable person to: (a) fear for the individual's safety or the safety of others; or (b) suffer substantial emotional distress. For the purposes of the Stalking definition: Course of conduct means two or more acts, including acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about an individual, or interferes with an individual's property. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

B. University - Other Prohibited Conduct

Other prohibited conduct means forms of conduct based on sex prohibited by the University as set forth in this Section III (B) meeting the following requirements:

Jurisdiction – Other prohibited conduct applies when the alleged sexual conduct**:**

- Occurs on University premises or other property owned or controlled by the University;

- Occurs in the context of a University employment or education program or activity, regardless of location, including, but not limited to University-sponsored events and programs including study abroad, research, on-line and internship programs; or

- Involves student, staff/faculty member of the University but also may be applied to the full extent that the University has authority to: volunteers, consultants or contractors

- Occurs on premises or other property not owned or controlled by the University or outside the context of a University employment or education program or activity, where the impact of the conduct has the effect of interfering with a

Community Member(s) equal access to the University's employment or educational programs and/or activities.

Other Prohibited Conduct includes:

- **Conduct Outside Title IX Jurisdiction:** conduct that would otherwise be prohibited under Section III (A) (e.g., Quid Pro Quo Sexual Harassment, Sexual Harassment, Sexual Assault, Domestic Violence, Dating Violence, and Stalking), but which must be dismissed under the Title IX Sexual Harassment Policy because it does not meet jurisdictional requirements.

- **Sexual Harassment:** defined as any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, nonverbal, graphic, physical, or otherwise, when: o Submission to or rejection of such conduct is either an explicit or implicit term or condition of an individual's employment, academic standing, evaluation of academic work or advancement in an academic program, or is used as the basis for University decisions affecting the individual (often referred to as "quid pro quo" or "this for that" harassment); or

  - Creates a hostile environment when the conduct has the purpose or effect of unreasonably interfering with an individual's learning, working, or living environment, or limiting or depriving an individual of the ability to participate in or benefit from the University's employment or educational programs and/or activities. Conduct must be sufficiently severe or pervasive to create an intimidating, threatening, abusive, humiliating, or sexually offensive learning, working, or living environment. mA single incident of Prohibited Conduct can be sufficiently severe to support the existence of a hostile environment (for example, Sexual Assault or Sexual Exploitation).

- **Examples of conduct that may constitute Sexual Harassment include, but are not limited to:**

  - Unwelcome sexual advances, whether they involve physical touching or not; o Sexual innuendos, jokes, written or verbal references to sexual conduct, gossip regarding one's sex life, commenting on an individual's body, discussion or inquiry about an individual's sexual orientation, sexual activity, deficiencies, or prowess;

  - Displaying or circulating sexually suggestive objects, pictures, videos, or cartoons, including via electronic communications;

[3] Title IX does not reach curriculum or in any way prohibit or abridge the use of particular textbooks or curricular materials. *See* 28 C.F.R. § 54.455; 34 C.F.R. § 106.42. Furthermore, OCR's 2001 *Guidance* stated that "Title IX is intended to protect students from sex discrimination, not to regulate content of speech… [T]he offensiveness of a particular expression as perceived by some students, standing

alone, is not a legally sufficient basis to establish a sexually hostile environment under Title IX." Department of Education, Office for Civil Rights, *Revised Sexual Harassment Guidance* (2001) at 22. *See also* OCR Dear Colleague Letter on the First Amendment, July 28, 2003 (explaining that "OCR's regulations should not be interpreted in ways that would lead to the suppression of protected speech on public or private campuses.").

- Bullying or hazing based on sex or gender.

- **Sexual Exploitation:** occurs when a person takes non-consensual or abusive sexual advantage of another. Examples of sexual exploitation include, but are not limited to, the following activities: o Taking advantage of another person, or attempting to take advantage of another person, without that person's consent. The following activities are prohibited under this provision: o Voyeurism or Peeping: Intentionally watching, videotaping, or recording an individual who is undressing, completely or partially naked, or engaging in sexual activity. This includes allowing others to observe such conduct.

  o Sexual Exhibitionism: Engaging in sexually explicit activity in public spaces, including online. o Displaying or distributing nude or sexually explicit images of another person without that person's consent. o Writing or marking of graffiti on University property that is sexually graphic in nature. o

  Prostituting another person or soliciting a prostitute to campus, or a campus event, to engage in prostitution. o Knowingly exposing another person to a sexually transmitted infection or virus without that person's knowledge.

- **Inducing Incapacitation:** providing alcohol or drugs to an individual, with or without the individual's knowledge, with the purpose or intent of taking advantage of that individual's impairment or intoxication in furtherance of any conduct prohibited under this Policy.

- **Aiding or Facilitating:** Aiding or facilitating Sexual Misconduct means promoting or encouraging the commission of any behavior prohibited under this Policy. Community Members are prohibited both from personally engaging in Sexual Misconduct, and also from engaging in conduct which assists or encourages another person or persons to engage in such conduct (for example, acting as a lookout or inciting another to engage in prohibited conduct).

- **Attempted Violations:** The University will treat attempts to commit any of the conduct prohibited by this Policy as if those attempts had been completed.

C. Retaliation

Retaliating is seeking retribution against a Reporting party, Responding party, or any individual for exercising their rights under this Policy or making a report or complaint, testifying, assisting, conducting, participating or refusing to participate in an investigation, hearing, or other proceeding under this Policy. Retaliation can be

committed by any individual or group of individuals, not just those involved in a report or complaint.

Retaliation may include, but is not limited to, threats, coercion, verbal abuse, violence, and harassment, including knowingly making false statements about another person verbally or in writing. Retaliation will violate this Policy even where the underlying allegation(s) of Sexual Misconduct are dismissed or a finding of "no responsibility" has been made.

Complaints alleging retaliation under this Policy, including for the exercise of rights under this Policy, must be filed as a formal complaint in accordance with the procedures set forth in this Policy.

III. CONSENT

Engaging in sexual activity of any type with another person without their Consent is prohibited. Consent is defined as a freely and affirmatively communicated willingness to participate in sexual activity, expressed either by words or clear, unambiguous actions. Individuals who choose to engage in sexual behavior should verbally communicate their intentions and Consent to engage in specific sexual activity as clearly as possible.

Consent may be withdrawn at any time. An individual who seeks to withdraw consent should communicate, through clear words or actions, a decision to cease the sexual activity. Once Consent is withdrawn, the sexual activity must cease immediately.

A person who initiates a sexual activity is responsible for obtaining Consent for that activity. Lack of protest, lack of resistance, silence and/or passivity do not constitute Consent. Relying solely on non-verbal communication before or during sexual activity can lead to misunderstanding and may result in a violation of this Policy.

Consent to one form of sexual activity or with one partner does not, by itself, constitute Consent to another form of sexual activity or with others. In addition, Consent to sexual activity on a prior occasion does not, by itself, constitute Consent to future sexual activity. In cases where the parties are or were engaged in a prior or ongoing consensual sexual relationship, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on evaluating the presence of Consent, but any sexual activity must still be mutually agreed upon.

Consent, even when given, is ineffective if given by a minor (in Massachusetts, those not yet sixteen (16) years of age), by individuals who are incapacitated, or when obtained by force, violence, threats, intimidation, or coercion.

A. Incapacity

A person who is incapacitated is unable, temporarily or permanently, to give Consent because she or he lacks the ability to make informed, rational judgments about whether or not to engage in sexual activity as a result of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place.

Mental helplessness means a person who is incapable of appraising or controlling their own conduct. Physical helplessness means a person who is physically unable to communicate one's willingness or unwillingness to engage in an act. A person may be incapacitated as a result of the voluntary or involuntary consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition.

A person is not necessarily incapacitated merely as a result of ingesting alcohol or other drugs. Incapacitation is an extreme form of intoxication. The impact of alcohol and other drugs varies from person to person. A person's level of intoxication can change rapidly, and incapacitation can be reached within a short period of time. Although every individual may manifest signs of incapacitation differently, typical signs include, but are not limited to, slurred or incomprehensible speech, unsteady gait, combativeness, emotional volatility, vomiting, outrageous or unusual behavior, and/or unconsciousness.

B. Consent Cannot Be Obtained by Force

Force. Force includes the use of physical violence, threats, intimidation, and/or coercion.

Physical violence means that a person is exerting control over another person through the use of physical force. Examples of physical violence include hitting, punching, slapping, kicking, pushing, restraining, choking, and brandishing or using any weapon.

Threats are words or actions that would compel a reasonable person to engage in unwanted sexual activity. Examples include threats to harm a person physically, to reveal private information to harm a person's reputation or cause a person academic or economic harm.

Intimidation is an implied threat that menaces or causes reasonable fear in another person. A person's size, alone, does not constitute intimidation; however, a person's size may be used in a way that constitutes intimidation (e.g., blocking access to an exit).

Coercion is the use of an unreasonable amount of pressure to gain sexual access. Coercion is more than an effort to persuade, entice, or attract another person to engage in sexual activity. When a person makes clear a decision not to participate in a particular sexual activity or a form of sexual activity, a decision to stop, or a decision not to go beyond a certain sexual interaction, continued pressure can be coercive. To constitute coercion, conduct must impair the other individual's freedom of will to participate in sexual activity.

In evaluating whether Consent existed, consideration will be given to the totality of the circumstances including, but not limited to, the extent to which the words or clear, unambiguous actions of the alleged victim affirmatively communicated their willingness to participate in sexual activity; whether a reasonable sober person in the position of the individual alleged to have engaged in the prohibited conduct would have known or should have known that the alleged victim was incapacitated; and whether the circumstances indicate that Consent to sexual activity did not exist.

IV. REPORTING AND CONFIDENTIALITY

The following information is provided to help Community Members make informed choices about where to turn if they or someone else is a victim of Sexual Misconduct. The University encourages victims to talk to someone about what happened so that they can get the care and support they may need, and so the University can take prompt action to respond to the issue.

The University is committed to protecting the privacy of all involved in the response to a report of Sexual Misconduct in accordance with applicable law and will take steps to limit disclosure of related information only to those individuals who have a need to know in order to assess the report, provide supportive measures, and to take steps to eliminate conduct that violates this Policy, prevent its recurrence, and remedy its effects.

The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act (FERPA). The privacy of an individual's medical and related records is generally protected by the Health Insurance Portability and Accountability Act (HIPAA), excepting health and treatment records protected by FERPA.

A. Employee Confidentiality and Reporting Obligations

It is important to understand that each Employee's obligations with respect to maintaining confidentiality and reporting disclosures concerning Sexual Misconduct will depend on whether the Employee is considered to be a "Confidential Employee." Only Confidential Employees are exempted from the requirement to report information concerning incidents of Sexual Misconduct to the Coordinator.

All Employees including faculty, staff, administrators, and students employed as resident assistants, Plourde supervisors, graduate assistants and teaching assistants who are not identified as being a Confidential Employee as defined herein, are required to immediately report all information obtained, whether directly or indirectly, about incidents of Sexual Misconduct to the Coordinator including the names, if known, of the victim and all others involved in, or having knowledge of the incident.

Reporting allows the Coordinator to provide support services and information concerning reporting and resolution options and procedures to individuals who may have been subjected to Sexual Misconduct and to evaluate patterns, trends, and safety issues for the Community at-large.

Confidential Employees: A victim of Sexual Misconduct can seek assistance and support from a Confidential Employee without triggering a report of information concerning such conduct to the Coordinator or to the University that could reveal the victim's identity or that the victim disclosed the incident.

The University has designated individuals who are employed in positions that provide medical care, mental health services, and counseling, as well as employees providing

such services under their supervision, as being Confidential Employees. A listing of confidential positions is included at Appendix D.

The designation of Confidential Employee status extends to employees working in positions that provide administrative and/or related support to Confidential Employees in connection with their provision of confidential services. However, the designation extends only to information received or learned by such employees in the course of performing their job duties in support of the Confidential Employee(s).

Confidential Employees are instructed to inform individuals who may have been subjected to Sexual Misconduct of their right to make a report and to file a Complaint with the University, however, Confidential Employees are not required to disclose to the University any personal or other information that could reveal the identity of a victim of Sexual Misconduct who disclosed information to the Confidential Employee in connection with their provision of confidential services to the victim.

While Confidential Employees may maintain a victim's confidentiality with respect to the University, they may disclose personally identifiable information as required by law or a court order. For example, such information may be disclosed when: (i) the victim gives written consent for disclosure; (ii) there is an imminent threat of harm to the individual or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

B. Mandated Reporting of Abuse or Neglect of a Minor

All Community members are required to immediately report any suspected abuse or neglect of a minor (under 18) to the Coordinator who will contact appropriate agencies including law enforcement and the Massachusetts Department of Children and Families ("DCF"). Community Members may also report suspected abuse or neglect of a minor through DCF's Child-at-Risk Hotline at (800) 792-5200.

V. CONFIDENTIAL AND NON-CONFIDENTIAL SUPPORT AND ASSISTANCE

The University offers a wide range of resources to provide Community Members with care, support and guidance in response to incidents of Sexual Misconduct. The University strongly encourages community members who have been subjected to Sexual Misconduct to seek care and support from confidential and/or non-confidential resources available to them on or off campus.

A. On-Campus Resources

A listing of on-campus confidential and non-confidential resources, including contact information, that can provide Community Members with emergency and ongoing medical treatment, counseling, support, victim advocacy services, and options for reporting incidents to the University and/or law enforcement is included at Appendix D

B. Off-Campus Resources

Confidential Resource Advisor

Off-campus counselors, advocates, and health care providers will also generally maintain confidentiality and not share information with the University unless the victim authorizes the disclosure.

The University current contract with **Pathways for Change** a locally based agency which provides free, confidential services to sexual assault victims, their friends, and families. It also operates a 24-hour confidential hotline that provides victims of sexual assault with telephone counseling and personal support. This service is provided free of charge, it is confidential and operates completely independent of Assumption University.

588 Main Street
Worcester MA 01608
24/7 Hotline (800) 870-5905 / TTY (888) 887-7130
Office (508) 852-7600; Fax (508) 852-7870

Information concerning other resources available in the Worcester community including hospitals, counseling, advocates, law enforcement agencies, and legal services is included in Appendix E.

VI. REPORTING SEXUAL MISCONDUCT

The University strongly encourages anyone who experiences, witnesses, or becomes aware of Sexual Misconduct to report such conduct immediately. No Community Member may retaliate against an individual for reporting incidents of potential Sexual Misconduct.

The University provides multiple avenues for reporting. Individuals may choose to make a report to the University under this Policy, to law enforcement for potential criminal prosecution, to both or neither. Complaints made to the University and law enforcement can be pursued simultaneously.

A. Filing a Complaint with Law Enforcement

A Reporting party has the right to notify or decline to notify law enforcement concerning an incident of Sexual Misconduct. A Reporting party who wishes to pursue criminal action in addition to, or instead of, making a report to the University is strongly encouraged to immediately notify law enforcement directly by contacting:

Campus Police Department
Kennedy Hall, Lower Level
(508) 767-7777

Campus Police Officers are available 24 hours a day, seven days a week.

Worcester Police Department, Sexual Assault Unit
9 - 11 Lincoln Square
(508) 799-8661 (8am - midnight)
(508) 799-8600 (midnight - 8am)
Emergency – 911

Worcester County District Attorney's Office
Child Abuse & Sexual Assault Unit
255 Main Street, Worcester
(508) 755-8601

Police have the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in obtaining civil protective orders. Campus Police and/or the Title IX Coordinator can provide support and arrange transportation for a Community Member who wishes to seek the assistance of off-campus law enforcement authorities concerning incidents of Sexual Misconduct. Under limited circumstances, posing a threat to health or safety of a Community Member, the University may independently notify law enforcement of the incident(s).

Individuals may inform law enforcement authorities about Sexual Misconduct and discuss the matter with a law enforcement officer without making a formal criminal complaint or a formal complaint to the University. Individuals who make a criminal complaint may also choose to pursue a formal complaint with the University simultaneously.

A criminal investigation into the matter will not preclude the University from conducting its investigation of a formal complaint. However, the University may temporarily delay its investigation while criminal investigators are gathering evidence. Although the investigations complaints may be conducted simultaneously, they will be independent of one another. The University may obtain and use reports and information developed in the course of a law enforcement investigation in the University's investigation and resolution of a Complaint of Sexual Misconduct.

Neither the results of a criminal investigation nor the decision of law enforcement to investigate or decline to investigate the matter is determinative of whether Sexual Misconduct, for the purposes of this Policy, has occurred.

B. Reporting to the University

The University strongly encourages anyone who has experienced, has knowledge of, or has witnessed Sexual Misconduct to make a report to the University. Making a report to the University does not require participation in any subsequent University proceedings, nor is a report required in order for an individual to receive support or remedial measures.

Note: All of the following, including employees of the identified offices and departments, are employees required to immediately report all information (obtained directly or indirectly) about incidents of Sexual Misconduct involving a Community Member to the Title IX Coordinator. They must also report information as required under the Clery Act.

Reports of sexual misconduct can be made to the University by contacting any of the following:

The University Title IX/Sexual Misconduct Coordinator and Deputy Coordinators
Reports and formal complaints can be submitted to the Coordinators 24 hours a day, seven days a week via email to: **TitleIX@assumption.edu**

The Coordinators can also be contacted during business hours (8:30 a.m. to 4:30 p.m., Monday through Friday) in person, via email or telephone using the following contact information:

Title IX Coordinator	Daniel DiTullio, Government and Community Relations, Office of the President (508) 767-7172 & 508-767-7478 TitleIX@assumption.edu Df.ditullio@assumption.edu
Deputy Title IX Coordinator	Robert Carson, Associate VP for Human Resources 508-767-7599 rg.carson@assumption.edu Alumni - Hall Room 109
Deputy Title IX Coordinator	Benjamin Kadamus Assoc. Dir. Res. Life, Residential Life 508-767-7505 ba.kadamus@assumption.edu Salisbury Hall - Room 107

Campus Police Department
Kennedy Hall, Lower Level
(508) 767-7777
Campus Police Officers are available 24 hours a day, seven days a week.

Office of the Dean of Students
Office staff are available during business hours (8:30 a.m. to 4:30 p.m., Monday through Friday).

Human Resources
Alumni Hall, Room 109
508-767-7599
Human Resources staff are available during business hours (8:30 a.m. to 4:30 p.m., Monday through Friday).

C. Anonymous Reporting Options

Anonymous reports may be made in writing to the Coordinator via mail, by email to TitleIX@assumption.edu, by calling (508) 767-7079, or online at Maxient Anonymous Report

A formal complaint cannot be made anonymously

Individuals who choose to file anonymous reports of Sexual Misconduct are advised that the University will conduct an inquiry into the report. However, the University's ability to conduct an effective inquiry and to take action concerning the report may be significantly limited. Anonymous reports may be used for Clery Act data collection purposes.

Employees cannot make anonymous reports concerning information (obtained directly or indirectly) about incidents of Sexual Misconduct involving a Community Member. Employees must report all such information to the Title IX Coordinator.

D. Classroom Discussions and Public Awareness Events

Classroom discussions and assignments as well as public awareness events such as "Take Back the Night," candlelight vigils, protests, survivor speak outs, film screenings, or other public forums in which incidents of Sexual Misconduct are disclosed shall not be a report or formal to the University of an incident of Sexual Misconduct for purposes. However, employees learning of such disclosures by a member of the University Community should report the incident to the Coordinator.

E. Clery Act Reporting

Pursuant to the Clery Act, the University includes statistics about certain offenses in its daily crime log and annual security report and provides those statistics to the United States Department of Education but does so in a manner that does not include any personally identifying information about persons involved in an incident. If a report of Sexual Misconduct discloses a serious and continuing threat to the University community, where timely notice must be given to protect the health or safety of the community, the University is required to issue a timely notification to the community under the Clery Act. The timely warning will not provide any personally identifying information about the victim.

F. Limited Immunity for Conduct Violations

The University considers the reporting and resolution of Sexual Misconduct violations to be of paramount importance. The University does not condone underage drinking or the use of drugs; however, the University may extend limited immunity from disciplinary actions for violations of University rules to witnesses, and other individuals who in good

faith, provide information to the University in connection with the investigation or resolution of a report of alleged Sexual Misconduct.

VII. PROCEDURES FOR RESPONDING TO REPORTS AND FORMAL COMPLAINTS

These procedures outline the steps the University will take upon receiving a report or formal complaint of alleged Sexual Misconduct.

In order to protect the safety of the campus community, the Coordinator may review reports of alleged violations of this Policy even when a formal complaint has not been filed or has been withdrawn to determine if an investigation may be warranted. In such cases, the Coordinator may determine to file a formal complaint and proceed with an investigation even if a Reporting party has requested that the University take no action on the matter.

In making a determination to file a formal complaint, the Coordinator will consider the Reporting party's request, the University's obligations to address sexual misconduct, safety concerns and the interests of the University community.

A. Supportive Measures

Upon receipt of a report or formal complaint of a violation of this Policy, the University, through the Coordinator, will promptly contact the Reporting party, or if unknown attempt to identify the Reporting party, to discuss the availability of supportive measures. The Coordinator will also discuss the availability of supportive measures with the Responding party, as appropriate, with third parties taking into account the role of the third party and the nature of their relationship to the University.

Supportive measures are designed to restore or preserve equal access to the University's educational and employment programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties and the broader University community, or deter Sexual Misconduct. The approval and application of supportive measures will be determined by the specific circumstances of each case.

The Coordinator shall consider the Reporting party's wishes with respect to supportive measures, inform the Reporting party of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Reporting party the process for filing a formal complaint, grievance procedure, and the process for resolving formal complaints including informal resolution, if available and deemed appropriate by the Coordinator.

Supportive measure may impose restrictions on a party however, supportive measures will not be applied so as to impose an unreasonably burden. The University may provide supportive measures to the Reporting party or responding party, as appropriate and

reasonably available, and will do so without fee or charge, regardless of whether the Reporting party seeks formal disciplinary action.

Once supportive measures are approved, the parties and/or affected individuals will be notified in writing of the supportive measures. The University will keep supportive measures provided to a party confidential to the extent practicable. For information and assistance in arranging supportive measures, contact the Title IX Coordinator or a Deputy Coordinator.

Title IX Coordinator	Daniel DiTullio, Government and Community Relations, Office of the President (508) 767-7172 & 508-767-7478 TitleIX@assumption.edu Df.ditullio@assumption.edu
Deputy Title IX Coordinator	Robert Carson, Associate VP for Human Resources 508-767-7599 rg.carson@assumption.edu Alumni - Hall Room 109
Deputy Title IX Coordinator	Benjamin Kadamus Assoc. Dir. Res. Life, Residential Life 508-767-7505, ba.kadamus@assumption.edu Salisbury Hall - Room 107

Examples of supportive measures include:

- Issuing mutual no-contact orders (i.e., an order directing one or both of the parties to refrain from contacting the other, directly or through proxies);
- Placing a non-student Employee on administrative leave from employment during the pendency of investigation and resolution proceedings.
- Arranging access to counseling services and assistance in setting up initial appointments for students, or providing contact information for available counseling services for employees;
- Assistance in seeking academic assistance or modifications;
- Assistance in modifying University housing arrangements, if available;
- Assistance in modifying University employment arrangements, including changes in work schedules, job assignments, or work locations;
- Changing an Employee's phone number at work;
- Arranging a meeting with Police to discuss safety planning, the filing of a criminal complaint or request for a protective order;
- Arranging a leave of absence.

B. Emergency Removal / Administrative Leave

In connection with this Policy, whether or not a grievance process is underway, the University may summarily remove a student from an educational programs and/or activities on an emergency basis, after undertaking an individualized safety and risk analysis, and upon the determination that the individual poses an immediate threat to the

physical health or safety of any student or other individual (including themselves, the responding party, the Reporting party, or any other individual). In these situations, the University will provide the individual with notice and an opportunity to challenge the decision immediately following removal.

The University may place an employee who is named as a Responding party in a formal complaint under this Policy on administrative leave for all or any part of the investigation and resolution proceedings. However, leave will be administered in a manner that will allow the employee an equal opportunity to participate in the proceedings.

C. Initial Assessment and Determination of Covered Conduct

Where the Reporting party is known or identified, the Coordinator will arrange a meeting to discuss the report or formal complaint with the Reporting party and the procedures and actions available under this Policy to resolve the complaint.

The actions of the Coordinator in conducting the initial assessment will include, but are not limited to, the following:

- Inform Reporting party about how to access a copy of the Sexual Misconduct Policy.
- Provide Reporting party with information about confidential and non-confidential medical, wellness, and support resources on-campus and off-campus.
- Explain the importance of obtaining and preserving forensic and other evidence, and their right to contact law enforcement, or to decline to contact law enforcement, and/or to seek a protective order.
- Inform Reporting party of the prohibition of retaliation against individuals who make a report or formal complaint, or who participate in the grievance and resolution procedures under this Policy.
- Assess the nature and circumstances of the report and determine if the reported conduct demonstrates a threat to the health or safety of the University community that may warrant issuance of a timely warning or entry of the report in the daily crime log.
- Make a determination as to whether the conduct reported would, if substantiated, constitute conduct prohibited under this Policy.
- If the Coordinator determines that the conduct reported would, if substantiated, constitute conduct prohibited under this Policy, the complaint may move forward. If not, the complaint will be dismissed. If applicable, the complaint may be referred for action under other applicable University policies.

- If a formal complaint has not been made, the Coordinator will discuss the process for making a formal complaint with the Reporting party and the procedures and actions available under this Policy to resolve the complaint.

- Discuss any concerns or barriers to Reporting party's participation in any investigation or resolution procedures under this Policy and explain the University's policies concerning retaliation, privacy and confidentiality with respect to such procedures.

- Discuss the Reporting party's preferred resolution for the complaint.

- If the Reporting party does not file a formal complaint or chooses not to go forward with a formal complaint, the Coordinator may review the matter to determine whether to file a formal complaint and proceed with an investigation even if Reporting party has requested that the University take no action.

D. Designation of Procedure Based on Covered Conduct

Different resolution and grievance procedures may apply to conduct prohibited under this Policy based no whether the conduct is prohibited by Title IX under Section II (A), or by the University under Section II (B). Where the Coordinator determines that the conduct reported would, if substantiated, constitute conduct prohibited under this Policy, they will designate the resolution procedure applicable to such conduct as follows:

1. All conduct prohibited under Section II (A) shall be resolved by means of the resolution and grievance procedures set forth in this Policy.

2. Where the conduct consists of conduct prohibited under both Section II (A) and (B) and arises from the same incidents and involves the same parties and witnesses, all the claims shall be resolved by means of the resolution and grievance procedures set forth in this Policy.

3. Where the conduct consists solely of conduct prohibited under Section II (B), following an investigation conducted under Section X[3], the Coordinator shall forward the investigation report, including any written responses, to the appropriate University administrator(s) based on responding party's primary relationship to the University:

    - Dean of Students - undergraduate students o Dean of the

      Graduate School - graduate students o Provost – faculty

    - Director of Human Resources – staff members

[3] Parties and their respective advisors will be given an opportunity to review and provide a written response to the investigation report and information collected in the course of the investigation. However, they will not be entitled to receive a copy of the report or other investigation materials.

- The administrator will:
    - consult with other appropriate administrators as deemed appropriate by the University in resolving the matter.
    - make a determination concerning responsibility based on a preponderance of the evidence.
    - dismiss any claims for which there is no finding of responsibility and assign sanctions for any claims for which there is a finding of responsibility.
    - document and communicate the decision and sanctions, if any.

VIII. Informal Resolution Process

Subject to the consent of the parties and the approval of the Coordinator, the University may permit a formal complaint to be resolved through informal resolution. Informal resolution is available for cases under this policy except those involving allegations that an employee has subjected a student to prohibited conduct.

The informal resolution process is a voluntary, meditation-based process designed to provide parties with an option to reach an agreement to resolve the complaint through mediation outside of the University's formal grievance processes under the Policy. The mediation will be facilitated by an individual selected by the University.

In order to use the informal resolution process, both parties must provide voluntary, written consent to the informal resolution process and must receive written notice disclosing: the allegations, the requirements of the informal resolution process (including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations), and any outcomes resulting from participating in the informal resolution process (including the records that will be maintained or could be shared).

At any time prior to agreeing to a resolution, any party has the right to withdraw from the informal resolution process and resume the grievance process with respect to the formal complaint. Likewise, the University may end the informal resolution process any time prior to the parties reaching agreement on a resolution. A resolution shall not be agreed unless and until it is reduced to writing, reviewed by the Coordinator for compliance with the purposes and procedures of this policy, and signed by each party.

If the informal resolution process is terminated prior to an agreement on resolution, information relevant to the adjudication of the Complaint may be reviewed and considered by the investigator and included in the investigation report for consideration in the adjudication process.

The University will not require as a condition of enrollment or continuing enrollment, or employment or continuing employment, or enjoyment of any other right, waiver of the

right to an investigation and adjudication of formal complaints of University Sexual Misconduct. Similarly, the University will not require, encourage, or discourage the parties from participating in the informal resolution process. The University will not offer the informal resolution process unless a formal complaint is filed and the Coordinator approves the use of the process for the resolution of the Complaint.

The parties may submit a request to the Coordinator for approval to use the informal resolution any time after the filing of a formal complaint up to 48 hours prior to the scheduled start of an adjudicatory hearing under this Policy.

IX. Sexual Misconduct Grievance Process – Investigation and Adjudication

The University is committed to providing a prompt, fair, and impartial investigation and adjudication of all formal complaints alleging violations of this Policy. During the grievance process, both parties (Reporting party and responding party) will have equal rights to participate.

The Coordinator is responsible for overseeing the investigation and resolution of formal complaints and will be the primary point of contact for Reporting party and responding party(s) throughout the grievance process. This process will result in the resolution of formal complaints through investigation, adjudication, or dismissal

Presumption of Good Faith Reporting: The University presumes that reports of prohibited conduct are made in good faith. A finding that the alleged behavior does not constitute a violation of this Policy or that there is insufficient evidence to establish that the alleged conduct occurred as reported does not mean that the report was made in bad faith.

Presumption of Non-Responsibility: The responding party is presumed to be not responsible for the alleged conduct unless and until a determination regarding responsibility is made at the conclusion of the grievance process**.**

Notices and Communications: Unless the Coordinator gives written direction otherwise, all notices and other communications made by the University in connection with these procedures shall be deemed to have been delivered to a participant (Reporting party, Responding party, witness, etc.) when sent electronically to the participant's University issued email account.

Time Period: The University will endeavor to complete the investigation and adjudication of formal complaints within ninety (90) business days from the date of the after the investigators' first interview of the Reporting party. Timeframes for all phases of the grievance process, including the investigation, the hearing, and any related appeals, apply equally to both parties.

There may be circumstances that require the extension of time frames for good cause. The Coordinator may extend time frames to ensure the integrity and completeness of the investigation or adjudication, comply with a request by external law enforcement,

accommodate the absence of a party, adviser, or witness, or for other legitimate reasons, including the complexity of the investigation and the severity and extent of the alleged misconduct. The University will notify the parties in writing of any extension of the time frames for good cause, and the reason for the extension.

Standard of Evidence: All determinations concerning responsibility for violations of this Policy will be made using a preponderance of the evidence standard. Preponderance of the evidence means that, based on the evidence, it is more likely than not that the Responding party engaged in prohibited conduct as defined in the Sexual Misconduct Policy.

Cooperation: All Community Members involved in the investigation and resolution of Complaints are expected to cooperate with the Coordinator, Investigator and others with responsibility for implementation of these procedures. Individuals who make knowingly false or intentionally misleading statements in connection with any part of the process may be subject to disciplinary action.

Conflict of Interest/Bias: All individuals involved in the administration of the grievance process must be free of conflict of interest or bias for or against Reporting parties or responding parties generally or an individual Reporting party or responding party and be trained as required pursuant to Title IX regulations. Parties will be notified at the appropriate junctures of the identities of the individuals serving as investigators, hearing panel members, and appeal officers.

A party who has concerns that one or more of the individuals assigned to perform the duties of one of these positions has a conflict of interest or is biased must report their concerns in writing to the Coordinator within 48 hours of being notified of their appointment to explain the basis for the claimed conflict or bias. The Coordinator will review the allegations of conflict or bias and will determine if the individual(s) identified can fulfill their duties impartially. If not, the Coordinator will replace the individual(s).

Confidentiality: While Reporting parties, responding parties, and witnesses involved in the grievance process under this Policy are strongly encouraged to exercise discretion in sharing information in order to safeguard the integrity of the process and to avoid the appearance of retaliation, parties are not restricted from discussing the allegations under investigation. Medical, psychological, and similar treatment records or other documents protected from disclosure by a legal privilege cannot used in any proceeding under this Policy without the relevant party's voluntary, written consent.

Advisors: Throughout the investigation and resolution process, the Reporting party and responding party have the right to be accompanied by an advisor of their choice during any University disciplinary proceeding, including any related meeting, interview, or hearing, held pursuant to the Sexual Misconduct Policy ("Proceeding"). An advisor may be any person, including an attorney. Reporting party and responding party need not use the same advisor throughout the investigation and resolution process. However, he or she may only have a single advisor present during any Proceeding.

Advisors may not participate actively or speak for the individual he or she is advising in any Proceeding other than an adjudicatory hearing, although they may ask for brief breaks during meetings, interviews, or hearings to consult privately with the individual they are present to advise. If the opposing party agrees, the Advisor will be given an opportunity to conduct cross examination of the opposing party during the adjudicatory hearing. If a party does not have an advisor for a scheduled adjudicatory hearing, they must notify the Coordinator and the University will provide an advisor for them for the hearing.

Advisors are subject to the same confidentiality expectations applicable to others in attendance. Accommodations, including scheduling of interviews or hearings, will not be made for any advisors if such will unduly delay the process. The University official presiding over a Proceeding may terminate the participation of an advisor who is disruptive or otherwise fails or refuses to comply with the University's rules and/or policies with respect to the Proceeding.

Past History: In general, information concerning either party's sexual history beyond the conduct forming the basis of the Complaint, will not be solicited or considered as part of the investigation and resolution process. However, where Consent is at issue and the parties have previously engaged in consensual sexual relations, the prior consensual sexual history between them including the manner and nature of communications between them, may be relevant to the assessment of issues concerning Consent, or to the identity of the Responding party, if in question. However, the fact that the parties had engaged in previous consensual sexual relations, is not sufficient to establish Consent to subsequent sexual activity, and there must be Consent for all sexual activity.

Information concerning incidents of similar conduct or acts of violence on the part of the Responding party prior or subsequent to the conduct raised in the Complaint, whether or not

the subject of another Complaint or finding of responsibility, may be deemed relevant to the assessment of responsibility for conduct alleged in a complaint, if such information indicates a history of conduct related to the conduct alleged in the complaint.

Consolidation: The Coordinator has the discretion to consolidate multiple formal complaints of allegations of violations of the Sexual Misconduct Policy against more than one responding party, or by more than one Reporting party against one or more responding parties, or by one party against the other party, where the allegations of arise out of the same facts or circumstances.

Failure or Refusal to Participate: The University will not take disciplinary or other adverse action against a party for choosing not to participate in a proceeding, refusal to answer questions, or to be cross-examined(s) at a hearing. Further, no adverse inference shall arise or be applied in making any decision or determination concerning a party based solely on the individual's absence from the proceeding, refusal to answer a question, or to be cross-examined at a hearing.

The failure or refusal of a party or witness to participate in any proceeding will not prevent the University from moving forward with the investigation and adjudication process. If after appropriate notice is given, a party fails or refuses to participate in any such proceeding, the Coordinator shall make a decision as to whether the process will continue with determinations to made based on the information available.

A. Investigation

If the Coordinator has determined, following an initial assessment, that an investigation is appropriate, they will refer the matter for investigation and will appoint an investigator. If needed, the investigator may be assisted in conducting investigation functions by other qualified individuals.

Notice of Investigation

Following the receipt and review of the formal complaint by the Coordinator, and it being determined that the matter properly falls under this Policy the parties will be informed in writing of the initiation of the investigation. The written information shall include:

- The identities of the parties, if known.
- A concise summary of the alleged conduct at issue (including when and where it occurred, if known).
- Notice of the allegations potentially constituting sexual misconduct.
- A statement that the responding party is presumed not responsible and that a determination regarding responsibility is made at the conclusion of the grievance process.
- A statement informing the parties that they may have an adviser of their choice, who may be, but is not required to be, an attorney.
- A statement informing the parties that they may request to inspect and review evidence.
- A statement informing the parties that knowingly making false statements or knowingly submitting false information during the grievance process may constitute a violation of University policy.
- Information regarding the applicable grievance procedures, including the informal resolution process.
- Notice of the individual appointed to conduct the investigation, including the individuals name and business address.
- If, during the investigation, additional information is disclosed that may also constitute prohibited conduct under this policy, the responding party and

Reporting party will be informed in writing that such additional information will be included in the grievance process.

Collection of Evidence

The investigator(s) will collect information from each party. While the Reporting party and the responding party are not restricted from gathering and presenting relevant evidence, the investigators are responsible for gathering relevant evidence to the extent reasonably possible. However, each party will be given an equal opportunity to suggest witnesses; provide other relevant information, such as documents, communications, photographs, and other evidence; and to submit a written statement concerning the allegations in the formal complaint.

Parties and witnesses are expected to provide all available relevant evidence to the investigator(s) during the investigation. While parties are not restricted from presenting information attesting to the parties' character, such evidence generally is not considered relevant.

The investigator(s) will provide to a party written notice of the date, time, location, participants, and purpose of all investigative interviews to which they are invited or expected, with sufficient time (generally no less than three (3) business days, absent exigent circumstances) for the party to prepare to participate.

Parties will be interviewed separately and will be interviewed by the panel of investigators. The investigators will interview witnesses as necessary and may, at their discretion, delegate witness interviews to two investigators. The investigators will record all interviews or notes of the interviews will be taken by the investigators. Any other recording of interviews is prohibited, and violations may result in discipline.

In general, a party's medical and counseling records are confidential. The investigators will not access, consider, disclose, or otherwise use a party's records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional's or paraprofessional's capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the investigators obtain that party's voluntary, written consent to do so.

The investigator(s) will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege (e.g., attorney-client, doctor-patient), unless the individual holding such privilege has waived the privilege.

Case File

After investigator(s) have completed any witness interviews and gathering of evidence, the investigator(s) will prepare a case file. The case file will include all collected evidence that is directly related to the allegations raised in the formal complaint, including the evidence upon which the University does not intend to rely in reaching a

determination regarding responsibility and including any inculpatory or exculpatory evidence, whether obtained from a party or other source as part of the investigation.

The case file may include, as applicable, summaries of party and witness interviews and other collected documents and evidence. The investigator(s) will provide the case file (or, when deemed appropriate, a written summary of relevant information contained in the case file), redacted of personally identifiable information in accordance with privacy regulations, to each party and their adviser in electronic form or hard copy. In all cases, any information relied on in adjudicating the matter will be provided to the parties and their advisors. The investigator(s) will also provide an updated Notice of the Allegations, as appropriate.

Within ten (10) business days of receiving the case file (or written summary, as applicable), each party may submit a response in writing, which may include a request that the investigators collect additional evidence. If the investigator(s) believe that further information is needed following receipt of any responses from the parties, the investigator(s) will pursue additional investigative steps as needed. The parties and their advisors will be provided with each party's written responses to the case file, if any, as well as any additional information collected by the investigators (or a written summary of same, as applicable), in electronic format or hard copy.

Investigation Report

Following their review of the parties' responses (if any) to the case file (or written summary, as applicable), the investigator(s) will create a written investigative report that summarizes all relevant evidence; the report will not contain irrelevant information. The report should include a statement of the allegations, a description of the events in question, information concerning the scope and conduct of the investigation, and summaries of interviews conducted, and relevant evidence developed (for example, documents, photographs, electronic records, police reports, text messages, statements, and other relevant materials). The report may include the investigator(s) observations with respect to the demeanor and participation of the parties and witnesses, relevant consistencies and inconsistencies in the information provided, and issues, if any, concerning the credibility of information submitted by parties and witnesses.

At least ten (10) business days prior to the hearing, the investigative report (or a written summary of same, as applicable) will be provided to the parties and their advisors via electronic format.

The parties may choose to provide a written response to the investigative report, which must be submitted at least five (5) business days prior to the start of the hearing. The response may consist of a written statement not to exceed five (5) double spaced pages. At least 48 hours prior to the hearing, the parties and their advisors will be provided with the other party's written response to the investigative report, if any, in electronic format.

B. Hearing

The Coordinator appoint three individuals to act as a Hearings Panel and will designate one of the individuals selected to act as the Chairperson of the Hearings Panel. Hearings will generally be conducted as a live hearing during which it assembles (in person or virtually) all of the parties together at the same time.

The Chairperson will have absolute discretion with respect to administering the hearing and shall decide whether evidence and witnesses are relevant or irrelevant, with the understanding that the introduction of relevant evidence and witnesses will always be permitted, and shall be responsible for maintaining an orderly, fair, and respectful hearing. The Chairperson will have broad authority to respond to disruptive or harassing behaviors, including adjourning the hearing or excluding the offending individual, including a party, witness, or advisor.

Prior to the hearing, the Hearing Panel will be provided with the case file (and written summaries, as applicable), investigative report, and any responses to the investigative report. Each member of the Hearing Panel shall review the case file (including the parties' responses), ask questions during the hearing as they deem appropriate, and participate in the deliberations leading to the adjudication of responsibility.

At least five (5) business days prior to the hearing, the parties and their advisors will be notified of the hearing date, time, and location (or relevant electronic information if the hearing will be conducted remotely).

In advance of the hearing, parties will be given the opportunity to request that certain witnesses be called at the hearing. The Chairperson has discretion to exclude from the hearing evidence/witnesses/questions deemed irrelevant.

The Chairperson will schedule a time for a pre-hearing conference to advise each of the parties and their advisors concerning hearing protocol and rules. At the Chairpersons discretion, pre-hearing conferences may be held in-person or by telephone. Each party may make requests related to the format or the nature of their participation in the hearing. The Chairperson will accommodate requests by either party for the hearing to occur with the parties located in separate locations with technology enabling the Hearing Panel and the parties to simultaneously see and hear the party answering questions.

As appropriate and/or at the discretion of the Chairperson, hearings may be conducted in person or by video conference or any other means of communications by which all individuals participating are able to see and hear each other.

Presentation of the Case

A typical hearing may include brief opening remarks by the Chairperson; questions posed by the members of Hearing Panel to one or both of the parties and to any relevant witnesses; the opportunity for the parties Advisors to cross-examine the other party and relevant witnesses. Only relevant cross examination questions may be asked of a party or

witness. The Chairperson has the sole discretion to determine what questions are relevant. The Hearings Panel will consider all relevant evidence.

Record of Hearing

The University shall create an official record in the form of a recording or transcript of any live (or remote) hearing and make it available to the parties for inspection and review. Any other record of the hearing or any other recording is prohibited, and violations may result in discipline and/or appropriate legal action.

Written Determination

Following the hearing, the Hearing Panel will consider all of the relevant evidence and deliberate regarding responsibility. The members of the Hearing Panel shall deliberate and make a determination, by a preponderance of the evidence, whether the responding party has violated the policy by a majority vote.

The Chairperson shall generate a written determination, which will contain:

- the allegations potentially constituting prohibited Sexual Misconduct;
- a description of the procedural steps taken from the receipt of the formal complaint through the determination (including any notifications to the parties, interviews with parties and witnesses, site visits (if any), methods used to gather other information, and the hearing).
- findings of fact supporting the determination;
- conclusions regarding the application of this policy to the facts;
- a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility (i.e., whether a policy violation occurred), any disciplinary sanctions imposed by the Sanction Officer if there has been a finding of responsibility.
- whether any remedies designed to restore or preserve equal access to the University's education program or activity or working environment will be implemented; and
- relevant appeal information for the parties.

Disciplinary sanctions and remedies will be determined in accordance with the procedures listed below, and the information will be provided to the Chairperson for inclusion in the written determination.

The parties and their advisors will simultaneously be provided with the written determination (or, when deemed appropriate, a written summary of the written determination) via electronic format.

C. Disciplinary Sanctions and Remedies

If a party is found to have violated this policy, before finalizing the written determination, the Chief Hearing Officer will refer the matter to the appropriate University official(s) to determine sanctions and remedies. Sanctions being imposed will be included in the written determination.

Sanctions will take into account the seriousness of the misconduct, the responding party's previous disciplinary history (if any), and institutional principles. Remedies, which may include supportive measures, will be designed to restore, or preserve equal access to the University's education program or activity. Supportive measures applied as remedies following a finding of responsibility may be punitive in nature and place burdens on the Responding party.

When there is a finding of responsibility, the case record (consisting of the case file and responses, investigative report and responses, hearing recording, and written determination relating to the finding of responsibility) will be provided to the appropriate Sanction Officer listed below, based on responding party's primary relationship to the University.

The Sanction Officer shall set the sanctions in consultation with appropriate University administrators:

- If an undergraduate student is found responsible for violating the policy, the Dean of Students, who will determine sanctions and remedies.
- If a faculty member is found responsible, the case the Provost will determine sanctions and remedies.
- If a staff member is found responsible, the Director of Human Resources will determine sanctions and remedies.

In the event that any of the Sanction Officers is unavailable, an appropriately trained University official will serve as a substitute. Any sanctions and remedies will be forwarded to the Chairperson and will be included in the written determination. Sanctions will be subject to appeal under this policy.

X. APPEALS

Appeals under this policy will be heard by a single Appeal Officer. Both parties have equal rights to an impartial appeal at the following junctures:

- Upon the dismissal of a formal complaint or any allegations therein.
- Upon receiving the Chairperson's written determination regarding responsibility and, when applicable, sanctions and remedies.

Appeals may be submitted on the following bases:

- procedural irregularity that affected the outcome of the matter;
- new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made which could affect the outcome of the matter;
- The Coordinator, investigator(s), or any member of the Hearing Panel, or Sanction Officer had a conflict of interest or bias for or against Reporting parties or responding parties generally or the individual Reporting party or responding party that affected the outcome of the matter.

To appeal, a party must electronically submit a written appeal statement to the Coordinator within five (5) business days from the date the written notice of determination or dismissal is sent to the parties. The Appeal Officer may deem a late submission reasonable only under extenuating circumstances and may decide in their sole discretion what constitutes valid extenuating circumstances.

The appeal shall consist of a written statement not to exceed five (5) double spaced pages, outlining the basis for appeal and the relevant information to substantiate the appeal. The non-appealing party will be provided with a copy of the appealing party's written statement and may submit a written response, not to exceed not to exceed five (5) double spaced pages, to the Coordinator within five (5) business days of receipt of the appealing party's written statement. The non-appealing party's statement will be provided to the appealing party. No further appeal submissions from the parties shall be permitted.

An appeal is limited in scope. The purpose of an appeal is not to initiate a review of substantive issues of fact or a new determination of whether a violation of University rules has occurred. In deciding an appeal, the Appeal Officer may consider the case file and any responses, investigative report and any responses, the hearing record, the written determination, and any written appeal(s) or statements by the parties. The Appeal Officer also may consider any other materials the University deems relevant and that have been shared with the parties.

The parties and their advisors will simultaneously be provided (via electronic format) with the written decision describing the result of the appeal and the rationale for the result.

- If the Appeal Officer finds that:
  - the earlier decision should stand, the parties will be so informed, and the University Sexual Misconduct process is concluded.
  - there was procedural irregularity that affected the outcome of the matter, the matter will be remanded to the Chief Hearing Officer to determine appropriate further action.

- new evidence is available which was not reasonably available at the time of the determination regarding responsibility or dismissal, and such evidence could alter the outcome of the matter, the matter will be remanded to the Chief Hearing Officer for appropriate further action.

- the Coordinator, Investigator, or member of the Hearing Panel, or Sanction Officer had a conflict of interest or bias for or against Reporting parties or responding parties generally or the individual Reporting party or responding party that affected the outcome of the matter,

the Appeal Officer will take appropriate measures to address and remediate the impact of the bias or conflict consistent with the general procedures of this policy.

The Appeal Officer will endeavor to complete the appeal review within fifteen (15) days following receipt of the party's appeal statements.

The determination regarding responsibility becomes final either on the date that the parties are provided with the written determination of the result of an appeal if an appeal is filed, or if an appeal is not filed, the date on which an appeal would no longer be considered timely.

A. Potential Sanctions for Violations

Sanctions for a finding of responsibility depend upon the nature and gravity of the misconduct, and the adjudication and/or disciplinary procedures applicable to the Responding party. In general, sanctions for violations of the Sexual Misconduct Policy may include, without limitation, withholding a promotion or pay increase, reassigning employment, terminating employment, temporary suspension without pay, compensation adjustments, expulsion or suspension from the University, expulsion from campus housing, mandated counseling, educational sanctions, and/or the suspension or revocation any other privilege or benefit with respect to membership or participation in the University Community.

In cases involving Sexual Harassment, the University will also take reasonable steps to eliminate any hostile environment that has been created, such as arranging trainings and disseminating informational materials.

XI. PREVENTION AND AWARENESS

The Title IX Coordinator will review and monitor the application of formal and informal resolution procedures and appeals, if applicable, concerning formal complaints alleging violations of the Sexual Misconduct Policy for compliance with the requirements of Title IX and VAWA. The University reserves the right to amend, modify, suspend and/or change any University policy, procedure, or rule in order to ensure such compliance.

The University is committed to the prevention of Sexual Misconduct through education and awareness programs. Incoming students and new employees receive primary education and prevention training as part of their orientation, and returning employees and students receive ongoing training and related programs.

Resources are also available through the Campus Police Department which provides the University Community with safety information as well as programs and workshops on sexual assault, crime prevention, and personal safety.

The University has created a Title IX advisory group consisting of administrators from across the University community including representatives from, among other areas, Student Affairs, Athletics, Residential Life, Public Safety, and the Office of the Provost. This group advises the Title IX Coordinator with respect to the application of the University's Title IX policies and procedures, and acts as a resource in the planning, coordination, implementation, and evaluation of the University's Title IX compliance activities.

XII. GENERAL

The University reserves the right to modify this Policy and the procedures herein to take into account applicable legal requirements, to address extraordinary circumstances, and/or as it deems necessary to further the purpose and intent of the Policy.

In order to comply with FERPA and Title IX and to provide an orderly process for the presentation and consideration of relevant information without undue intimidation or pressure, the investigation and resolution procedures applicable to issues of Sexual Misconduct are not open to the general public. Accordingly, documents prepared and/or submitted in connection with proceedings including but not limited to complaints, reports, notices, summaries, recordings, transcripts, or other information may not be disclosed outside of the proceedings, except as may be required or authorized by law.

The University will retain documentation (including but not limited to the written complaint, notifications, the investigation materials, reports, recordings or transcriptions of hearings, findings of fact, petitions for appeal, and any written communications to or from the parties), for at least seven years. Documentation pertaining to expulsions or educational sanctions may be retained indefinitely.

APPENDIX A

Definitions

The following are provided to give further definition to some of the terms referenced in the Sexual Misconduct Policy. Any questions concerning the definition, meaning or application of any term of the Sexual Misconduct Policy should be directed to the Title IX Coordinator.

Assigned Title IX Coordinator. The "Assigned Title IX Coordinator" means either the Title IX Coordinator or the Deputy Title IX Coordinator assigned by the Title IX Coordinator or President to handle a given Complaint.

Clery Act. The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the "Clery Act") is a federal statute codified at 20 U.S.C. § 1092(f), with implementing regulations in the U.S. Code of Federal Regulations at 34 CFR 668.46. The Clery Act requires all University and universities that participate in federal financial aid programs to keep and disclose information about crime on and near their respective campuses.

Reporting party. Refers to the individual(s) who is alleged to be the victim of Sexual Misconduct as defined in University's Sexual Misconduct Policy.

Responding party. a student or employee of an institution who has been accused of an alleged incident of sexual misconduct.

Day. A "day" is a business day, unless otherwise specified.

FERPA. The Family Educational Rights and Privacy Act ("FERPA") is a federal statute codified at 20 U.S.C. § 1232g, with implementing regulations at 34 CFR Part 99. FERPA protects the privacy of student education records. FERPA grants to parents or eligible students the right to access, inspect, and review education records, the right to challenge the content of education records, and the right to consent to the disclosure of education records.

Formal Complaint. Refers to a document filed by a Reporting party (meaning a document or electronic submission (such as by email) that contains the Reporting party's physical or digital signature, or otherwise indicates that the Reporting party is the individual filing the formal complaint) alleging that a responding party(s) has engaged in conduct prohibited under the University's Sexual Misconduct Policy and requesting that the University investigate the allegation. The University's Title IX / Sexual Misconduct Coordinator may also initiate a Formal Complaint by signing a document alleging that a responding party(s) has engaged in conduct prohibited under the University's Sexual Misconduct Policy. In such cases, the University Title IX / Sexual Misconduct Coordinator is not a Reporting party or a party to the action.

A formal complaint may be filed with the University's Title IX / Sexual Misconduct Coordinator in person, by mail, or by electronic mail, by using the contact information provided in this Policy, and by any additional method identified in this Policy.

Investigator. a neutral fact-gatherer who is designated by the Assigned Title IX Coordinator to investigate a Complaint.

Official with Authority. Refers to the University's Title IX / Sexual Misconduct Coordinator and Deputy Title IX / Sexual Misconduct Coordinators identified in the University's Sexual Misconduct Policy.

Party or parties. Refer to the Reporting party(s) and the responding party(s).

Personally Identifiable Information. Personally Identifiable Information includes, but is not limited to:

- a person's name;
- the name of a person's parent(s) or other family members;
- the address of a person or a person's family;
- a personal identifier, such as a person's social security number, student/employee number, or biometric record;
- other indirect identifiers, such as a person's date of birth, place of birth, or mother's maiden name;
- other information that, alone or in combination, is linked or linkable to a specific person and that would allow a reasonable person in the University community, who does not have personal knowledge of the relevant circumstances, to identify the Student with reasonable certainty; or
- Information requested by a person whom the University reasonably believes knows the identity of the person to whom the information relates.

Reasonable Person. means a reasonable person under similar circumstances and with similar identities to the alleged victim.

Report. A report refers to information brought to the attention of an Official with Authority alleging that an incident(s) of conduct prohibited under the University's Sexual Misconduct Policy has occurred; a report is not considered to be a formal complaint. A party may bring a report and then subsequently file a formal complaint.

Responding party. A "Responding party" is an individual accused of engaging in conduct prohibited under the University's Sexual Misconduct Policy, in a Formal Complaint.

Third party refers to any individual who is not a University student, a faculty member, or a staff member (e.g., vendors, alumni/ae, or local residents).

VAWA. Section 304 of the Violence Against Women Reauthorization Act of 2013.**Witness** refers to any individual who shares information relating to an allegation of prohibited conduct under this Policy.

APPENDIX B

Procedural Protections

Procedural protections include, among others:

- Dismissal of allegations under Title IX that do not meet the definition of sexual harassment or do not satisfy the jurisdictional requirements.
- Written notice of allegations and an equal opportunity to submit evidence, identify potential witnesses, review information collected in the course of the investigation, and to submit a written response to the investigation report.
- The right to be accompanied by an advisor of their choosing at any meeting, interview, or proceeding in the investigation and grievance process.
- A presumption that responding party is not responsible for alleged violations.
- A Reporting party's wishes concerning whether or not to file a formal complaint will be respected unless the Title IX Coordinator determines that not signing a formal complaint would be clearly unreasonable in light of the known circumstances.
- Neither the Title IX Coordinator nor an investigator will make determinations concerning responsibility.
- Proof by a preponderance of the evidence is required to establish responsibility, and the burden is on the University to identify and present evidence sufficient to establish responsibility.
- The opportunity to test the credibility of parties and witnesses through disclosure of evidence and an opportunity for each party’s advisor to conduct cross-examination during an adjudicatory hearing.
- An objective evaluation of all relevant evidence, inculpatory and exculpatory, and avoidance of credibility determinations based on a person's gender or status as a Reporting party, a responding party, or a witness.
- Title IX Coordinators, investigators, and decision-makers involved in investigation and grievance proceedings must be trained and free from bias or conflict of interest;
- An opportunity to appeal a determination regarding responsibility and from a dismissal of a formal complaint or the allegations therein.

APPENDIX C

Suggested Actions for Victims of Sexual Violence

All types of Sexual Misconduct are inappropriate and are taken seriously by the University. In all cases, the University's first priority is to provide the victim of Sexual Misconduct with support and guidance in taking steps to address their safety and their physical and emotional health. Thus, if you have experienced a Sexual Assault or an act of Sexual Misconduct, you are strongly encouraged to seek immediate assistance.

You are encouraged to take the following actions, as applicable, regardless of whether you have made a decision about whether to pursue a criminal complaint or to make a complaint to the University.

Ensure Your Physical Safety

Immediately get to a safe place and call someone you trust. You may seek help from local law enforcement agencies or by contacting the Campus Police Department. The Campus Police Department can assist you with contacting local law enforcement and can provide or help you obtain transportation to the Worcester Police Department or to obtain medical care and/or counseling services. Contacting Police will not obligate you to file a criminal complaint or to filing a complaint with the University. Police may have an independent legal obligation to investigate reported conduct.

Campus Police Officers are on duty at the University 24 hours a day, seven days a week.

Campus Police Department	Worcester Police Department, Sexual Assault Unit
Kennedy Hall, Lower Level	9 - 11 Lincoln Square
(508) 767-7777	(508) 799-8661 (8am - midnight)
	(508) 799-8600 (midnight - 8am)
	Emergency – 911

Seek Medical Assistance and Treatment

It is crucial that you obtain medical attention as soon as possible after a Sexual Assault to determine and treat physical injury and to prevent or treat sexually transmitted diseases (such as HIV). Medical facilities can also screen for the presence of sedative drugs such as Rohypnol or GHB (date-rape drugs). Employees of the University Office of Student Health Services can help you obtain treatment and contact a support person, such as a family member, a friend or roommate.

The University encourages you to obtain medical assistance at a hospital immediately after or within 72 hours of a Sexual Assault.

In addition to obtaining care and other treatments, within this time period, a Sexual Assault Medical Examination can be conducted to evaluate the status of your health and to collect evidence that will be available in the event that you decide to pursue a criminal complaint.

Many hospitals can provide you with a SANE (Sexual Assault Nurse Examiner) nurse who has been trained to work with victims of sexual assault through the medical process. This examination is a voluntary procedure and it does not commit you to any legal action. It is an Individual's right to ask for a SANE nurse to perform the examination. If you choose to have an Evidence Collection Kit (or "rape kit") completed, it is important to do so within 72 hours. Even if you have not decided to file charges, it is advisable to have the Evidence Collection Kit completed so that you can preserve the options of obtaining a protective order and /or filing criminal charges at a later date. Hospitals administer Evidence Collection Kits. Individuals may go directly to a hospital or may be referred to the hospital by the University's Office of Student Health Services.

In order to best preserve evidence for an Evidence Collection Kit, it is advisable to avoid showering, bathing, going to the bathroom or brushing your teeth before the kit is completed. You should also wear (or take with you in a paper – not plastic – bag) to the hospital the same clothing that you were wearing during the assault. An Evidence Collection Kit can still be completed even if you have showered or bathed.

Obtain Emotional Support

Pathways for Change can provide a free medical advocate to meet with the victim and their families in hospital emergency departments. In the immediate aftermath of a sexual assault or rape, victims face a host of emotional, medical, and legal decisions. Pathways for Change medical advocates are certified rape crisis counselors who provide information and support to the survivor and/or family at the hospital. Pathways for Change can be reached at its 24-hour hotline at **1-800-870-5905 or (for support in Spanish) 1-800-223-5001; 588 Main Street, Worcester MA 01608**

The University's Student Development and Counseling Center can help individuals' sort through their feelings and begin the recovery process. The professionals at the Student Development and Counseling Center are trained to provide crisis intervention counseling on short-term and emergency issues. The Student Development and Counseling Center can also provide referral services for outside providers and law enforcement. Counseling is free of charge to all Students.

Obtain Information / Report Misconduct

You are encouraged to report incidents of Sexual Assault to the University's Title IX/Sexual Misconduct Coordinator or other designated individuals or offices as outlined in the Sexual Misconduct Policy (even if you have filed a report directly with law enforcement). Further information about how to report Sexual Assault is provided in the University's Sexual Misconduct Policy and Procedures. University personnel can help you access resources and can provide you with support and information, including information on the University's procedures for investigating and addressing instances of Sexual Assault and other Sexual Misconduct.

APPENDIX D

On-Campus Resources

The following represent some of the resources and services available to Students and Employees.

A. On-Campus Confidential Resources

Assumption University Counseling Services
508-767-7409 Fuller
Hall 105-108
https://my.assumption.edu/services/counseling/Pages/default.aspx

Counseling Services provides support and counseling to Student victims of Sexual Misconduct and can explain common reactions to crises and discuss coping methods that may assist individuals following a Sexual Assault.

Assumption University Student Health Services
508-767-7329
Armanet House (located across from the Moquin Townhouses)
https://my.assumption.edu/services/Health/Pages/default.aspx

Student Health Services can provide free confidential medical care and referrals for Students to receive follow-up care and screening for sexually transmitted diseases.

Campus Ministry
508-767-7419
Tinsley Campus Ministry Center
https://my.assumption.edu/campus/ministry/Pages/default.aspx

Campus Ministry staff provide confidential pastoral counseling that affirms the dignity of the victim and helps them work through questions of faith that have arisen as well as emotional support and information about their options. Furthermore, clergy members and members of religious orders including members of the of the Assumptionist community, also provide confidential pastoral counseling.

Campus Advocate
Marie Vazquez 508-767-7641
advocate@assumption.edu

The Campus Advocate provides confidential, nonjudgmental support to Student victims of Sexual Misconduct and their friends, significant others, roommates, teammates, classmates, family members, and faculty members, no matter when or where Sexual Misconduct occurred.

Athletic Trainers

Athletic Trainers who are licensed by the Commonwealth of Massachusetts and employed by the University to provide first aid and treatment to Student athletes can provide confidential care, support, and guidance to Student victims of Sexual Misconduct.

Employee Assistance Program
E4 Wellness
508- 842-2780 or 1-800-828-6025, 24 hours a day, 7 days a week
The EAP provides Employees with confidential assessment, counseling, and referral services free of charge.

B. On-Campus Non-Confidential Resources

These on-campus non-confidential resources can provide Community Members with information and assistance with respect to reporting Sexual Misconduct to the University and/or law enforcement, obtaining supportive measures, and access to University and community resources for emergency and on-going assistance, medical treatment, counseling, support, and advocacy services.

Take Note: Employees of the following offices and departments are required to report all information (obtained directly or indirectly) about incidents of Sexual Misconduct involving a Community Member to the Title IX/ Sexual Misconduct Coordinator. They must also report information as required under the Clery Act.

Title IX / Sexual Misconduct Coordinator and Deputy Coordinator(s)

Title IX Coordinator	Daniel DiTullio, Director of Government and Community Relations, (508) 767-7172 508-767-7478 TitleIX@assumption.edu Df.ditullio@assumption.edu La Maison, Office of the President
Deputy Title IX Coordinator	Robert Carson, Associate VP for Human Resources 508-767-7599 rg.carson@assumption.edu Alumni - Hall Room 109
Deputy Title IX Coordinator	Benjamin Kadamus Assoc. Dir. Residential Life 508-767-7505 ba.kadamus@assumption.edu Salisbury Hall - Room 107

Campus Police Department

Kennedy Hall, Lower Level
(508) 767-7777 (emergency line)
(508) 767-7225 https://my.assumption.edu/resource/public/Pages/default.aspx
Campus Police Officers are available 24 hours a day, seven days a week.

Office of the Dean of Students
Salisbury Hall
(508) 767-7325
Office staff are available from 8:30 a.m. to 4:30 p.m., Monday through Friday.

Human Resources
Alumni Hall, First Floor
(508) 767-7172
Staff are available from 8:30 a.m. to 4:30 p.m., Monday through Friday.

Resident Assistant (RA) or Residential Life Staff Member

An RA or Residential Life staff member can provide immediate support and referrals for further care.

APPENDIX E

Off-Campus Resources

Pathways for Change

588 Main Street
Worcester MA 01608
24/7 Hotline (800) 870-5905 / TTY (888) 887-7130
Office (508) 852-7600; Fax (508) 852-7870

Pathways for Change offers free, confidential services to sexual assault victims, their friends, and families. It also operates a 24-hour confidential hotline that provides victims of sexual assault with telephone counseling and personal support.

Medical Facilities

Immediate medical care can be obtained at local hospitals. Several area hospitals have SANE (Sexual Assault Nurse Examiner) nurses on staff who have been trained to work with victims of sexual assault through the medical process. This examination is a voluntary procedure, and it does not commit you to any legal action. It is an individual's right to ask for a SANE nurse to perform the examination. Hospitals in the Worcester area with sexual assault nurse examiners are:

St. Vincent Hospital 123 Summer Street Worcester, MA 01608 508-363-5000 Web site: www.stvincenthospital.com	UMass Memorial Medical Center Memorial Campus 119 Belmont Street Worcester, MA 01605 508-334-1000 Web site: www.umassmemorial.org
UMass Memorial Medical Center University Campus 55 Lake Avenue North Worcester, MA 01655 508-334-1000 Web site: www.umassmemorial.org	

Law Enforcement

Worcester Police Department, Sexual Assault Unit
9 - 11 Lincoln Square
(508) 799-8661 (8am - midnight)

(508) 799-8600 (midnight - 8am)
Emergency – 911

Worcester County District Attorney's Office
Child Abuse & Sexual Assault Unit
255 Main Street, Worcester (508)
755-8601

Financial Assistance

Confidential financial assistance may be available for costs related to medical care, mental health counseling, and other expenses through the Victims of Violence Crime Compensation Program, which operates out of the Attorney General's Office. Victim Compensation (508) 755-8601.

Legal Assistance

Community Legal Aid
405 Main Street
Worcester, MA 01608
855-CLA-LEGAL (855-252-5342) 508-755-3260
(TTY/TTD) https://communitylegal.org

Appendix B

Student Conduct Process

Student Conduct Process Overview

The Office of Student Conduct is responsible for addressing all reports of possible policy violations. Please refer to the Student Handbook for comprehensive information concerning student conduct policies and procedures at Assumption University. For your convenience, the following is an abbreviated version of the student conduct process:

- Students may be addressed by University officials for numerous reasons. While sometimes the reason for approach is due to suspicion of a possible violation of University policy, in many instances, it is simply to offer assistance and/or guidance. The goal of these interactions is to ensure the safety of our students and community. Finally, these interactions also provide an opportunity to educate students about University policy, decision-making, and community responsibility.
- If a possible policy violation is suspected, all students present may be documented by the University official. The term "documented" simply means a report will be composed describing the details of the situation and interaction.
- This incident report is submitted to the Office of Student Conduct, where the Director of Student Conduct (or designee) will review it to determine next steps based on the information presented. Students may be charged with possible violation of policy and required to attend a hearing. In other cases, students may be required to participate in an educational conversation or investigative meeting. In some instances, students may simply receive a letter or email in response.
- The purpose of any student conduct proceeding is to gather information to determine whether a violation of policy took place and, if so, to what extent a student had a role in the violation occurring. Central to the hearing process is the ability for the student to explain what took place from their perspective. The hearing also serves as an opportunity for the hearing officer to ask any questions they may have about the report or specifics of the incident, the student's train of thought and/or perspective, any reflection they may have done since the incident, and beneficial/appropriate next steps.
- Once a decision has been made, the student will be notified via email through an outcome letter. The outcome letter will consist of the decision, number of points assessed, and other sanctions, if applicable. Detailed information about the Points System can be found on the Student Conduct Portal Page or in the Student Handbook.
- Sanctions issued are typically educational in nature but can be punitive or limiting if necessary. Some examples of educational sanctions are reflective papers, additional meetings or referrals to other resources. Examples of punitive sanctions are area bans, suspension from campus on weekends, and suspension from housing.
- Students who attend their hearing may appeal the outcome of the case. More information about the appeal process can be found in the Student Handbook. Students who do not attend their hearing forfeit their right to appeal.

THE CONDUCT CODE

Assumption University strives to maintain an environment that is consistent with its mission and respectful of the rights of all individuals within the University community. All members of this community are freely and voluntarily united by this agreement in the pursuit of intellectual growth and discovery. The rules, policies, and regulations of the University, collectively known as the Conduct Code, help to foster a community that is worthy of our calling. The University reserves the right to deny the privilege of enrollment or continued enrollment to any student whose conduct or attitude is believed to be detrimental to the welfare of the University.

The Office of Student Affairs has responsibility for student accountability to the benefit and welfare of the University community, as well as the individual student. The University reserves the right to dismiss a student at any time without any definite public charge. Assumption University is also aware of its responsibility to the larger Worcester community in which it is located. Students are expected to observe all local laws and to conduct themselves off-campus in a way that reflects well on their association with the University community. Students involved in off-campus incidents may be subject to University disciplinary procedures.

Good conduct, civility, and a devotion to the common good are important pillars of a Catholic university like Assumption University. Behavior of students in and out of the classroom is expected to reflect the Christian value of respect for the rights of others. Students who infringe on the rights of others may be asked to leave our community.

Concisely stated, students are expected to respect and abide by all University policies, local, Commonwealth and federal laws. Failure to do so may result in disciplinary outcomes.

RIGHTS AND RESPONSIBILITIES STATEMENT

Assumption University is founded on the high ideals of the Catholic faith and reason brought by a liberal arts education in promotion of Christian living. The following statement of students' rights and responsibilities is intended to reflect the philosophical base upon which Conduct Code are built. This philosophy acknowledges the existence of both rights and responsibilities, which is inherent to an individual not only as a student but as a community member.

Rights of Assumption University Students

- Right to a respectful, educational, and safe community that fosters intellectual growth in keeping with the mission of the University.
- Right to an academic environment that is intellectually engaging and challenging. Students have the right to class work that stimulates their minds, provided by professors who take great care and pride in the service they provide to their students. Professors will make themselves available to their students to support the successful academic careers of each student.

- Right to pursue knowledge and the resources and staff necessary to expand that knowledge and understanding. Students have the right to a supportive and knowledgeable staff and faculty to aid them in pursuing academic and personal success.
- Right to equality. Right not to be discriminated against based on race, color, religion, national origin, age, sex, sexual orientation, gender identity, gender expression, genetic information, disability, experience, or any other unique attribute of any individual.
- The right to live without the fear of intimidation, force, threats, or emotional, verbal, or physical abuse of any kind.
- Right to free expression. Community members have the right to express their ideas freely, without fear of censure or retribution.
- Right to a healthy environment. Community members have the right to programs and services that promote and support a healthy lifestyle including the right to well-maintained facilities as well as a healthy food selection.
- Right to privacy, including the right and protection from unwarranted or unauthorized searches of person, personal spaces, and property in accordance with University policy.
- Right to appeal. Students have the right to a fair and equitable process in conduct and academic matters.

Responsibilities of Assumption University Students

- All Assumption University students are considered adults and therefore bear full and ultimate responsibility for their actions.
- Responsibility to comply with federal, state, and local laws.
- Responsibility to know and abide by all Assumption University policies.
- Responsibility to respect the rights of the other members of the Assumption University community.
- Responsibility to follow proper institutional protocols when exercising the right to free expression.
- Responsibility to respect and honor the Mission of the University.
- Responsibility to cooperate with University officials.
- Responsibility for the actions of their guests.
- Responsibility to respect the environment, specifically the buildings and grounds of the University.
- Responsibility to always carry University identification card and produce such identification if asked by a University official for any reason.
- Responsibility to regularly and frequently check their Assumption University email account. It is also expected students respond to emails, texts, and/or voicemails from University Officials in a timely manner.

VIOLATIONS OF COMMUNITY STANDARDS

The following are groups of behaviors that constitute misconduct. University departments may maintain specific policies or guidelines enforceable by their respective procedures separate from community standards action. The university reserves the right to review off-campus incidents to determine if a violation of community standards has occurred and whether resolution through the appropriate process in warranted. Students engaging, attempting to engage, or assisting in the following behaviors are subject to disciplinary action:

1) **Alcohol**
   - Consumption, possession, or purchase of alcoholic beverages by anyone less than twenty-one (21) years of age.
   - Provision, distribution, sale, or transportation of alcoholic beverages to/for anyone under twenty-one (21) years of age.
   - Possession or consumption of alcoholic beverages in restricted areas.
   - Possession of open containers of alcohol.
   - Possession of empty alcohol containers in any restricted area.
   - Possession or use of drinking paraphernalia. Hosting or participating in drinking games.
   - Intoxication.
   - Possession of kegs (including mini), spiked punch and/or other common sources of alcohol.
   - Possession/consumption of alcohol in the presence of minors.
   - Operating under the influence
2) **Drugs**
   - Possession or use of marijuana or related paraphernalia.
   - Possession of use of illicit drugs, controlled substances, or drug paraphernalia.
   - Sale, distribution, or manufacture of any controlled drug, substance, or drug paraphernalia.
   - Operating under the influence.
3) **Property/Facilities**
   - Damage to University property or another person's property.
   - Theft or possession, sale, or distribution of stolen property.
   - Misuse or unauthorized use of University property or services, or another person's property.
   - Littering, graffiti, or vandalism.
   - Unauthorized entry into or use of University premises and/or personal property including but not limited to residences, facilities, bathrooms, keys, and ID cards.
4) **Violent or Endangering Behavior**
   - Conduct that threatens or endangers the health or safety of any person.
   - Violent behavior including but not limited to fighting, verbal, or physical abuse, or contributing to the violence of others.
   - Sexual assault, sexual exploitation, or sexual harassment.
   - Relationship violence
   - Stalking of any sort (electronic, physical, by proxy, or other)

5) **Verbal Abuse and Harassment**
   - Verbal abuse or willful damage, whether direct or indirect, to the reputation or psychological wellbeing of another, regardless of intent.
   - Harassment of another in any manner including written correspondence, electronic mail/media, phone, or by proxy.
   - Expression that is lewd, indecent, obscene, or degrading or demeaning to others, including, but not limited to, based on gender, race, religion, cultural background, ability, or sexual orientation.
6) **University Civility Policy**
   - Conduct unbecoming of an Assumption University student.
   - Disorderly or disruptive conduct.
   - Failure to comply with the directions of University officials or individuals working in conjunction with the University who are acting in performance of their duties.
   - Use of devices, electronic or other, to violate the privacy of another person.
   - Failure to adhere to, or complete any disciplinary sanction imposed in accordance with the Conduct Code.
7) **University Honor Code**
   - Any form of dishonesty, including but not limited to theft, falsification of information, fraud, willful deception, falsification of identification, improper use, or disclosure of information.
8) **Hazing**
9) **Vaporizers of any type (including JUULs, dab pens, etc.)**
   - Smoking is not permitted within 100 feet of any building on campus.
10) **Weapons**
   - Possessing explosives, dangerous chemicals, and/or weapons including, but not limited to, firearms, sprays designed to incapacitate, bows and arrows, sling-shots, hunting and other knives, blowguns, BB guns, pellet guns, air-soft guns, etc.
11) **Gambling**
12) **Violations of the Guest Policy**
13) **Violations of Residential Life policies**
14) **Violations of the Health, Fire, and Safety Policy**
15) **Violations of other University policies**
16) **Violations of any federal, state, or local law**

Good conduct, civility, and honor are important pillars of Assumption University. Behavior of students in and out of the classroom, on and off campus, is expected to reflect the Christian value of respect for self, others, and the community at large. Behavior counter to this expectation will be addressed by the University.

A person is always responsible for their behavior. Being under the influence of any drug does not excuse behavior. Any behavior which is disruptive, harmful to self or others, and/or which leads to the destruction of property is prohibited and may result in disciplinary action.

Students are responsible for the items and behaviors occurring in their University-assigned and individually controlled spaces. Students are responsible for items located on their person, within their property (e.g., a backpack, car, etc.), and in their residence (bedroom and any shared areas such as living rooms and bathrooms) regardless of their acceptance of ownership. Students may be held accountable for any alcohol, drugs, paraphernalia, or other prohibited items found to be in their possession or prohibited activities occurring in their assigned space.

All students present at the time of the violation may be held responsible for the infraction. In addition, all residents of a room or apartment in which such violations occur may be subject to the full range of disciplinary sanctions, even if they were not present at the time of the incident. Resident students are particularly advised to give careful attention to anyone who has access to their room or apartment. Any student who feels jeopardized by the actions of their roommate(s) should seek assistance from the Residential Life staff.

COMMUNITY STANDARDS POLICIES AND DEFINITIONS

Alcohol Policy

- **Possession and/or consumption of alcohol under the age of 21 is prohibited**
- **Areas Restricted to Alcohol Possession –** Alcoholic beverages are never permitted in Alumni, Desautels, Hanrahan, Nault, Salisbury, or Worcester Halls, or in the outside areas, public areas (hallways, lounges, etc.), athletic fields, or other campus buildings unless specifically designated (this includes alcohol containers used for decorative purposes). In addition, guests, and residents of Nault Hall (Substance-Free Housing) are strictly prohibited from possessing or being under the influence of alcohol and/or or other controlled substances while in the residence.

  Alcoholic beverages are permitted only in designated upper-class residential areas including Aubuchon, Authier, Bissonnette, Dion, Dufault, Living/Learning Center, Moquin, Plough, South, Young, Wachusett, and West Halls and then, only by those twenty-one years (21) years of age or older.

- **Possession of Drinking Paraphernalia and/or Possession or Participation in Drinking Games** - Recognizing the serious health risks posed by excessive drinking, the University prohibits drinking paraphernalia, including but not limited to, funnels, ice luges, shot sticks/skis, and all manner of "drinking games."

- **Common Sources and/or Manufacture of Alcohol -** Kegs of all sizes, whether empty or full, tapped, or untapped are prohibited. Such sources will be confiscated by the University on sight. Possession of a tap will be regarded as evidence of a violation of the common source policy. Spiked punch presents an additional concern since the actual contents of the punch is impossible for an individual to know. Should a keg, spiked punch, other common source, and/or homemade alcohol be found in a room or apartment, all residents of that room or apartment will be subject to disciplinary action, even if they were not present at the time of the incident.

- **Open Containers -** An open container is a source or container of alcohol that may or may not be labeled as such. Solo cups, water bottles and other similar containers containing alcohol of any type qualify. The word open is applicable to any container where the original factory seal has been broken. The University reserves the right to confront students with squeeze bottles, cups, and other such containers. Should it appear that the container in question contains alcohol, the student will be asked to dispose of the contents and the situation will be documented. To prevent interactions of this nature, students are strongly discouraged from carrying squeeze bottles, cups and other containers in areas restricted from alcohol possession, particularly outside.

- **Alcohol in the Presence of Individual(s) Under 21** - Students of age (21 years or older) are allowed to have alcohol in designated areas, however, possessing, or consuming alcohol in the presence of minors is prohibited. It is the hosts' responsibility to ensure that all guests are of age when alcohol is present. Students found hosting minors when alcohol is present will be documented under the gathering and alcohol policies. In general, room occupants assume a heightened degree of accountability, relative to guests or other nonoccupants, for gatherings that occur in their residence hall room at which alcohol is present.

- **Evidence of Drug Policy Violations -** The following are all considered to be evidence of drug policy violations and sufficient grounds for full disciplinary actions:
  - the actual presence of a controlled substance/illegal drug (including marijuana in any form)
  - the misuse of legal substances
  - the presence of any drug paraphernalia
  - the presence of smoke or odors

- **Misuse of legal substances** - use of general products as intoxicants or "means to get high;" and inhaling or ingesting a substance (including but not limited to bath salts, nitrous oxide, glue, paint, gasoline, solvent, etc.) is prohibited on Assumption University property and at Assumption University sponsored events.

The Call for Help Policy

1) Students who seek medical assistance on behalf of themselves or others during an alcohol or other drug related emergency will not be held accountable through the University's conduct process for possession or use of alcohol or other drugs. Students may be held accountable for violations regarding behavior or assault. This policy also applies to student organizations and their members.

2) The recipient of medical attention will not be held accountable through the University's conduct process but will be required to complete an assessment with a representative from Counseling Services and follow all recommendations made, which may include participation in educational programs, counseling, and/or in or out-patient treatment plans.

3) The Call for Help Policy does not apply to individuals experiencing an alcohol or drug-related medical emergency found by University officials.

The University strongly encourages students to seek help by reaching out to University officials (Resident Assistants, Resident Directors, Area Coordinator, Campus Police Officers) when medical assistance may be necessary. This protocol is not intended to address possible violations of criminal laws or their consequences outside the University.

In any emergency involving alcohol or other drugs, call Campus Police at 508-767-7777, at extension 7777, or 508-767-7225 immediately for medical assistance.

SUBSTANCE USE SUPPORT AND RESOURCES

Alcohol and/or other drugs can contribute to negative outcomes in many situations that concern University students. To assist you in addressing these and other concerns, your University offers the following services:

- Educational workshops for students
- Confidential discussion and referral for those concerned about their own alcohol or other drug use or someone else's use
- Confidential discussion, education, and support for those students who have been found in violation of the University's alcohol and/or drug policy
- Information about on-site and off-site community resources
- Support services for students from alcohol or drug involved or affected families, recovering students and for non-users.

Health Risks – Drugs and Alcohol

There are a variety of health risks associated with alcohol and other drug use*. Below is a general description of some of these risks:

Tobacco or Nicotine: Cigarettes, E-Cigarettes/Vaporizers (JUUL), Smokeless Tobacco, etc.

All types of tobacco contain nicotine, an addictive drug that acts as both a central nervous system stimulant and depressant. Smoking causes cancer, heart disease, stroke, lung diseases, and COPD.

E-cigarettes have not been systematically reviewed by the FDA and much is to be determined about the lasting consequences of these products. New reports make clear however that using e-cigarettes causes health risks. They contain and emit a number of toxic substances and increase risk for coughing, wheezing, and asthma exacerbations. The primary ingredients propylene glycol and vegetable glycerin are toxic to cells. In 2016, the Surgeon General concluded that emissions could contain nicotine, ultrafine particles, benzene (car exhaust), heavy metals, and flavorings that are linked to serious lung disease.

Depressants

Alcohol – (Beer, wine, liquor) – Addiction, accidents because of impaired ability and judgment, overdose potential when mixed with other depressants or by itself, heart, liver and brain damage, birth defects if used during pregnancy. Death can occur because of accidents, overdose, or the effects of long-term abuse.

Opioids – (Heroin, junk, dope, black tar, china white, Demerol, Dilaudid, Morphine, Codeine) – Addiction, lethargy, weight loss, infection, or disease from use of unsterile needles (Hepatitis, HIV), accidental overdose, contamination of supply with other drugs like fentanyl.

Barbiturates – (sedatives, tranquilizers) – Possible overdose, especially in combination with alcohol, muscle rigidity, addiction, withdrawal, and overdose require medical treatment, increased level of anxiety after drug wears off. Death can result from overdose.

Inhalants – (Gas, aerosols, glue, nitrites, Rush) – Unconsciousness, suffocation, nausea and vomiting, damage to brain and central nervous system, sudden death.

Stimulants

Cocaine – (Coke, rock, crack, base) – Addiction, heart attack, seizures, lung damage, severe depression, paranoia, restlessness, and irritability. Infection from shared use of smoking paraphernalia. Death from heart failure can occur even for first time users. Supply can be contaminated with fentanyl (opioid) which can lead to an overdose.

Amphetamines – (Speed, uppers, Adderall, crank, bam, black beauties, crystal, dexies) – Fatigue leading to exhaustion, addiction, paranoia, depression, confusion, possible hallucinations, weight loss high blood pressure, cardiomyopathy.

Hallucinogens

LSD – (psilocybin, mushrooms, peyote) – Unpredictable behavior, emotional instability, altered perception of time and place, vomiting, nausea, flashbacks, violent behavior (PCP), "bad trips," psychotic reaction. Continuous hallucinations and/or delusional thinking even when not using the substance.

Marijuana- (Pot, dope, grass, weed, herb, hash, joint) – Panic reaction, impaired short term memory, addiction, lung disease, interference with body's immune response to various infections and diseases, distorts perception, hampers judgment, diminishes motor skills, birth defects if used while pregnant, loss of ambition and diminished ability to carry out long-term goals.

Ecstasy- (MDMA, XTC) – Anxiety, depression, dehydration, heart failure, liver damage, memory problems, hallucinations, vomiting, convulsions.

Predatory Drugs – (Rohypnol, GHB, ketamine) – Inability to remember events, "drunken-like" state of confusion, convulsions, seizures, depression, long-term memory problems, death.

*All of the above, if used during pregnancy, can cause serious birth defects. Alcohol use during pregnancy causes fetal alcohol spectrum disorders which cause physical, behavioral, and learning problems.

LEGAL SANCTIONS COVERING ALCOHOL AND DRUG ABUSE

Local, state, and federal laws make illegal use of drugs and alcohol serious crimes. Conviction can lead to imprisonment, fines, and assigned community service. Courts do not lift prison sentences for convicted persons to attend University or continue their jobs. A felony conviction for such an offense can prevent you from entering many fields of employment or professions.

Cities and towns in Massachusetts, specifically Worcester, prohibit public consumption of alcohol and impose fines for violation. The Metropolitan District Commission also prohibits public consumption of alcohol in its parks.

Massachusetts's laws prohibit sale or delivery of alcoholic beverages to persons under 21 with a fine of up to $2000 and 6 months imprisonment or both. Misrepresenting one's age or falsifying an identification to obtain alcoholic beverages is punishable by a fine of $300. The legal alcohol limit for driving for a person of age in Massachusetts is .08. For those under 21 it is .02. A conviction for either can include fines, prison sentences, mandatory alcohol rehabilitation, and revocation of license. For people under 21, there is an automatic 210 day loss of license.

Massachusetts has criminal penalties for use of controlled substances, or drugs with penalties varying with the type of drug. In general, narcotic, addictive, and drugs with a high potential for abuse have heavier penalties.

Possession of drugs is illegal without valid authorization. While penalties for possession are generally not as great as for manufacture and distribution of drugs, possession of a relatively large quantity may be considered distribution. Under both state and federal laws penalties for possession, manufacture and distribution are much greater for second and subsequent convictions. Violation of the controlled substance laws are arrestable, and many laws dictate mandatory prison terms and full minimum terms must be served.

Massachusetts makes it illegal to be in a place where heroin is kept and to be "in company" of a person known to possess heroin. Anyone in the presence of heroin at a private party or dormitory suite risks a serious drug conviction. Sale and possession of "drug paraphernalia" is also illegal in Massachusetts.

Persons convicted of drug possession under state or federal law are ineligible for federal student grants and loans for up to one year after the first conviction and five years after the second. The penalty for distributing drugs is loss of benefits for five years after the first, 10 years after the second, permanently after the third conviction.

Under federal law, distribution of drugs to persons under 21 is punishable by twice the normal penalty with a mandatory one year in prison; a third conviction is punishable by mandatory life imprisonment. These penalties apply to distribution of drugs in or within 1,000 feet of a University or school. Federal law sets greatly heightened prison sentences for manufacture and distribution of drugs if death or serious injury results from use of the substance.

Statutes M.G.L. 94C and U.S. Title 21 are available at the office of the Worcester Consortium for Higher Education, 37 Fruit Street, Worcester, MA 01609 508-754-6829.

For more information on possible legal consequences concerning marijuana, please click here.

For more information on possible legal consequences concerning federal trafficking, please click here.

The University Honor Code - It is incumbent upon all students to conduct themselves honorably in all their affairs. Any form of dishonesty, including but not limited to plagiarism, collusion, cheating, theft, falsification of information, fraud, willful deception, falsification of identification, improper use or disclosure of information will not be tolerated. In disciplinary matters (formal and informal), students are expected to be honest and fully disclosing of the whole truth. Any attempt to deceive, withhold information, or obstruct the investigation or hearing process will be regarded as a violation of the Honor Code.

The University Civility Policy - The University recognizes the essential contribution of a diverse community of students, faculty, and staff. Accordingly, Assumption University commits itself to maintaining a welcoming environment for all people and to complying with all state and federal laws prohibiting discrimination in employment and its educational programs based on race, color, national origin, sex, religion, disability, age, marital or parental status, sexual orientation, gender identity, gender expression, genetic information or family medical history, military status, or other legally protected status.

Assumption University rejects and condemns all forms of harassment, wrongful discrimination, and disrespect. It is expected that students will conduct their affairs with the utmost civility toward other students, University employees, and members of the extended Assumption University community (i.e., neighbors, visitors, etc.). Any student who treats another unfairly, unkindly, disrespectfully, or abusively will be subject to adjudication under the University Civility Policy.

Violence - The University abhors all manner of violent behavior; the University may pursue disciplinary action against students who engage in violence in any form from verbal or physical abuse, harassment, and rape/acquaintance rape to physically abusive relationships, damage to property, and fighting, even in mutually instigated cases. Students are advised to expect severe penalties for disciplinary infractions that involve violent behavior.

Sexual Misconduct Policy - Assumption University is committed to maintaining a safe and respectful learning, living, and working environment for all members of the University community free from gender-based discrimination and violence, including, but not limited to, Sexual Harassment, Sexual Assault, Sexual Exploitation, Relationship Violence, and Stalking (collectively referred to as "Sexual Misconduct").

Sexual Misconduct is antithetical to the mission and values of the University and will not be tolerated. The University prohibits all forms of Sexual Misconduct and will take prompt action to eliminate such conduct, prevent its recurrence, and remedy its effects. A Student, Employee or Third Party determined by the University to have violated this policy will be subject to sanctions, up to and including the termination of their relationship with the University and/or the privilege of being on University premises withdrawn.

Please refer to the Sexual Misconduct Policy for comprehensive information regarding definitions, process, etc. Refer to the Title IX website and kNOwMore website for comprehensive information regarding reporting, support, etc.

Hazing Policy - Hazing of any sort is forbidden at Assumption University. Students found in violation of the Hazing policy face serious sanctions including but not limited to suspension/expulsion from residence or suspension/expulsion from the University.

MASSACHUSETTS ANTI-HAZING LAW, M.G.L. CHAPTER 269 SECTIONS 17-19

Section 17. Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment.

The term "hazing" as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization, whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug, or other substance, or any other brutal treatment or forced physical activity which is like to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action.

Section 18. Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable. Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars.

Section 19. Each institution of secondary education and each public and private institution of post-secondary education shall issue to every student group, student team, or student organization which is part of such institution or is recognized by the institution or permitted by the institution to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team, or student organization, a copy of this section and sections seventeen and eighteen; provided, however, that an institution's compliance with this section's requirements that an institution issue copies of this section and sections seventeen and eighteen to unaffiliated student groups, teams or organizations shall not constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or organizations.

Each such group, team, or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges, or applicants for membership. It shall be the duty of each such group, team, or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgement stating that such group, team, or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, and that such group, team, or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post-secondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full time student in such institution a copy of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post-secondary education shall file, at least annually, a report with the board of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams, or organizations and to notify each full time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution's policies to its students. The board of higher education and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports and shall forthwith report to the attorney general any such institution which fails to make such report.

THE COMMUNITY STANDARDS PROCESS

When University policy is not observed, the University reserves the right to take disciplinary action through the Community Standards process. The Division of Student Affairs and Office of Community Standards oversee and administer this process.

The Community Standards process is initiated when an alleged incident of misconduct is reported. The Director of Community Standards or their designee will review any reports submitted to determine appropriate follow-up which may include but is not limited to:

- Hearing notice
- Notice/decision letter
- Letter requiring their presence and participation in a meeting to obtain additional information regarding the incident. (investigatory meeting)
- Letter requiring their presence and participation in a meeting to discuss the incident, lessons learned, and future actions (educational meeting)
- Letter assessing an interim measure(s) to remain in place until final resolution of the case.

ADDITIONAL IMPORTANT INFORMATION

- Students are presumed not in violation of the Conduct Code until determined otherwise. However, the University may impose interim measures, to remain in place until final resolution of the case, depending on the nature and/or severity of the incident or in situations that may impact the safety of the University community.
- Students have up to three (3) business days from the date of their hearing notice to schedule their hearing if it has not already been scheduled for them. The University may conduct a hearing in the absence of students charged if the students charged do not attend the hearing or fail to schedule a hearing within the required timeframe.
- Students have the right to a hearing in which they may present information and bring witnesses. However, the names and relevance of each witness a student plans to bring must be submitted to the hearing officer no less than three business days prior to the hearing for approval. Witnesses should be able to provide direct information related to the alleged violations being reviewed. The university reserves the right to supplement the registered witness list or elect not to hear from witnesses if the adjudicator deems their participation unnecessary to make an informed determination.
- Students may request an individual hearing but must do so in writing at least 24 hours prior to their scheduled hearing. Student wishing to pursue this option should email conduct@assumption.edu. The hearing officer (or chair of the hearing board as it may be) will consider the request and communicate the decision to the student prior to the hearing.
- Students who do not attend their hearing forfeit the right to appeal.
- Students may be held responsible for Conduct Code violations that are revealed during a hearing.
- Students have the right to receive written notification regarding findings related to them reached in any hearing.
- The conduct process uses preponderance of evidence to determine students' responsibility. Hearing officers and boards will examine whether it is more likely than not that a violation occurred and decide accordingly.
- Hearings will be closed to the public unless the Vice President of Student Affairs, Dean of Students or designee determines otherwise.
- Students may bring another member of the University community into a conduct hearing as an advisor. Advisors may not participate directly in the hearing but may lend personal support to students.
    - In Title IX proceedings, an advisor of their choice may accompany students. This advisor may be any person, including an attorney, who is not otherwise a party or witness to the reported conduct.
- Students may not be represented at a hearing by legal counsel.
- Any recordings of the hearing are the sole property of Assumption University.
- In the absence of a formally specified procedure or policy, the directives of the Vice President of Student Affairs, Dean of Students or designee will have the full force of procedure/policy.
- The University reserves the right to assign responsibility for violations on one or more individuals or groups (room, pod, floor, townhouse, residence hall, or residential area) in situations where:
    - It is difficult to accurately determine degrees of responsibility.
    - Responsible parties cannot be identified.
    - A student, while not actively involved in the incident, possesses knowledge of violation(s).

**Students should encourage roommates and/or other community members to abide by the policies of the University. Students are encouraged to contact Residential Life and/or Counseling Services for assistance in working with roommates and/or other community members regarding strategies for addressing the behavior of others that may impact them negatively.*

OUTCOMES

Outcomes will be designed to deter students from similar future behavior, promote accountability, address the misconduct's effect on the impacted parties and the community. Outcomes are commensurate with the severity of the violation, at the sole discretion of the University.

As a result of engaging in the Community Standards process, students will be able to:

- Recognize how their actions impacted the Assumption University community
- Articulate connections between their values and decision making
- Identify resources, strategies and skills that will promote holistic development and avoid future violations
- Evaluate positive and negative courses of action critically and proficiently
- Demonstrate an understanding of the community standards process and what outcomes would be advanced if they were to engage in future violations

While the Community Standards process is educational in nature, certain behaviors or patterns of behavior may be so harmful to the University community that it may require serious sanctions, such as removal from University housing, suspension, or dismissal from the University.

Status-based Outcomes

To evaluate each incident with the appropriate context, outcomes will be determined on a case-by-case basis in light of all the circumstances. All outcomes are issued at the discretion of the Director of Community Standards or designee. Determining factors might include:

- Nature and severity of the violation
- Multiple policy violations in a single incident
- Individual conduct history
- Individual mitigating or aggravating circumstances
- Timeframe over which the violations occurred
- Harm incurred by the impacted party or parties
- Demeanor or behavior demonstrated throughout the incident and Community Standards process

Subsequent violations of the Student Code of Conduct while on an active status will result at a minimum in the next higher level of status-based outcomes being levied. These statuses are as follows:

- ***Educational Resolution***: an educational conversation meant to inform students of the University's expectations related to the violation
- ***Disciplinary Warning***: serves as an official warning to the student that subsequent violations of the Student Code of Conduct may result in higher-level sanctions
- ***Housing Probation***: a status for a determined period which indicates that similar or more severe violations may result in removal from Housing or more severe sanctions
- ***Disciplinary Probation***: a status for a determined period which indicates that similar or more severe violations of the Student Code of Conduct may result in suspension, or dismissal from the University
- **Weekend Suspension:** Suspension from campus residence and/or from the entire campus grounds for one or more weekends
- ***Removal from Housing:*** a limitation on or loss of a student's ability to live in University housing. Revocation of housing privileges may include loss of University housing temporarily or permanently, restriction from certain buildings or areas of housing, and other housing-related restrictions

- ***Suspension from the University***: Students are not permitted to be enrolled in the University or on University grounds for a specific period. Violating this sanction may result in arrest for trespassing and/or more severe sanctions
- ***Expulsion***: Students are permanently barred from enrollment and banned from entering campus grounds. To be found on campus property may result in one's arrest from trespassing

Active Outcomes (paired with status-based outcomes)

Community Restitution

Letter of Apology

Restorative Conference

Reflective Assignment

Civility and Decision-Making Workshop

Substance Use Referral

Fire Safety Review

University Partner Referral

Additional Outcomes (paired with status-based sanctions when appropriate)

Area Ban: Students are not allowed to visit certain buildings or areas on campus.

Change of Residency: Students are assigned to a different residential room or area.

Loss of Privileges: Specific privileges are revoked from students (e.g., visitation to a certain part of campus, guest privileges, Senior Week, etc.).

No Contact Order: Formal order that a student must avoid any contact with specified individual(s) by telephone, mail, e-mail, text, social networking sites, proxy, or other media. Order may include restrictions from buildings and/or areas on campus.

Delayed Conferral of Degree: The issuance of a student's degree or diploma is delayed for a specific period.

Restitution: Students must pay designated amount for cost of repairs, replacements, and reimbursements.

OUTCOME GUIDELINES

Outcome guidelines are intended to alert students and other members of the University community to the seriousness of the violations below and what one might typically expect because of being found responsible for a particular violation. Please note that this is not an exhaustive list of violations and outcomes may be assessed for any violation of University Policy. Determination of appropriate outcomes remains at the discretion of the Office of Community Standards.

Alcohol-Related Violations

Category	First Violation	Second Violation	Third Violation	Fourth Violation
Consumption or possession of alcohol under prohibited circumstances	Disciplinary Warning and active outcome	Disciplinary Probation and active outcome	Weekend Suspensions and/or privilege removal	Removal from Housing / Suspension
Assessment or transport for alcohol intoxication	Disciplinary Warning and substance assessment	Disciplinary Probation, substance assessment, and active outcome	Removal from Housing/ Suspension	Suspension or expulsion
Alcohol in the presence of individuals under 21	Educational Resolution	Disciplinary Warning and loss of gathering or guest privileges	Disciplinary Probation and loss of gathering or guest privileges	Removal from Housing
Empty containers	Educational Resolution	Disciplinary Warning and active sanction	Housing probation	Weekend Suspensions
Drinking games and /or paraphernalia	Educational Resolution	Disciplinary Warning and active sanction	Housing probation	Weekend Suspensions
Driving under the influence of alcohol	Suspension or Expulsion	Expulsion		

Drug-Related Violations

Category	First Violation	Second Violation	Third Violation
Possession or use of marijuana and/or paraphernalia	Disciplinary Warning and active sanction	Housing Probation, substance assessment and active sanction	Removal from Housing/Suspension
Possession or use of other illicit drugs	Disciplinary Probation, substance assessment and active sanction	Weekend Suspension	Suspension or Expulsion
Sale, manufacture, or distribution of drugs	Suspension or Expulsion	Expulsion	

Fire Safety Violations

Category	First Violation	Second Violation	Third Violation
Gathering Policy Violation	Educational Resolution	Disciplinary Warning	Housing Probation or Removal from Housing
Possessing an unlit candle or incense	Educational Resolution and Fire Safety Review	Disciplinary Warning or Housing Probation	Removal from Housing
Possession of Vaporizers	Educational Resolution	Disciplinary Warning	Housing Probation
Tampering with fire safety equipment	Disciplinary Warning and Fire Safety Review	Housing Probation	Removal from Housing
Smoking indoors or open flame	Housing Probation and Fire Safety Review	Removal from Housing	Suspension or expulsion

Violence-Related Violations

Category	First Violation	Second Violation
Conduct that threatens or endangers the health or safety of any person	Disciplinary probation or suspension and active sanctions	Suspension or expulsion
Possession of a weapon	Disciplinary probation or suspension and active sanctions; Expulsion.	Suspension or expulsion
Physical violence: pushing, punching, fighting etc.	Disciplinary probation or suspension and active sanctions; Expulsion.	Suspension or expulsion

Sexual Misconduct/Title IX Outcomes

(Complete information is available on the University's Title IX webpage and kNOwMore webpage).

Sexual Misconduct is antithetical to the mission and values of the University and will not be tolerated. The University prohibits all forms of Sexual Misconduct and will take prompt action to eliminate such conduct, prevent its recurrence, and remedy its effects. Assumption University is committed to maintaining a safe and respectful learning, living, and working environment for all members of the University community free from gender-based discrimination and violence, including, but not limited to: Sexual Harassment, Sexual Assault, Sexual Exploitation, Relationship Violence, and Stalking.

In keeping with the University's commitment, outcomes may be enacted that are proportionate to the misconduct given the facts and circumstances of each report, the impact of the conduct on the impacted party and larger community, and accountability of the responding party. A complete list of potential outcomes is available on page 22 of our student handbook.

ALTERNATIVE RESOLUTION

Assumption University is committed to providing the space for learning and personal growth as well and meaningful individual and collective accountability for preventing and addressing harm. The University community standards process may not be used for the adjudication of cases involving the relationships or interactions between two parties that may not involve violations of our community standards. As such, certain disputes or incidents may be best resolved in a manner that assists in the repair and mitigation of harm outside of the community standards process. The University may respond through the initiation of an inclusive and collaborative decision-making process between two parties. The Vice President of Student Affairs and Dean of Students or designee has the discretion to identify which cases would be best addressed in this manner.

PREVIOUSLY ADJUDICATED CASES

Students that attended Assumption University prior to the 2022-2023 Academic Year may have been found responsible for a Community Standards violation or violations. As outlined in sanctioning policies at the time, these students may have "points" associated with these violations. Students found responsible for violations will maintain these violations on their record and are subject to the reporting guidelines detailed in our Record Retention Policy. Previous violations will be considered when sanctioning students in accordance with the 2022-2023 Student Handbook. For example, a student may have incurred 6 points for a marijuana-related incident. If this student is found responsible for a second marijuana-related incident, they can typically expect to receive the sanction outlined under the "second violation" category. Students with status-based sanctions can typically expect to maintain that status as detailed in their initial outcome. Students are expected to complete any outstanding outcomes related to violations that occurred prior to the 2022-2023 policy updates.

RECORD RETENTION POLICY

When a student is found responsible for violations of the Student Code of Conduct, a record will be established and maintained within the Office of Community Standards. Disciplinary records are protected by the Family Educational Rights and Privacy Act (FERPA) and are not released to parents, employers, or graduate schools without the written consent of the student. Student records, with some exceptions, will be maintained for seven years after the date of incident. Exceptions include but are not limited to: cases where a student has been suspended or expelled from University housing, suspended, or expelled from the University, and/or qualify under Title IX. The Office of Community Standards may also maintain records for any pending or unresolved conduct matters. The Office of Community Standards may provide the following information to the requesting party: date of violation(s), specific policy that was breached, status-based outcomes (if the outcome was probation-level or higher).

APPEAL PROCESS

Students who participate in their hearing may appeal the outcome of their case. Appeals are considered by the Vice President of Student Affairs/Dean of Students, their designee, or an Appeal Board. Appeal Boards consist of members of the University community and are advised by the Vice President of Student Affairs/Dean of Students or designee.

Students have five (5) business days from the date of their decision letter to submit a formal letter of appeal to the Office of Student Affairs unless the safety of the University requires greater expediency. Appeal letters should state the grounds for appeal and provide a rationale to support the stated grounds.

The following are the only grounds upon which appeals may be sought:

- A material procedural error that impacted the outcome,
- Previously unavailable relevant evidence that would affect the outcome; and/or
- The sanction being disproportionate to the violation.

The appeal officer or board will:

- Uphold the decision and sanction of the hearing officer or board.
- Reverse the decision of the hearing officer or board and remove all sanctions.
- Modify the decision of the hearing officer or board and/or modify the sanctions given.

The appeal officer or board may choose to meet with the student submitting the appeal to discuss the matter in person. The appeals process is intended to foster checks and balances in the conduct process rather than rehear the case. The decision of the appeal officer or board is final.

ADDITIONAL STUDENT CONDUCT PROTOCOLS AND PROCEDURES

Off-Campus Violations - The University reserves the right to take disciplinary action against Assumption University students who are involved in any off-campus incidents of criminal activity or otherwise non-criminal behavior that the University deems inappropriate, particularly when such incidents have implications for campus safety and/or an effect on the reputation or operation of the University.

Criminal Charges - When the University is aware that criminal charges have been brought against an Assumption University student by local, Commonwealth, or federal authorities, the University reserves the right to suspend/expel that student from the University, and/or from residence, and/or take any other action which is deemed appropriate, pending the outcome of the conduct process.

Double Jeopardy - The University may adjudicate matters that are being dealt with in a court of law; this does not constitute double jeopardy. University officials may, at their discretion, consider the actions taken by civil authorities.

Search and Seizure - One of the basic student rights is the right to privacy. The right to be secured and protected against unreasonable searches and seizures is part of this right to privacy.

> **Cursory Search** - When University authorities have reason to suspect that a violation of University policy is occurring or has occurred, they reserve the right to investigate the situation and confiscate evidence of such violations. In addition, they may make a cursory search of the student's room, motor vehicle, and person, including refrigerators, closets, wardrobes, desks, and large bags or boxes. Material evidence such as alcoholic beverages and containers, drug paraphernalia, suspicious odors, disruptive behavior, or behavior which is suspect, will generally be considered the basis for such a search.
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> **Routine Entry and Inspection of Premises** - University authorities reserve the right to enter all campus premises on a regular basis to examine them or to make such repairs, additions, or alterations, as they deem necessary. In addition, the University reserves the right to enter the premises to take those precautions that might be found necessary to protect the health and safety of the occupants, other persons therein, or others in the residence hall/building. The University may take disciplinary action against any violators of University policy, even if the violation is observed as part of a routine operation.

Search - When University authorities have reasonable suspicion that serious violations of federal, State, local laws, or University policy are occurring or have occurred, they may, with the approval from either the President of the University, the Vice President for Student Affairs or their designee, or a lawfully issued search warrant, thoroughly search a student's person, room, common living space, motor vehicle, and belongings. Evidence obtained will be confiscated and used in criminal and/or University disciplinary procedures.

Federal, State, and Local Authority - It should be noted that federal, State, and local officials may exercise their legitimate authority in conducting search and seizure procedures without the consent of the University.

Bystander Information - Students, faculty or staff who witness or have knowledge of verbal or physical harassment, conflicts that may escalate into assault or battery potential volatile situations or are concerned about the immediate health or well-being of another should contact Campus Police at 508-767-7225. If the situation requires immediate intervention, contact the Campus Police emergency number at extension 7777.

All members of the Assumption University community are strongly encouraged to download the RAVE Guardian app, as this is an additional resource to report any possible issue/concern and is a direct link to Public Safety/Campus Police.

Students, faculty or staff who have information about students in need of assistance should contact the Vice President of Student Affairs or Dean of Students at 508-767-7325 or submit a CARE Team reporting form.

Designated campus authorities will keep the bystander's name confidential when possible. Since a suspected person's rights are a fundamental and legitimate concern, campus authorities will act in a way that takes bystander reports seriously, while respecting a suspected person's free speech, presumption of innocence, search-and-seizure, and privacy rights. All persons' behaviors are bound by the Conduct Code and the laws of the Commonwealth of Massachusetts.

HEALTH, FIRE, AND SAFETY POLICIES

Health, Fire, and Safety Inspection/Right of Entry - The Residential Life staff will conduct periodic Health, Fire, and Safety Inspections of all students' rooms. The professional and paraprofessional staff members of Residential Life have the right to enter the premises at a reasonable hour in the day or evening, to conduct inspection and identify/follow-up on violations, repairs, etc. as deemed necessary. Notification of inspection time and date need not be posted. Students can expect to be notified of any violation(s) via email. In addition, a hardcopy Health, Fire, & Safety form will be left in the room/apartment.

The University reserves the right to inspect any room when the University deems such necessary. In addition, the professional staff members of Residential Life and other University officials have the right to enter the premises at any time for any reasonable cause. The primary purpose of entering is to take those precautions which University officials find necessary to protect the health, safety, and general welfare of the occupants and/or of other persons therein and to enforce University policy.

Members of the Building and Grounds staff routinely enter rooms in the performance of their duties. Such entry is not considered an inspection, however, blatant violations, especially those that could affect student safety, will be reported to the Office of Residential Life.

Fire and Safety Regulations - Use of fire alarms or firefighting equipment for any purpose, except that for which intended, is prohibited according to State law. Impairment of this system could cause loss of life and a great deal of damage to personal belongings and to University property. Students who participate in such activity will be subject to disciplinary action. For the safety of all residents, evacuation drills are held at least once per semester. It is important for residents to familiarize themselves with the procedures to avoid panic in case of emergency. Participation in drills is mandatory. Violation of any aspect of these regulations will result in disciplinary action.

Fire Emergency/Fire Drill Procedures - In case of an alarm, students should touch their doors to feel if it is hot, and look under their doors for any smoke seeping in. If it is safe to evacuate, students must leave immediately by way of the nearest exit. Students should not use elevators during a fire alarm. Residents should assemble outside in the designated area evacuation site, located at least 50 feet away from the building, not in the fire lanes, since these must be kept clear for fire equipment. Residents should not re-enter the building until Campus Police allows them to do so.

To the extent that personal safety permits, Residential Life staff assists students with evacuation; however, it is the sole responsibility of the student to evacuate whenever an alarm sounds. Students should NOT wait for a Residential Life staff member to tell them to evacuate. Any student who does not leave a building when an alarm sounds will be subject to disciplinary action.

False Alarms - A false alarm is extremely dangerous. Repeated false alarms could cause students to treat an actual fire lightly. Anyone found to have intentionally set off a false alarm will be evicted from Assumption housing and may also be subject to suspension or expulsion from the University and prosecution to the fullest extent of the law.

Fire Safety Equipment - Due to the risk posed to the safety of the community by tampering with fire safety systems and equipment, the University will impose serious sanctions that may include suspension/expulsion from residence and/or the University on students for the following behaviors, regardless of whether it was "accidental" or not:

- Disabling, removing, or tampering with exit signs or emergency lighting.
- Disabling, misuse, removing or tampering with fire alarm systems and/or other building safety equipment.
- Tampering or discharge of fire extinguishers.
- Tampering with, covering, or damaging smoke detectors, sprinklers, or standpipes.
- Causing or contributing to a fire or flood.

For students' safety and the safety of others in the community, the following are PROHIBITED from all residence halls. Please note, this is not an exhaustive list. Additional items may be identified and addressed, as necessary. Prohibited items found by Residential Life and/or Campus Police may be confiscated and not returned.

- Smoking is not permitted inside of or within 100 feet of any building on campus.
- Vaporizers and vaping paraphernalia of any type (JUULs, mods, "dab pens," etc.) are prohibited on campus.
- Candles, devices that are designed to indirectly melt wax, potpourri burners, and incense(whether burning or not) are prohibited.
- Combustible/Flammable items including, but not limited to:
  - Kerosene lamps, tiki torches, and similar items, even as a decoration
  - Combustible trash receptacles.
  - Paint cans without lids.
  - Butane and/or items that contain or utilize butane (i.e., torch lighters)
  - Fireworks (i.e., firecrackers, caps, roman candles, sparklers, etc.).
  - Propane tank of any style or size.
  - Liquid/gas fueled camp stoves.
- Hookahs.
- Items suspended from ceilings, sprinkler heads and or pipes (flags, nets, tapestries, lights, etc.).
- Any object that blocks the exit from a room or apartment.
- Temporary partitions or dividers.
- Furniture that is stacked, such as desks.
- Cinder blocks.
- Unauthorized locks on any door.
- Obstruction of sprinkler heads or fire and safety equipment.
- Dismounting or removing a fire extinguisher. Extinguishers must remain fully charged and mounted in designated areas. Apartments and townhouses must have a fire extinguisher in view.
- Unauthorized electrical appliances such as hot plates, hot pots, rice cookers, coffee makers (unless equipped with an automatic shut-off switch), "George Foreman" type grills, air fryers, space heaters, toaster ovens, sun lamps, fog machines, smoke machines, oversized refrigerators (over 1.5 cubic feet), oversized microwaves (over 500 watts), and halogen lamps. We also recommend that irons be equipped with an automatic shut off switch for safety reasons. Students in apartments should consult Residential Life for a list of approved appliances.
- Appliance cords with broken insulation or broken plug ends. Electrical octopi (multiple extension cords). Power strips must be used when connecting more than two items to a single wall outlet (which contains room for two plugs).
- Outside antennas or aerials.
- Rooms kept in unsanitary condition, uncovered food containers, excessive beverage containers, exposed food, or disposal of trash other than in an appropriate trash receptacle.
- Removal of screens, windows, and/or security screen tabs.
- Neon lighted, city and/or street signs.

Note: Bed Leg Lifters purchased from a retail store may be used for beds that are not bunked, however, great care must be taken, and this is done at the risk of the student.

WHERE TO GET HELP, INFORMATION, AND INVOLVED!

ON-CAMPUS

Academic Questions:	Dean of Studies and First Year Dean	508-767-7486
	Academic Support Center	508-767-7071
	Student Accessibility Services	508-767-7500
	Registrar	508-767-7355
Campus Activities Board (CAB):		508-767-7058
Career Development & Internship Center		508-767-7248
Counseling/Substance Abuse: Counseling Services		508-767-7329
Dining Services		508-767-7231
Emergencies: Campus Police:		508-767-7777
Financial Aid:		508-767-7158
Health Information and Services: Health Services		508-767-7329
International Student Issues:		508-767-7310
AU Allies - Campus Ministry:		508-767-7419
Cross Cultural Center/ALANA Concerns/Involvement:		508-767-7100
Campus Ministry:		508-767-7419
Pregnancy Counseling:	Counseling Services	508-767-7329
	Campus Ministry	508-767-7419
Campus Police (Non-Emergency)		508-767-7225
Facilities/Maintenance Concerns		508-767-7391
Residential Life:		508-767-7505
Sexual Violence/Harrassment:	Title IX Coordinator	508-767-7172
	Campus Advocate (Confidential)	508-767-7641
Student Activities:		508-767-7403
Student Affairs		508-767-7325
Student Success		508-767-7401
Student Government Association:		508-767-7396
Volunteer Opportunities:	Campus Ministry/Reach Out Center	508-767-7142

OFF-CAMPUS

Alcohol Concerns:	Alcoholics Anonymous (Worcester)	508-752-9000
	AdCare Hospital (24 hour help and referral line)	1-800-252-6465
Ambulance:		911
Relationship Violence:	Daybreak (Worcester)	508-755-9030
Child Abuse:	Mass. Society for Prevention of Cruelty to Children	1-800-442-3035
	Parental Stress Line	1-800-632-8188
Crisis Pregnancy:	Clearway Clinic	508-438-0144
	Problem Pregnancy of Worcester	508-856-0700
	Pernet Family Health Center	508-755-1228
Fire:		911
Gambling:	Gamblers Anonymous (Eastern Massachusetts)	617-899-7943
	Massachusetts Council on Compulsive Gambling	1-800-426-1234
Healing from Abortion (for women and men):	Project Rachel	508-791-HOPE
	Clearway Clinic	508-438-0144
Personal Crisis:	Emergency Mental Health Services, UMass Memorial	508-856-3562
	First Call (information/referral)	508-755-1233
Poison:	Massachusetts Poison Information Center	1-800-682-9211
Police:		911
Rape/Sexual Violence:	Pathways for Change (Rape Crisis Center) 24/7	1-800-870-5905
		508-852-7600
Suicide:	Samaritans (Framingham)	508-875-4500
	Samaritans (National Hotline)	800-273-8255

Appendix C

RAVE Guardian App

The RAVE Guardian APP can be a valuable personal safety tool while on campus

Assumption University



Call Directory:
Contact information, hours of operation, addresses, Etc.

Inbox:
Receive timely campus notification and updates

Safety Timers:
Set a Safety timer whenever you are alone or in an unfamiliar place

Anonymous Tip:
Two- way communication with campus police

Call 9-1-1:
Call Assumption Campus Police Emergency Line for help or if you see something suspicious

Call Campus Police:
Call Campus Police Non-Emergency Line

SCAN ME

Download the RAVE APP

POLICE
ASSUMPTION UNIVERSITY
WORCESTER MA 1904
A.D. 1904

SCAN ME

For more information about the RAVE Guardian APP

Appendix D

Memorandum of Understanding ~
City of Worcester Police Department &
Assumption University Department of Public Safety
for Sexual Misconduct Investigations

MOU between City of Worcester Police and Assumption University Department of Public Safety for Sexual Misconduct Investigations.

This Memorandum of Understanding (MOU) is entered into by and between Assumption University Department of Public Safety (Police) and City of Worcester POLICE Department.

I. Purpose

The purpose of this MOU is to comply with M.G.L. c.6 §168E (c) and 610 CMR 14.00.

II. Primary Points of Contact

The primary points of contact between the ASSUMPTION UNIVERSITY POLICE and WORCESTER POLICE on matters involving the interpretation and enforcement of this MOU shall be:

Chief Steven B. Carl
Assumption University
500 Salisbury Street
Worcester, MA. 01609
508-767-7225

Chief Steven Sargent
Worcester Police
9-11 Lincoln Square
Worcester, MA 01608
508-799-8466

III. Jurisdiction

ASSUMPTION UNIVERSITY POLICE department shall have primary jurisdiction for investigating an incident of sexual misconduct occurring on the ASSUMPTION UNIVERSITY campus. WORCESTER POLICE generally shall have primary jurisdiction for investigating an incident of sexual misconduct occurring outside the ASSUMPTION UNIVERSITY campus, but the parties recognize that circumstances may require a cross-jurisdictional or multi-jurisdictional response.

IV. Agreed Upon Protocols

A. It is expected that WORCESTER POLICE will contact the ASSUMPTION UNIVERSITY POLICE as promptly as practical under the circumstances, regarding any report(s) of sexual misconduct occurring on or around the ASSUMPTION UNIVERSITY campus;

B. Depending on the location of the alleged incident, either the ASSUMPTION UNIVERSITY POLICE or WORCESTER POLICE will have primary responsibility for any investigation. ASSUMPTION UNIVERSITY POLICE and WORCESTER POLICE shall provide investigative support to each other upon request and as appropriate;

C. The ASSUMPTION UNIVERSITY POLICE will respond to any ASSUMPTION UNIVERSITY community member who reports an incident of sexual misconduct in accordance with ASSUMPTION UNIVERSITY's policies and practices, including without limitation, the ASSUMPTION UNIVERSITY policies for addressing incidents of sexual misconduct .

D. For cases involving a cross- or multi-jurisdictional response, information may be shared between the ASSUMPTION UNIVERSITY POLICE and WORCESTER POLICE, as permitted by federal and state law and where the impacted party consents to the release of relevant documentation and information generated or acquired during WORCESTER POLICE or ASSUMPTION UNIVERSITY POLICE department investigations;

E. The ASSUMPTION UNIVERSITY and WORCESTER POLICE agree that notification of the Worcester County District Attorney's Office, will be made by the party with primary responsibility investigating an incident of sexual misconduct occurring on or around the ASSUMPTION UNIVERSITY campus, as permitted by federal and state law, and where the impacted party consents to the release of relevant documentation and information generated or acquired during WORCESTER POLICE or ASSUMPTION UNIVERSITY POLICE department investigations;

F. The survivor of all incidents of sexual misconduct shall have the decision-making authority to determine which Police Department they want to have investigative authority, subject to jurisdictional authority.

G. The ASSUMPTION UNIVERSITY and WORCESTER POLICE shall review this MOU no less than every three years in accordance with M.G.L. c.6 §168E (c) and 610 CMR 14.00, including without limitation, the feasibility determination set forth in 610 CMR 14.04(2).

H. AUPD shall meet with WPD to discuss active sexual assault investigations involving Assumption University. The meetings shall take place along with other UCHLEA (University, College, and Hospital Law Enforcement Agencies) in the City of Worcester. This group meets monthly and shares information on active investigations and best practices.

V. Effective Date

This agreement is entered into and effective as of the date last signed below and shall remain in effect until terminated by either the ASSUMPTION UNIVERSITY POLICE or the WORCESTER POLICE upon not less than thirty (30) days prior written notice by one party to the other.

VI. Signature

This MOU is executed as a document under seal governed by the laws of The Commonwealth of Massachusetts.

07-26-2022

Steven B. Carl
Associate Vice President for Public Safety
ASSUMPTION UNIVERSITY

[Insert Date]

7-26-22

Steven Sargent
Chief of Police
WORCESTER POLICE

[Insert Date]

Appendix E

FORWARD, TOGETHER: ENSURING EDUCATIONAL AND OPERATIONAL CONTINUITY



Forward, Together: Ensuring Educational and Operational Continuity

A comprehensive plan to promote the health and safety
of the Assumption University community.

- -

Contents of this document are current as of March 2, 2021 and subject to change.

Assumption University

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A FULL COPY OF FORWARD TOGETHER: ENSURING EDUCATIONAL AND OPERATIONAL CONTINUITY IS AVAILABLE ON-LINE AT: https://www.assumption.edu/sites/default/files/3.2.2021%20AU%20Forward%20Together%20Plan%20v.38.pdf